



AI ETHICS CHARTER

Ethical Commitments for the Responsible Use of Artificial Intelligence

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bridgitalimpact.com

P R E A M B L E

Bridgital Impact helps impact-driven organizations make their data work for them, with responsible AI. I work with humanitarian and development organizations, microfinance institutions, foundations, impact funds, social and solidarity economy (SSE) organizations, ESG consultancies, and public authorities.

This charter translates my convictions into concrete commitments. It applies to every stage of my work: understanding (the AI audit), governing (charter, governance, compliance), putting data to work, and transferring skills. It complements the contractual documents (NDA, service agreement, DPA) signed with each client.

The level of rigor required by these principles adapts to the nature of each engagement: an audit does not carry the same operational risks as a prototype, however simple.

H U M A N I T Y A N D I M P A C T

I spent twelve years in the field, in contexts where every decision mattered for real people. That experience taught me that data is never abstract: it always carries the trace of a life, a project, a place. That conviction guides my work, whatever the context of the organization I support. One rule never changes: technology must serve human judgment, never replace it.



P I L L A R I

Legal Compliance and Framework

Regulatory and legal compliance

I take the applicable regulatory framework into account in my analyses, recommendations, architectures and prototypes: the GDPR, the EU AI Act, the CSRD and, where relevant, Switzerland's nFADP and sector-specific rules. For transfers of personal data



outside the EU, I flag the need for appropriate safeguards, such as Standard Contractual Clauses, which the client puts in place as data controller.

▪ **Contractual framework and DPA**

An NDA is signed before the diagnostic call, so that we can speak freely from the very first conversation. Each engagement is then formalized through a service agreement and, where personal data is processed, a Data Processing Agreement (DPA) in line with Article 28 of the GDPR. The chain of responsibility is traced through to any sub-processors involved (AI model providers, hosting providers, automation tools).



PILLAR II

Data Protection and Security

▪ **Risk assessment and DPIA**

When an engagement involves sensitive data (health data, beneficiaries' financial data, data on vulnerable populations, special categories under Art. 9 GDPR), I carry out a preliminary analysis of risks, data flows and access. Where the regulatory criteria may be met, I recommend a Data Protection Impact Assessment (DPIA) and provide the technical input it requires. Legal responsibility for the processing remains with the client organization.

▪ **Data minimization and security**

I apply the principle of minimization at every stage: only strictly necessary data is collected and processed. Test datasets use synthetic or pseudonymized data wherever possible; pseudonymized data remains personal data and is protected as such. No real data is passed to an AI tool without the client's explicit agreement.

▪ **Reversibility and the right to erasure by design**

When I work on a client's technical architecture, I favor open choices, free of proprietary lock-in, with data that remains portable and exportable at any time. Whether the engagement is an audit, a training program or a deployment, the right to erasure is guaranteed: documents and data provided to me are deleted from my working environments once the engagement ends, except where the law requires me to keep them (contracts, invoices).

▪ **Security and dialogue with IT teams**

Every technical intervention follows security-by-design principles. I work in coordination with the client's IT teams, including during an audit, to ensure consistency with existing infrastructure and cybersecurity policies.



PILLAR III

Transparency, Accountability and Human Oversight

▪ **Transparency of uses and limitations**

I explain in plain language how each AI tool or system reviewed as part of my engagement works, what it can do, and where its limits lie. My recommendations make explicit any use of AI likely to affect end beneficiaries, so the client can inform them accordingly. I act as the interface between business teams and technical teams.



▪ Primacy of human oversight

AI remains a decision-support tool, never an autonomous decision-maker. I check that human control is maintained at every critical step (human-in-the-loop), both in the systems I audit and, where applicable, in the tools I deliver, and I alert the client if that is not the case. Where autonomous agents are involved, I make sure appropriate safeguards govern their actions.

▪ Accountability, traceability and decision memory

I design systems that show where information comes from, which assumptions were used and why a decision was made, so that the organization can account for its choices to its funders, investors and beneficiaries. The form this record takes varies by engagement: an audit report documents the methodology and findings, a training program relies on the materials delivered and the skills validated, a prototype is documented through a log of technical choices and their iterations. In every case, it ensures continuity if a team or provider changes.



PILLAR IV

Sovereignty and Autonomy

▪ Digital sovereignty and strategic advisory

I start from the client's existing architecture, not a catalog of solutions. My analyses and recommendations favor local control, interoperability and long-term sustainability, flagging risks of single-vendor dependency (vendor lock-in).

▪ Local ownership and autonomy

My goal is to transfer skills, not to create dependency. Depending on the nature of the engagement, this takes the form of complete documentation, team training, or an autonomy plan. The client must be able to take ownership of my recommendations or the solutions delivered without depending on me.

▪ Adapting to operational realities

I take into account each organization's practical constraints: digital maturity, available resources, and the context of the engagement, including fragile settings with limited connectivity, unstructured data or reduced infrastructure. Every solution or recommendation is assessed on its operational feasibility, not just its technological sophistication.



PILLAR V

Ethics and Responsibility

▪ Responsibility and vigilance

I exercise a genuine duty to advise: if an AI solution is not the right fit, I say so. I clearly define the scope of my engagement and the limits of my expertise, and I refer the client to specialists when necessary.



▪ Ethics of impact

I only propose solutions that create real, measurable added value. No AI for AI's sake, no AI-washing: I never overstate what a technology can do to attract funding or partnerships. Every recommendation is assessed against its concrete impact on the client's mission and the people it serves.

▪ Environmental frugality of AI

I favor, and recommend to my clients, a frugal approach to AI: the lightest model sufficient for the task, local processing where possible, and a principle of necessity before any implementation. Energy footprint is a selection criterion, as it is for any technology recommendation.

MY COMMITMENT

A commitment to best efforts, not a guarantee of results.

I commit to using the best means available to support my clients in a responsible adoption of AI. I recognize that technology evolves rapidly, and that my duty is to remain vigilant, well-trained and honest about its limitations. I do not promise that AI will solve your problem. I commit to helping you determine, rigorously, whether it can, and under what conditions.



L I F E O F T H E C H A R T E R

Version: 1.1

Effective date: September 2026

Review frequency: annual, or upon any major regulatory change (GDPR, AI Act, nFADP)

Reference frameworks: GDPR, EU AI Act (Regulation 2024/1689), CSRD, ISO/IEC 42001, OECD and UNESCO recommendations on AI ethics

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