

Is our AI safe to use in hiring?

Yes, and you can check it. Our agents rank and recommend; they never reject. Every application stays in the queue, and your team makes every decision.

The EU AI Act treats AI used in recruitment as high-risk. This page sets out its dates in plain English, how inploi works against what the Act asks, and what stays with you as the employer.

THE EU AI ACT IN THREE DATES

APPLIES NOW

2 February 2025

Banned practices, including AI that infers people's emotions at work.

inploi: where a candidate answers by voice, the audio is used only to make a transcript. How someone sounds is never scored.

APPLIES NOW

2 August 2026

Transparency: people must be told when they are dealing with an AI system.

inploi: every candidate is asked whether they are happy for AI to be used. They can say no and carry on.

APPLIES FROM

2 December 2027

The high-risk rules for recruitment AI. The Digital Omnibus moved this date from 2 August 2026, so there is time to choose well.

inploi: how we work against each of them is below.

WHAT THE ACT ASKS OF RECRUITMENT AI, AND HOW INPLOI WORKS TODAY

Human oversight	Agents rank and recommend; they never reject. The score changes the order of the queue, not who is seen, and every application can be read in full.
Explanation	Every score comes with reasoning your team can read: which requirements the candidate met, how they showed it, and why they ranked where they did.
Data and bias	Personal details are removed before the Hiring Agent scores an application, and scoring uses only the criteria your team sets.
Independent audit	inploi's use of AI, including the Hiring Agent and the Candidate Agent, is independently audited for fairness and accuracy by Warden.
Telling candidates	Every candidate is asked whether they are happy for AI to be used. If they say no, the Hiring Agent does not score their application, and neither answer helps or harms it.
Records	A full audit trail of every agent action is available in Studio.

What stays with you as the employer

The Act gives the organisation using the AI duties of its own. We work with your team on each.

- 1. Name who decides.** The people who review scores and make decisions should understand what a score does and does not mean.
- 2. Tell candidates.** The consent step in the application does this, in your brand.
- 3. Keep the records.** The audit trail in Studio holds every agent action.
- 4. Check outcomes on your own data.** Independent testing with realistic test data shows whether an AI treats people differently because of who they are. Whether outcomes differ across groups in your own hiring can only be measured on your own data, and we will work with your team on that audit.

Bring your legal team's questions to the demo.

Read how our AI works, question by question, at inploi.com/security/ai.

[Book a demo](#)