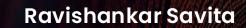


Future-Proofing Al Investments with Scalable, Compliance-First

Frameworks



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Executive Summary

Compliance Risks & Mitigation Strategies in Modern Data Environments

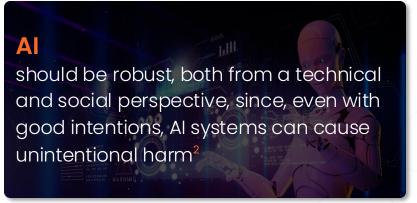
In the era of Al-driven enterprises, data compliance has transformed from a regulatory obligation into a strategic imperative. The convergence of distributed data, cloud architectures, and algorithmic processing introduces complex challenges, particularly with regulations like GDPR, HIPAA, CCPA/CPRA, and emerging Al governance frameworks such as NIST AI Risk Management Framework (AI RMF) and ISO/IEC 42001.

This white paper presents a future-proof compliance framework that integrates legal rigor, operational agility, and contractual safeguards drawn from enterprise AI engagements. By aligning governance, technology, and processes, organizations can mitigate risks, foster trust, and unlock innovation while adhering to evolving data protection and AI-specific regulatory requirements.

Requirements for trustworthy Al







Al https://digital-strategy.ec.europa.eu/en/library/ethicsguidelines-trustworthy-ai Reference: https://www.europarl.europa.eu/doceo/document/TA-9-2024-0138-FNL-COR01_EN.pdf



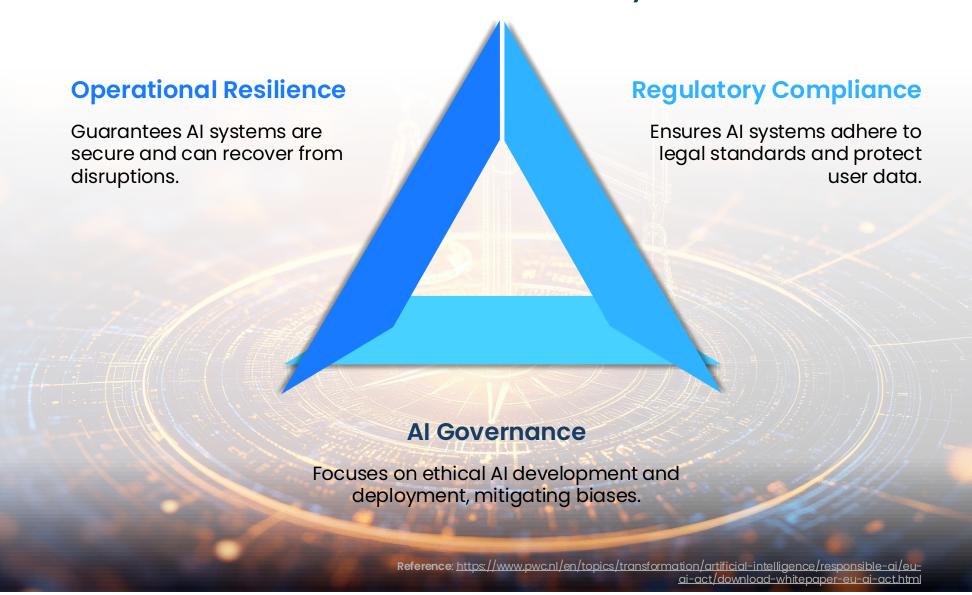
Navigating The Future

A Deep Dive into Data Compliance for Al-Driven Enterprises

In today's AI-driven business landscape, data compliance has evolved from a regulatory obligation into a strategic imperative. This white paper examines how modern enterprises can effectively navigate regulatory requirements, implement ethical AI governance, and maintain operational resilience while driving innovation.

To effectively manage AI compliance, organizations should adopt a modular, agile approach—breaking implementation into smaller, focused work packages. Prioritizing governance elements that offer immediate value beyond compliance can accelerate impact. This iterative model allows teams to address different components in parallel, guided by organizational goals, risk profiles, and time constraints. Key benefits include faster improvements in AI governance, early enhancement of system quality, and steady progress toward meeting regulatory requirements.

Foundation of Trustworthy AI³





Introduction

The Imperative of Al-Driven Compliance

The convergence of artificial intelligence (AI), cloud computing, and data proliferation has redefined enterprise operations, introducing unprecedented compliance challenges.

Organizations face a trifecta of pressures:

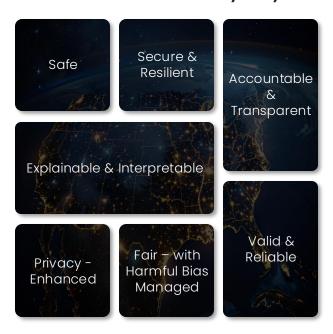
- Regulatory Complexity: Regulatory landscape is diverse, enterprises must navigate an increasingly intricate landscape of data privacy and AI-specific regulations, including GDPR, CCPA/CPRA, HIPAA, and emerging regulations such as EU AI Act.
- AI Governance: Ethical consideration remains central of AI deployment, AI systems must meet growing expectations for transparency, explainability, fairness, and auditability, as outlined in frameworks such as the NIST AI RMF and ISO/IEC 42001, the emerging AI management system standard.
- Operational Scale: Cloud-native architectures and third-party ecosystems adds layers of complexity to data oversight and security controls.

Enterprises seek the following answers:

- How can you have meaningful human oversight if agentic AI systems are autonomously executing tasks which can have a real-world impact?
- Are there specific tasks or actions which agentic AI systems should not be allowed to perform?
- Are there specific applications or data sources which agentic AI systems should not have access to?
- Is it feasible to perform and continuously update traditional risk assessments for the countless multi-agentic AI systems which could become embedded across all software applications?

 Should all employees have access to a personalized AI agent, trained on their data?

Characteristics of trustworthy AI systems⁴



Source: https://nvlpubs.nist.gov/nistpubs/ai/NIST.AI.100-1.pdf

Frameworks enabling Trustworthiness

- Existing frameworks (ISO/IEC 42001 AI security standards) approach transparency and explainability from a static system perspective, developed primarily for traditional and generative AI systems.
- The NIST Framework emphasize documentation requirements designed for systems with stable behaviors and clear decision paths
- EU AI Act regulates AI systems based on the risk they pose to users, AI statements are to be safe, transparent, traceable and nondiscriminatory.
- Agent Card serving as a digital identity & risk passport for Al agents

This white paper provides a comprehensive framework for modern data compliance, integrating legal, technical, and operational strategies. It expands on the original framework by offering deeper technical insights, real-world case studies, and a roadmap for implementation.









The Evolving Regulatory and Al Governance Landscape

Global Data Privacy Regulations

Compliance with data privacy laws is foundational. Key regulations include:

- GDPR: Requires explicit consent, data minimization, and breach notifications within 72 hours. Non-compliance fines can reach €20 million or 4% of annual global turnover.
- CCPA/CPRA: Grants California residents rights to know, delete, and opt out of data sales.
 Penalties for violations can exceed \$7,500 per intentional violation.
- **HIPAA**: Mandates safeguards for protected health information (PHI), with penalties up to \$1.5 million annually for non-compliance.
- Emerging Laws: The EU AI Act (2024) classifies
 Al systems by risk, imposing strict requirements
 for high-risk applications (e.g., hiring, credit
 scoring). Many other countries are developing
 their own AI regulations, focusing on specific
 industries or ethical considerations. These
 frameworks are evolving as AI technology
 advances, and new regulations are expected
 to emerge to address ongoing challenges and
 opportunities.







Cross-jurisdictional conflicts arise when laws overlap (e.g., GDPR's data localization vs. CCPA's consumer rights). Organizations can harmonize compliance using a "highest common denominator" approach, adopting the strictest requirements across regions

AI-Specific Governance Frameworks

Al introduces unique compliance needs:

NIST AI Risk Management Framework (RMF): Emphasizes risk assessment, transparency, and accountability across the AI lifecycle.

ISO/IEC 42001: Provides a certifiable standard for Al management systems, focusing on ethical use and auditability.

EU AI Act: Requires high-risk AI systems to undergo conformity assessments, maintain technical documentation, and ensure human oversight.

Colorado Artificial Intelligence Act (CAIA) (will come into effect on February 1, 2026) focuses on the development and deployment of high-risk AI systems and protect against algorithmic discrimination.

60% of AI models in hiring exhibited gender or racial bias due to skewed training data.

Techniques like reweighting datasets or using fairness libraries (e.g., Fairlearn) can address this. ⁵

Source: https://doi.org/10.32473/flairs.36.133236



Identifying Al Risks

Spotting potential AI systems problems, such as biases in data, security gaps, & unexpected outcomes.



Assessing Al Risks

Evaluating how serious these risks are and determining which ones need immediate attention.



Managing Al Risks

Taking steps to mitigate or minimize these risks, ensuring Al technologies are used safely and ethically.



Monitoring Al Risks

Keeping an eye on Al systems to detect new risks early, ensure compliance, and maintain system integrity.



Contractual Obligations

When negotiating AI vendor agreements organizations should prioritize protective contractual provisions to ensure accountability, reduce exposure to legal and reputational risk, and promote responsible AI deployment in third-party engagements, such as:

- Non-Repurposing: Prohibits Vendor from using organizations' proprietary data or its customer data to train vendor general AI models without organization's consent.
- Audit Rights: Organizations should establish rights to verify compliance with data handling practices.
- Data Ownership: Ensure organization has exclusive ownership of its data including its customer data, outputs and derivatives.

- Ethical Compliance: Require alignment with the organization's ethical AI guidelines and adherence to relevant industry frameworks or regulatory standards.
- Al Transparency: Include obligations for vendors to provide appropriate levels of Al transparency and explainability regarding Al system behavior, outputs, and risks.

92% of AI vendors claim broad data usage rights, only **17%** commit to full regulatory compliance, and just **33%** provide indemnification for third-party IP claims—all of which contrast sharply with broader SaaS market norms⁶

Source: https://law.stanford.edu/2025/03/21/navigating-ai-vendor-contracts-and-the-future-of-law-a-guide-for-legal-tech-innovators/

	FEATURE	NIST AI RMF	ISO/IEC 42001	EU AI ACT
0	Purpose	Risk management guidelines	Al management system certification	Legal compliance for Al deployment
@	Focus	Trustworthy AI, risk mitigation	Ethical AI, transparency, lifecycle management	Risk-based regulation, citizen rights
Ž	Applicability	Global, all sectors	Global, organizations seeking certification	EU market operations
	🚨 Legal Status	Voluntary	Voluntary (certifiable)	Mandatory (fines for non-compliance)
8	Core Elements	Govern, Map, Measure, Manage functions	Plan-Do-Check-Act cycle, 39 controls	Risk tiers, conformity assessments
=	Key Documents	AI RMF Core, Generative AI Profile ⁷	Annex A controls, impact assessments ⁸	Annexes defining prohibited/high-risk Al

Source

- I. https://www.nist.gov/itl/ai-risk-management-framework
- 2. https://kpmg.com/ch/en/insights/artificial-intelligence/iso-iec-42001.html



Introducing The AI Act

Decoding Key Elements to Align with the Compliance Roadmap

The European Union Artificial Intelligence Act (AI Act), the first of its kind globally, introduces a regulatory framework designed to foster trustworthy AI development while minimizing risks to fundamental rights, safety, and societal values. The Act takes a risk-based approach—scaling obligations depending on the potential harm posed by the AI system—and imposes a set of responsibilities across different stakeholders in the AI value chain.

Additionally, the Act recognizes a special category for General Purpose AI (GPAI). GPAI models—capable of performing a broad range of tasks and trained on massive datasets—must meet enhanced obligations if they are deemed to pose systemic risks. A GPAI model crosses this threshold if it uses more than 10^25 FLOPs for training or is designated as such by the European Commission due to its impact or capabilities.

Risk-Based Classification of Al Systems⁹

At the core of the AI Act is a **four-tier risk classification** system, which determines the level of regulatory oversight:

Unacceptable Risk: Al systems that manipulate human behavior or exploit vulnerabilities (e.g., social scoring or real-time biometric surveillance) are outright banned.

High Risk: These include AI systems used in critical sectors such as employment, education, law enforcement, and medical devices. They require stringent compliance, including data governance, risk management, human oversight, and transparency mechanisms.

Limited Risk: Systems like chatbots or Algenerated content must adhere to basic transparency obligations, such as informing users that they are interacting with Al.

Minimal Risk: Applications like spam filters or AI in video games are largely exempt, though voluntary codes of conduct are encouraged.



Reference: https://www.eciia.eu/wp-content/uploads/2025/01/The-Al-Act-Road-to-Compliance-Final-1.pdf



Persona Roles and Responsibilities¹⁰

The AI Act delineates responsibilities based on an organization's role in the AI lifecycle:

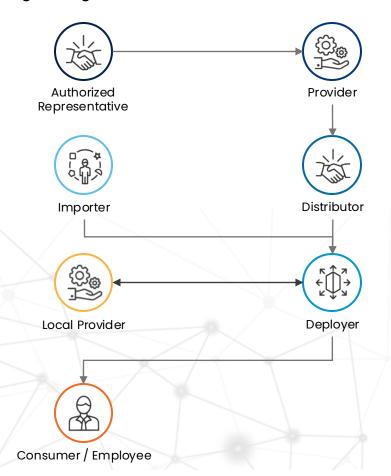
Providers: Developers or vendors placing AI systems or GPAI models on the EU market. They hold **primary accountability** for compliance, including risk assessment, technical documentation, and CE marking.

Deployers: End users of AI systems (e.g., businesses integrating AI into operations). Their duties involve ensuring **appropriate use**, **monitoring** the system, and respecting the provider's guidelines.

Importers & Distributors: Entities placing thirdparty AI systems on the EU market. They are required to verify that systems meet compliance obligations.

Authorized Representatives: EU-based representatives acting on behalf of providers from outside the EU.

Importantly, **roles can shift**—for example, a deployer modifying and rebranding an AI system can become a provider, inheriting a new set of legal obligations.



Implementation Roadmap & Compliance Milestones¹⁰

The AI Act follows a phased rollout to allow organizations time to prepare. Below is the timeline of key milestones:



Al Act enters into force.

2 February 2025

Provisions on **prohibited AI systems** and **AI literacy** take effect.

2 August 2025

Rules for **GPAI models** and **governance bodies** begin to apply.

2 August 2026

Most remaining provisions come into force (except Article 6(1)).

2 August 2027

Article 6(1) applies, covering high-risk AI embedded in broader products.

Organizations—especially internal auditors and compliance teams—should begin preparations now:

- Build an inventory of AI systems in use.
- Classify these systems under the Al Act's risk levels.
- Cease or adjust the use of systems categorized under unacceptable risk.
- Establish compliance programs for GPAI models & high-risk applications.
- Develop policies for transparency, risk management, & governance aligned to deadlines.

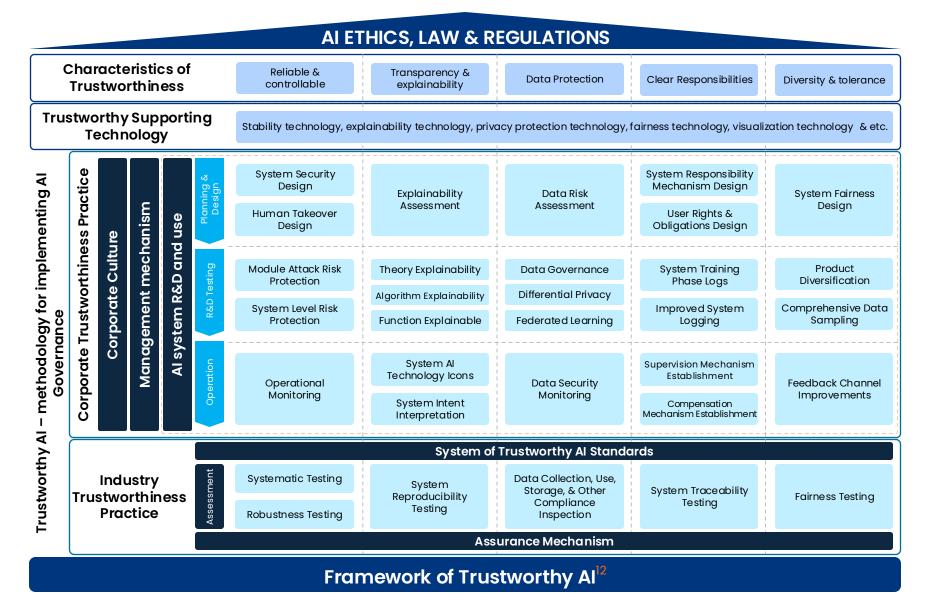
Source: https://www.eciia.eu/wp-content/uploads/2025/01/The-AI-Act-Road-to-Compliance-Final-1.pdf



Framework Definition

This white paper holds that trustworthy Al is no longer limited to the definition of Al technology, products, and services itself, but has rather gradually expanded to a set of systematic methodologies, involving all steps towards building "trustworthy" Al





Source: http://www.caict.ac.cn/english/research/whitepapers/202110/P020211014399666967457.pdf

Enterprises need AI compliance frameworks to manage risk, ensure ethical use, and support sustainable innovation. As AI evolves, current laws—like cybersecurity and data protection—must be updated, and new legislation created to address emerging challenges like algorithmic bias and autonomous decision—making. Flexible tools such

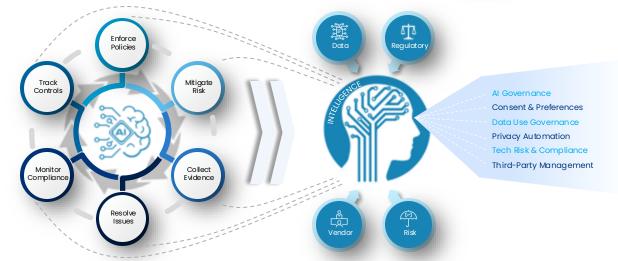
as regulatory sandboxes and intelligent oversight can help companies adapt quickly. Given the global nature of AI, aligning with international governance standards is also critical. In short, robust AI compliance is essential for responsible and future-ready enterprise AI adoption.



Creating An Al Compliance Framework

Simplify risk, enforce Governance, and optimize data to meet all demands





Reference: https://www.onetrust.com/

Organizations must streamline risk management, enforce compliance, and optimize data strategies for innovation — all while meeting regulatory and customer demands. To enforce the same, we suggest the below **3-Step approach for Automate the journey**:

Step 1: Scope risk and compliance

The automation journey starts with scoping:

- Inventory of all applicable regulations and standards relevant to the business
- Map systems, data, and third-party dependencies
- Identify assets in scope for each compliance obligation Automation tools can assist by pulling in frameworks, parsing applicability, and offering pre-built mappings to fast-track this process.

Step 2: Develop policies and controls

Organizations must develop aligned policies & controls. Automation helps by:

- Generating policies from templates
- Mapping controls across frameworks
- Establishing version control & approval workflows
- Ensuring that policies are reviewed & updated regularly without manual chasing

Step 3: Assess risk and controls

Automated risk assessments provide real-time visibility:

- Integrate with threat detection systems, cloud platforms, and endpoint solutions
- Automatically score risks based on impact and likelihood
- Recommend mitigation steps and assign ownership By integrating these assessments into workflows, organizations ensure that risks are not only identified but addressed systematically.

Done correctly, automation reduces manual work, increases accuracy, and frees up experts to focus on strategic activities.

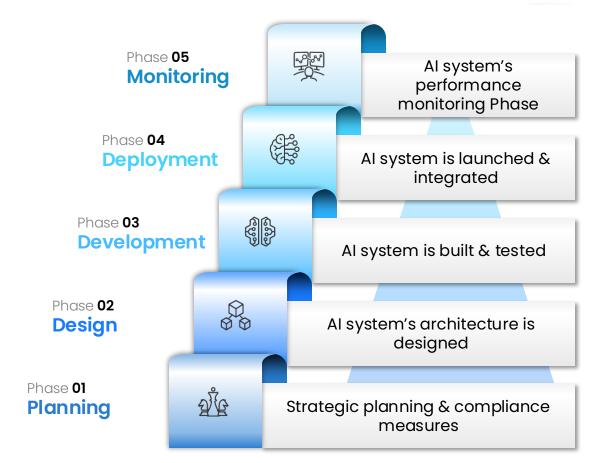




Implementing AI Lifecycle Compliance

Balancing Innovation and Accountability with Continuous Governance

- Collect data transparently via APIs, SDKs, data streams, system links, & other methods ensuring Data Provenance
- ✓ Integrate governance and oversight throughout the AI lifecycle.
- Enforce real-time policies to activate Al-ready data use.
- Manage user consent and preferences for enhanced data transparency.
- Reduce compliance complexity, boost efficiency, and drive risk-aware decisions.
- Scale resources and refine your endto-end risk and compliance process.
- Streamline third-party workflows from onboarding to risk checks, mitigation, monitoring, and reporting.



Reference: The Forrester Wave™: Privacy Management Software, Q4 2023

Al Lifecycle Process

Al Lifecycle Phase-wise adoption

Compliance must be embedded across the AI lifecycle. Below is a detailed phase-wise breakdown:

	PHASE	COMPLIANCE MEASURES	TOOLS	METRICS
_{\text{\text{2}}}	Planning	Conduct Privacy Impact Assessments (PIAs), define data boundaries, assess AI risks.	OneTrustCollibra	% of projects with completed PIAs
	Design	Embed privacy-by-design, fairness audits, and explainability (e.g., SHAP values).	FairlearnTensorFlowPrivacy	# of fairness issues resolved pre-launch
	Development	Use synthetic data, secure coding, sandboxed testing to prevent data leakage.	SynthpopSnykAWS SageMaker	% of models using anonymized data
	Deployment	Implement audit trails, circuit breakers, and version control for models.	MLflowKubernetesPrometheus	Time to rollback non- compliant models
	Monitoring	Detect data drift, re-evaluate bias, conduct breach response drills.	Evidently AISplunkCloudTrail	Frequency of bias re- evaluations



Operationalizing Compliance

Translating Compliance Requirements into Scalable Data Practices

Data Lifecycle Management

- Data Mapping: Automate inventories using tools like AWS Macie or Collibra to track structured and unstructured data.
- **Data Minimization**: Apply algorithms to reduce data collection (e.g., k-anonymity for anonymization).
- **Lineage Tracking**: Use Apache Atlas to monitor data flows across AI pipelines.

Security and Integrity

- **Technical Controls**: AES-256 encryption, TLS 1.3, zero-trust architecture.
- Organizational Controls: Vendor compliance reviews, clean desk policies, mandatory training.
- AI-Specific Security: Secure model weights and prevent adversarial attacks (e.g., using robust optimization).

Consent and Data Subject Rights

- Automate consent flows with platforms like OneTrust or Cookiebot.
- Handle Data Subject Access Requests (DSARs) using workflows that integrate with CRM systems (e.g., Salesforce).

 Maintain verifiable consent records with blockchain or timestamped logs.

Al Tool Governance

- Vetting Process: Prohibit unapproved AI tools (e.g., unverified LLMs) using endpoint detection.
- Human-in-the-Loop: Require human oversight for high-stakes AI decisions (e.g., loan approvals).
- Output Validation: Test AI outputs for reliability and fairness using A/B testing.

A well-governed AI ecosystem extends beyond regulatory fulfillment -it builds trust throughout the entire organization.

- Compliance teams have tools for ongoing monitoring and recordkeeping.
- Legal teams reduce risk through transparency and traceability.
- IT and cybersecurity teams follow streamlined, regulation-aligned processes.
- Customers and partners trust AI use due to accountability and care.

¹⁴Reference: https://essert.io/esserts-approach-to-ai-governance-building-trust-in-compliance-frameworks/

SE	CURITY CONTROL	DESCRIPTION	TOOLS	COMPLIANCE BENEFIT
	Encryption	Protects data at rest and in transit by converting it into unreadable format.	AES-256, TLS 1.3	Ensures confidentiality and integrity (e.g., HIPAA, GDPR, PCI DSS).
	Access Control	Limits access to systems/data based on identity and role.	Zero Trust Architecture, Multi-Factor Authentication (MFA)	Prevents unauthorized access (e.g., NIST, ISO 27001, SOC 2).
M	Monitoring	Continuously observes systems for anomalies or threats.	Intrusion Detection Systems (IDS), Audit Logs	Enables detection and response (e.g., SOX, FISMA, CIS Controls).



Compliance Readiness Checklist¹⁵

The regulatory landscape for AI is no longer in its infancy; it's entering full enforcement. From the European Union's landmark AI Act to new state laws in the U.S., compliance is now table stakes for any organization deploying AI systems at scale.

Whether you're using generative AI to power chatbots, automate internal workflows, or build

new customer-facing products, you are now accountable. Businesses must demonstrate transparency, fairness, safety, and accountability, or risk audits, fines, or reputational fallout.

This checklist walks you through what every organization must do in 2025 to meet rising regulatory expectations and proactively manage Al risk. It's actionable, updated, and designed for GRC leaders, compliance professionals, and Al product owners.

Key Areas



Key Activities



Why It Matters

Document Every Model Track model source, version, and usage; ensure audit/legal access. Ensures traceability, supports a aligns with EU AI Act transparent requirements.	
Conduct Al Impact Assess harm risks and fallback plans using NIST/OECD frameworks. Required for high-risk models u global Al laws; identifies risk ear	
Human-in-the-Loop Oversight Add validation, appeals, and explainability for high-stakes uses. Legally required under EU AI Act state laws; mitigates risk and reputational harm.	& U.S.
Enable Audit Logging Log decisions and events with tamper-proof, searchable access. Crucial for post-market monitor and investigations.	ring
Test for Bias & Fairness Perform demographic analysis; document fairness mitigation. Required for HR/legal use cases supports ethical AI deployment	
Disclose Al Use Transparently Disclose gen Al use; offer opt-out or escalation options. Builds trust and fulfills emerging disclosure requirements (e.g., U Law).	
Red Team High-Risk Models Simulate attacks/failures; log fixes using NeuralTrust Toolkit. A best practice for adversarial resilience; critical as threat vectors. are provided to the control of the c	tors
Al Incident Response Planning Handle Al errors with team playbooks and disclosure timelines. Mirrors cybersecurity standards required for fast, coordinated responses.	;;
Maintain an Al System Inventory Track all models, datasets, owners, risks, and purposes. Enables scalable governance, of auditing, and risk visibility.	quick
Vet Third-Party Al Review compliance docs and embed checks in procurement. Ensures shared liability is addrest and external risks are accounted.	

Reference: https://neuraltrust.ai/blog/ai-compliance-checklist-2025



Recommendations & Implementation Roadmap



Long-Term

- Build a compliance-driven innovation culture by integrating data protection and AI ethics
 principles into organizational values and product lifecycles.
- Establish AI ethics oversight boards and implement continuous auditing framework to monitor AI systems for regulatory, ethical, and operational risks.

Mid-Term

- Integrate Al governance processes into model development and deployment workflows, enabling bias detection, transparency, and explainability using tools such as Fairlearn and MLflow.
 - Ensure vendor and third-party contracts expressly address data governance, AI risk, and regulatory compliance, including accountability for AI outputs and data handling obligations.
- Implement zero-trust security framework to safeguard data access and protect AI assets across distributed environments.

Short-Term

- Conduct Privacy Impact Assessments (PIAs) for all AI projects to identify data risks and ensure alignment with applicable data protection regulations, including GDPR, CCPA, or jurisdiction-specific laws.
- Establish comprehensive data flows mapping across systems, ensuring visibility of personal and sensitive data through secure and automated discovery methods, using tools such as Collibra or AWS Macie, or other enterprise data discovery solutions.
- Provide targeted training to cross functional teams on applicable data protection regulations, emerging Al governance frameworks including NIST AI RMF, and ISO/IEC 42001 and organizational policies.

"Embedding ethics, transparency, and trust into every stage of AI and data governance—from assessment to oversight."

6 - 18 months



Business Benefits of Proactive Compliance

Embedding Compliance Readiness in Enterprise AI Development

ROI and Cost-Benefit of Early Compliance

Proactive compliance with the EU AI Act is more than a regulatory obligation—it's **a strategic** investment. Early alignment reduces the risk of costly penalties (up to €35M or 7% of revenue), public backlash, and AI-related failures. Integrating governance from the start avoids expensive retrofitting, minimizes technical debt, and accelerates deployment.

Customer Trust and Brand Differentiation

Responsible Al practices aligned with the EU Al Act build customer confidence. Transparency, fairness, and the assurance of human oversight differentiate your service. Showcasing ethical Al use enhances brand reputation and strengthens loyalty—internally among employees and externally with customers and partners

Positioning as 'Al Act Ready'

Early compliance sets your offering apart. By 2026, all major AI systems must comply—getting ahead gives you a market edge. Certifications like ISO 42001 or readiness audits position you as "AI Act Ready," appealing to risk-conscious clients, especially in regulated sectors.

KPIs and Board-Level Metrics

To link compliance to business outcomes, track:

- Al Compliance Index (% of Al systems meeting requirements)
- Al Incident Rate (errors or escalations per quarter)
- **Human Oversight Metrics** (time to resolution, escalation rates)
- Customer Trust Scores (AI-specific CSAT, fairness ratings)
- Training & Certification Coverage (% of staff trained, systems certified)
- Innovation Impact (new AI use cases deployed safely post-compliance)
- Benchmarking (incident rate vs. industry peers)

IBM saw increases in both efficiency—time for clearance—and overall data quality, with a **58%** reduction in data clearance processing time for third-party data and a **62%** reduction in data clearance processing time for IBM owned or generated data.¹⁶

Source: https://www.ibm.com/thought-leadership/institute-business-value/en-us/report/ai-governance





Advancing Towards Responsible & Compliant AI Operations

The Al compliance landscape is undergoing a seismic shift. Reacting only after a breach or regulatory inquiry is no longer sustainable. The fallout—from legal penalties to reputational harm and diminished customer trust—can be devastating.

This whitepaper outlines a strategic roadmap for transitioning from reactive oversight to proactive Al governance, enabling:

- Continuous Monitoring Identifying and managing AI risks in real time
- Predictive Insights Surfacing compliance gaps before they become critical liabilities
- Adaptive Governance Keeping controls in step with evolving regulations and technologies

In an environment defined by rapid innovation and intense regulatory scrutiny, audit-readiness is no longer optional—it's a competitive differentiator.

By adopting this proactive framework, organizations can achieve:

- · Accelerated audit readiness and response
- Fewer compliance issues during assessments
- Stronger collaboration across legal, IT, and risk teams
- Enhanced stakeholder confidence and reduced operational exposure

This isn't just about staying compliant—it's about building trust and resilience into the core of Al initiatives.

So, the question is:

Will your organization lead with governance—or wait to be led by consequences?





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TRIANZ Data Analytics & Al Practice

From Data to Decisions: Unlocking the Power of Analytics and AI for Continuous Evolution.



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