



Workable Artificial Intelligence (AI) Addendum

This Artificial Intelligence (AI) Addendum (“**AI Terms**”) is incorporated and will be considered part of the Workable Terms of Use (the “**Terms**”). These AI Terms govern Customer’s use of artificial intelligence, machine learning, or similar technologies (“**AI**”) offered by Workable as part of the Services (“**AI Features**”) which are developed and managed by Workable or third parties service providers (“**Third-Party Provider**”).

User Content and Prohibitions on Use:

Customers may utilise data, such as content, text, prompts, search queries etc. (“**Input**” or “**User Content**”) in order to use the Services and receive results generated and returned to the Customer, via the use of AI based on the Input (“**Output**”).

Customer shall refrain:

- From including any personal data in the Input. In any such case, Workable has no responsibility over the data Customer has decided to provide;
- From using the AI Features or Inputs or Outputs to infringe upon any third-party rights, including any intellectual property rights;
- From using the AI Features in a way to be offensive, illegal, inappropriate or in any way to promote racism, for purposes or with effects that are illegal, discriminatory, harassing, bias-inducing, harmful or unethical;
- From using the AI Features or any Inputs or Outputs to develop, train or improve any AI models.

Additionally by generating or using any content created via the use of AI or adding such content to a job description and making it public, Customer agrees to take full responsibility for its use or misuse, including any inaccuracies, non-compliance with the Terms and these AI Terms.

Workable Warranties and Disclaimer

THE AI FEATURES ARE PROVIDED ON AN “AS IS” BASIS. TO THE MAXIMUM EXTENT PERMITTED BY LAW, WORKABLE EXPRESSLY EXCLUDES ALL REPRESENTATIONS, WARRANTIES, OBLIGATIONS AND LIABILITIES IN CONNECTION WITH THE AI FEATURES, INCLUDING BUT NOT LIMITED TO THE WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT OF INTELLECTUAL PROPERTY, ACCURACY, COMPLETENESS, FITNESS FOR A PARTICULAR PURPOSE, AND ANY WARRANTIES ARISING BY STATUTE OR OTHERWISE IN LAW OR FROM COURSE OF DEALING, COURSE OF PERFORMANCE, OR USE OF TRADE ARE HEREBY EXCLUDED AND DISCLAIMED.



FOR ANY CONTENT GENERATED BY MACHINE LEARNING CAPABILITIES AND FUNCTIONALITY WORKABLE MAKES NO WARRANTY OR GUARANTEE AS TO THE ACCURACY, NON INFRINGEMENT, NON BIAS, COMPLETENESS OR RELIABILITY OF SUCH CONTENT.

Intellectual Property

Workable owns all rights, title, and interest in and to the AI Features, and Customer, to the extent permitted by applicable law, shall retain the ownership rights in any Input and in the Output.

Improving Workable AI

Workable may use Performance Data and Feedback collected from Customer's use of the AI features, as well aggregate data to further develop and improve the AI Features or as otherwise permitted under the Workable Terms, in order to provide the AI Features to the Customer.

Third Party AI Providers' Policies

Workable uses technology provided by its AI Providers to provide certain features and functionality of the AI features. Customer may not use the AI Features in a manner that violates any Third Party Provider policies, as the OpenAI's [Terms](#) and [Usage Policy](#) and Microsoft's [Code of Conduct](#).

Changes to these Terms

Workable reserves the right to modify these AI Terms at any time, by revising them on the Website, provided that any such modifications do not materially change the overall functionality of the Services or substantially diminish Customers rights and obligations. Any changes Workable may make to this document in the future will be notified and made available via the Website.