AI ACT GUIDE FOR THE PRIVATE SECTOR

Understand what the EU AI Act means for your organisation

holisticon
PART OF NEXER GROUP

AI is already part of most organisations' operations. Teams use AI to screen candidates, support customer interactions, optimise pricing and guide decisions. In many cases, adoption has happened quickly, without a full view of where AI sits or how AI systems behave. The EU AI Act introduces clear expectations for AI governance and AI risk management. The Act sets out how organisations need to manage risk and understand and explain decisions supported by AI. The regulation applies to any organisations operating in the EU market. The Act also introduces penalties of up to €15 million or 3% of global annual turnover for certain forms of non-compliance.

This is more than a regulatory update. The EU AI Act changes how businesses need to manage AI across their operations.

This guide helps you understand what the EU AI Act means for your business, identify where your organisation is exposed and define the actions needed for AI Act compliance.

WHY THIS IS CHALLENGING IN PRACTICE

Most organisations aren't dealing with a single AI system. They're dealing with a mix of:

- Tools built internally and managed by different teams
- Third-party platforms embedded into workflows
- AI features introduced through existing software
- Experiments that have become business-critical

In practice, the first issue is rarely regulation. It's visibility. Leaders often don't have a clear answer to where AI is used, which use cases fall into high-risk categories, or whether existing controls are enough. This is where visibility grows organically, without drawing overt attention.

HOW THE AI ACT APPROACHES RISK

The Act focuses on how AI is used, rather than the technology itself. The biggest impact sits in the high-risk category. This includes areas such as:

- Recruitment and workforce decisions
- Credit and financial assessments
- Systems that affect access to services
- AI use cases that influence individual rights or outcomes

For these use cases, organisations are expected to demonstrate:

- Clear documentation of how the system works
- Traceability of data and decisions
- Human oversight in critical steps
- Ongoing monitoring and risk management

This represents a shift from one-time validation to continuous accountability.

WHERE BUSINESSES ARE MOST EXPOSED

Across private sector organisations, a few patterns show up consistently:

- Hiring tools that can't explain why candidates are filtered out.
- Customer-facing AI trained on data that hasn't been reviewed for bias.
- Third-party solutions where compliance responsibility is unclear.
- No structured process to review AI performance over time.

These gaps matter because the burden of proof sits with your organisation. You need to show how AI-supported decisions are made and managed, not just that systems are in place.

WHAT CHANGES FOR YOU AS AN AI BUYER

The EU AI Act changes how AI is bought, deployed and managed. You are no longer selecting tools based only on capability or speed. Your organisation is accountable for how those AI systems operate over time.

This means, you need:

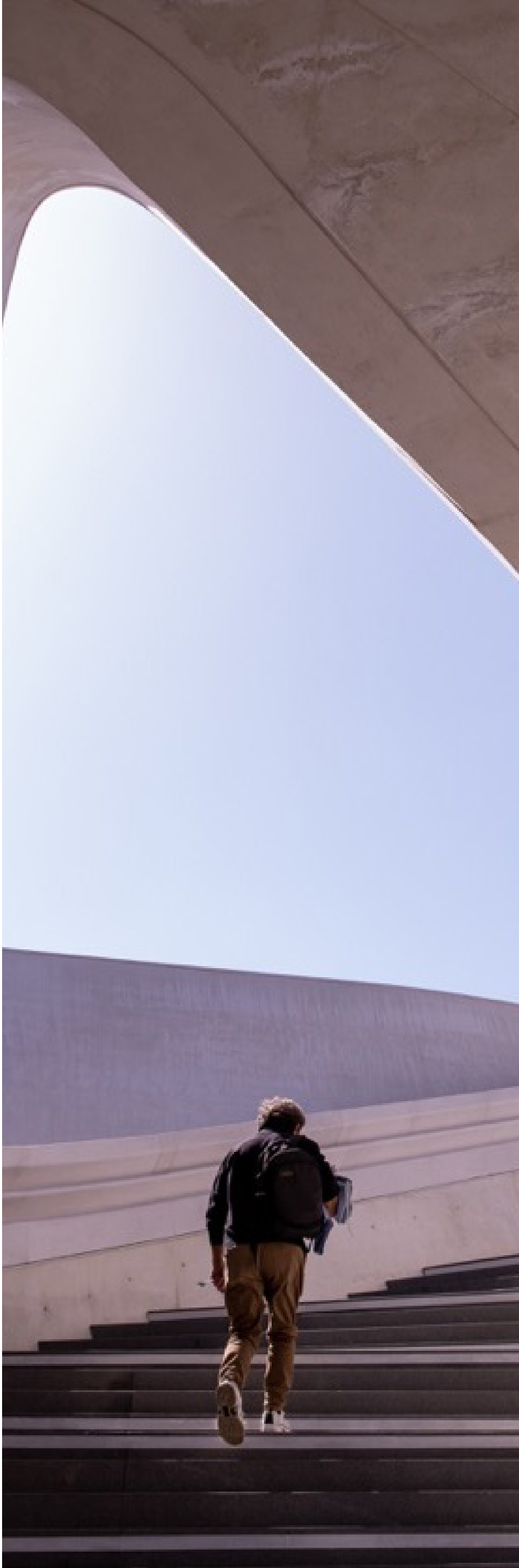
- A clear inventory of AI use across the business.
- To understand which use cases carry the highest risk.
- AI governance that works across business, IT, legal and data teams.
- To assess suppliers as part of your risk exposure.

The EU AI Act also affects investment decisions. AI initiatives that do not meet governance expectations will slow down or stop. Initiatives with clear structure and oversight will move faster and scale more easily.

WHY ACTING EARLY MAKES A DIFFERENCE

Organisations that start preparing for EU AI Act compliance early avoid the disruption caused by adding controls later.

They identify high-risk AI systems sooner, build AI governance into new initiatives and move from pilot to production with fewer delays. This creates a more stable path for scaling AI across the business.



HOW HOLISTICON APPROACHES THIS

Many organisations approach the EU AI Act as a compliance exercise. This often leads to heavy documentation, slow progress and limited business value.

Our approach focuses on both control and progress

We help you:

- Build a clear view of where AI is used and where risk sits.
- Prioritise use cases based on both business value and exposure.
- Put AI governance in place that supports delivery, rather than slowing progress.

This is delivered through:

- AI Readiness Assessment
- AI Maturity Assessment
- Impact Lab
- AI Strategy and Governance Framework

Each step is designed to help you prepare for the EU AI Act and move forward with clarity, rather than adding complexity.

A practical starting point

If you are unsure where to begin with EU AI Act preparation, focus on three areas:

- Map where AI is used today.
- Identify which use cases affect decisions, people, or access to services.
- Check whether those systems can be explained, monitored, and controlled.

This will highlight where attention is needed and where your organisation faces the greatest AI risk.

START HERE

If you do not have a clear view of your AI environment, start with an AI Impact Lab. This will give you:

- A mapped view of your AI use cases.
- A clear understanding of your risk exposure.
- Defined priorities for AI governance and compliance.

From there, you can move forward knowing where to focus and how to manage AI as it becomes a core part of your business.

WANT TO KNOW MORE?

Holisticon has developed an AI Readiness Assessment to help you understand where your organisation stands today.

The assessment highlights the maturity of your AI capabilities, identifies gaps in AI governance and shows what to prioritise next as you prepare for EU AI Act compliance.

Take the assessment.