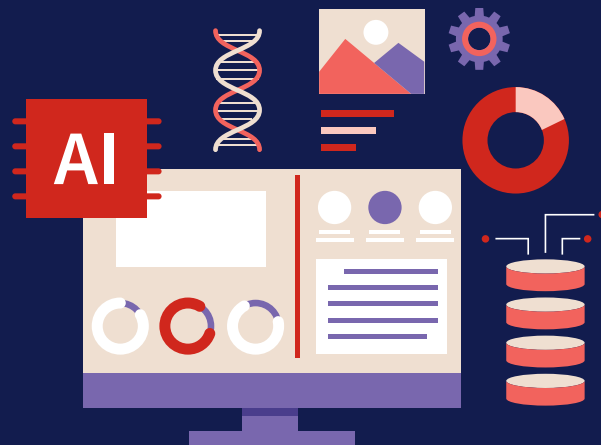


ADP Marketplace AI Principles

ADP® Marketplace understands the great opportunity that artificial intelligence, generative artificial intelligence, and machine learning (collectively referred to as AI) provide to address the HCM needs of our clients. With this opportunity, however, can come the potential for unintended effects. As a result, we are committed to the responsible use of AI by our partners.



To implement responsible AI on ADP Marketplace in a meaningful and consistent way, our partners have committed to the following set of AI principles which focus on human oversight, monitoring, privacy, explainability and transparency, and mitigating bias.

Our adoption of, and our partners' commitment to, these AI principles reflect the value we place on the trust that our clients have placed in us. This will help clients purchase AI-based solutions on ADP Marketplace with confidence.

Human oversight

ADP Marketplace believes that human oversight is essential to the reliable operation of artificial intelligence (AI) and machine learning (ML) models and making proper use of their results. AI and ML models should not be the determinative factor in making decisions that impact an individual's employment status. Rather, ADP Marketplace partner ML- or AI-enabled solutions should provide data-based recommendations to human decision-makers, which they can then decide how to act upon.

Privacy

ADP Marketplace partners should provide information about how they handle personal data in privacy statements made available to clients' employees, consumers, and job applicants. Partners' ML models should seek to minimize access to identifiable information to ensure they use only the personal data they need to generate insights. They should also maintain a robust security program for their ML models, including designing them in line with appropriate security standards and protecting them against misuse or compromise.

Monitoring

ADP Marketplace partners should implement audit and risk assessments to test their ML models as the baseline of their oversight methodologies. Partners should test their models for fairness, performance, and drift before deploying, but also continue to monitor those issues to ensure the models are operating as intended.

Mitigating bias

ADP Marketplace partners' approach to AI should emphasize the isolation of unintended bias. Partners should strive to not reproduce bias and to identify new and unexpected sources of bias and then refresh and enhance the design of their products and services to address them. When communicating about the capabilities of their AI tools, partners should substantiate their claims and avoid statements that their tools eliminate bias.

Explainability and transparency

ADP Marketplace partners should strive to develop ML models that are explainable and direct, with clear purposes. Partners should provide clients with information about how their ML models operate, their proper use, and their limitations, so that clients can implement those models in accordance with their design and purpose, operate them effectively, and use their outputs as intended. Partners also should provide disclosures to those who interact with and are impacted by the use of an AI tool.

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