AI at Work:

Legal and commercial risks

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HM3 Legal

THE HORRORS AND STATS



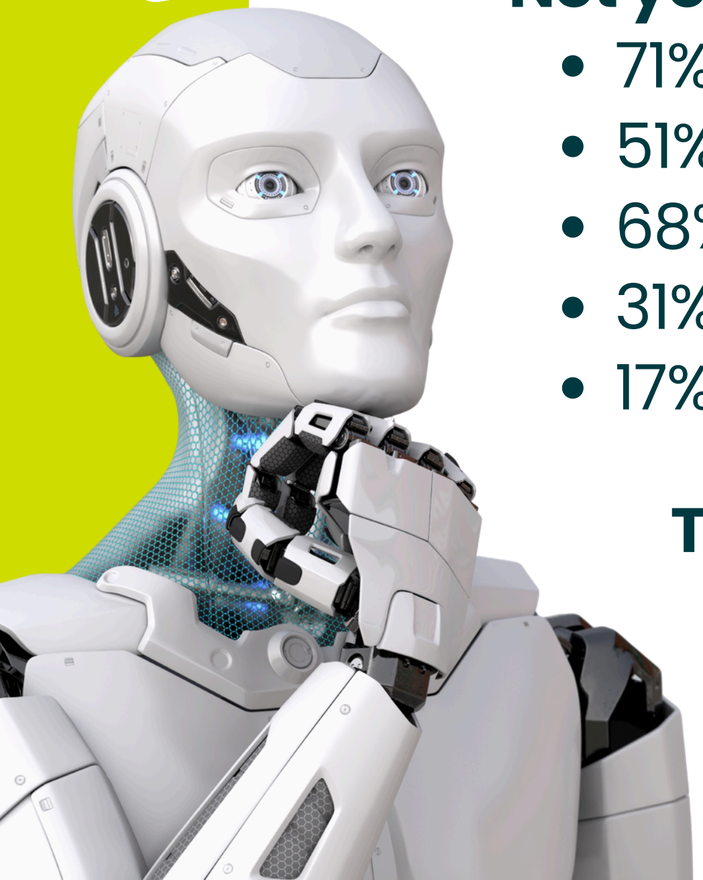
Who is in the press?

- Samsung, Air Canada, Chevrolet, even lawyers

Not your company?

- 71% have used unapproved AI tools at work
- 51% confess to using every week
- 68% rely day-to-day
- 31% hide from their employers
- 17% pay for their own subscriptions

Shadow AI is happening, whether you know it or not



The AI Risk Ladder:

- Ideas → drafting → internal analysis → decisions → customer-facing AI

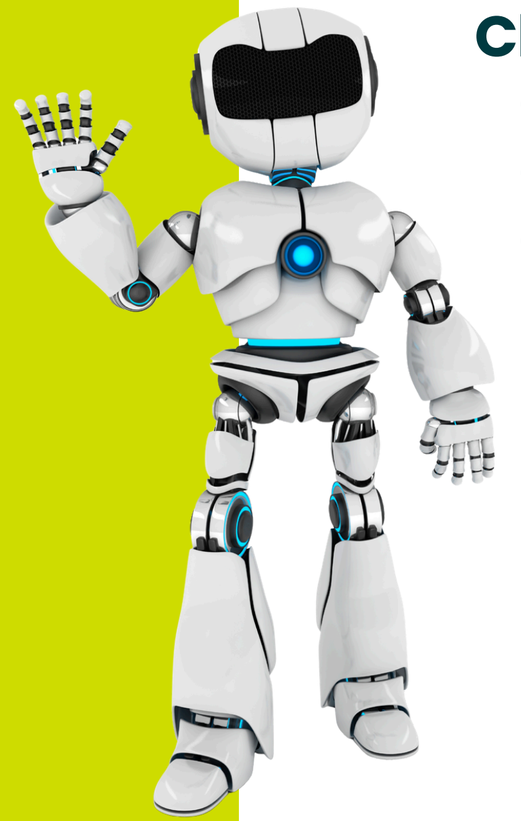
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YOUR DATA, YOUR OUTPUT: WHOSE RESPONSIBILITY?

Essential: Assess higher-risk processing through a Data Protection Impact Assessment

Are you breaching data laws?

- Not automatically
- Personal data into AI needs a lawful basis, transparency, security, safeguards



Check before you paste

- Use approved tools, check access & retention
- Minimise personal data
- Do prompts train the model?

Who owns the output?

- No universal answer: copyright protection, human contribution, employment arrangements, provider terms

*Permission to use an output is **not a guarantee** of exclusive IP right. Ownership does not mean clearance: outputs may reproduce protected material. Check third-party rights before publication and record meaningful human input; UK rules for wholly computer-generated works remain under review.*

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KEY TAKEAWAYS



1. Find out what your people are already using

- See what is already working, review and approve tools and uses

2. Set red lines and enforce AI policies

- Train staff and assign accountability

3. Decide what outputs require human review

- Mandatory human-sign off for consequential decisions
- Legal, financial, HR, safety-related, customer-facing material, contractual commitments

4. Check your contracts

- What is permitted under supplier contracts and customer contracts?

5. AI Responsibility Officer

- Draft emails, summarise documents, ideas, support routine tasks

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THANK YOU

ANY QUESTIONS?





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How refreshing