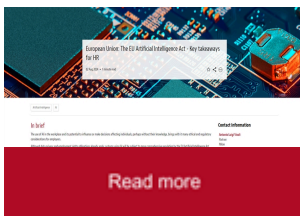# TECHNOLOGY SECTOR UPDATE

TECH INSIGHTPLUS **TECH LINKEDIN** **TMT TALK PODCAST**

European Union: The EU Artificial Intelligence Act - Key takeaways for HR

The EU Artificial Intelligence Act introduces comprehensive regulations for AI systems, impacting organizations both within and outside the EU. It emphasizes AI literacy, requiring training for staff using AI systems, and mandates compliance with data protection and employment rights. The Act categorizes AI systems by risk, with high-risk systems like those used in recruitment and performance evaluation facing stricter regulations. Employers must ensure transparency, human oversight, and proper data handling. Non-compliance can result in significant fines, making it crucial for organizations to stay informed and compliant. Potentially touching many areas of a business operation, we pull out some of the key provisions of the Act that will be relevant to organizations in their capacity as employers.

For more information, please contact **Antonio Luigi Vicoli**, **Francesca Gaudino** and **Andrea Haiden**

US Copyright Office Calls for Federal Law on Deepfakes

The U.S. Copyright Office's report, "Copyright and Artificial Intelligence: Digital Replicas," addresses the legal challenges posed by deepfakes. It highlights the inadequacies of current state and federal laws in protecting individuals from the harms of digital replicas. The report calls for new federal legislation to provide consistent and comprehensive regulation of deepfakes, balancing individual rights with free speech and commercial interests. It remains to be seen whether Congress takes up this call, but we expect the Copyright Office to continue to take a front seat role in probing the difficult intersection of intellectual property rights and new generative AI technologies.

For more information, please contact **Cynthia Cole** and **Adam Aft**

Illinois Joins Colorado and NYC in Restricting Generative AI in HR (Plus a Quick Survey of the Legal Landscape Across the US and Globally)
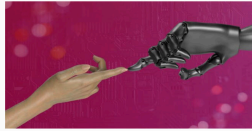
Read more

Illinois Joins Colorado and NYC in Restricting Generative AI in HR (Plus a Quick Survey of the Legal Landscape Across the US and Globally)

Employers who use AI tools must comply with significant new (and existing) laws that focus on data protection, privacy, information security, wage and hour, and other issues. The focus of this blog is the legislative efforts in the US to protect against algorithmic bias and discrimination in the workplace stemming from the use of AI tools to either replace or augment traditional HR tasks. We also take a quick look at what's next in this area around the US and globally and include some actions for US employers to prioritize.

For more information, please contact **Adam Aft**, **Michael E. Brewer**, **Caroline Burnett**, **William F. Dugan**, **Susan F. Eandi**, **Elizabeth Ebersole**, **Paul Evans** & **Robin Samuel**

Hong Kong: The first critical infrastructure cybersecurity law is on the horizon

Read more

Hong Kong: The first critical infrastructure cybersecurity law for Hong Kong is on the horizon

The proposed Protection of Critical Infrastructure (Computer System) Bill aims to enhance the cybersecurity of critical infrastructures (CIs) in Hong Kong. The legislation will require CI operators to implement measures to protect their critical computer systems (CCSs) from cyberattacks and ensure the continuity of essential services. A new Commissioner's Office will oversee the implementation and enforcement of these measures. The Bill will designate specific CI operators and systems, imposing statutory obligations on them to maintain robust cybersecurity management. The government is currently consulting stakeholders and plans to introduce the Bill to the Legislative Council by the end of the year.

For more information, please contact **Isabella Liu**, **Dominic Edmondson** and **Jacqueline Wong**

Singapore: Cyber Security Agency unveils new guidelines to enhance AI security — public consultation open

Read more

Singapore: Cyber Security Agency unveils new guidelines to enhance AI security — public consultation open

The Cyber Security Agency (CSA) of Singapore has released new Guidelines on Securing AI Systems and a Companion Guide to enhance AI security. These documents advocate for a "secure by design" and "secure by default" approach, addressing both existing and emerging cybersecurity threats. The Guidelines focus on securing AI systems throughout their lifecycle, while the Companion Guide offers practical measures and controls informed by industry best practices. The CSA is currently seeking public feedback on these documents until September 15, 2024.

For more information, please contact **Andy Leck**, **Ren Jun Lim**, **Ken Chia**, **Sanil Khatri**, and **Daryl Seetoh**

The Nuts and Bolts of the proposed California Safe and Secure Innovation for Frontier Artificial Intelligence Models Act

Read more

The Nuts and Bolts of the proposed California Safe and Secure Innovation for Frontier Artificial Intelligence Models Act

The proposed California Safe and Secure Innovation for Frontier Artificial Intelligence Model Act (SB-1047) aims to regulate AI system developers by introducing product safety, documentation, and reporting obligations. Targeting mainly larger AI projects and those developing them, the bill also mandates that data center operators assess and document their customers' AI development activities. It would establish a Board of Frontier Models and a Frontier Model Division to oversee compliance, requiring developers to conduct product safety assessments and annual third-party audits. The proposed law also includes whistleblower protections and imposes Know Your Customer (KYC) and shutdown obligations on computing cluster operators. Non-compliance could result in civil penalties and other legal actions. Currently awaiting passage in the state Assembly, the bill would be a landmark regulation for the burgeoning AI industry.

For more information, please contact **Helena Engfeldt** and **Garrett Stallins**

Baker McKenzie's Technology Sector Leadership

Kate Alexander

Chair, London
kate.alexander
@bakermckenzie.com

Andy Leck

Partner, Singapore
andy.leck
@bakermckenzie.com

William Holder

Partner, London
william.holder
@bakermckenzie.com

Kim Sartin

Partner, London
kim.sartin
@bakermckenzie.com

Marcela Trigo

Partner, Rio de Janeiro*
marcela.trigo
@trenchrossi.com

Lawrence Lee

Partner, Palo Alto
lawrence.c.lee
@bakermckenzie.com

Trench Rossi Watanabe and Baker McKenzie have executed a strategic cooperation agreement for consulting on foreign law

For more information, contact:

Sharon Byrne

Associate Director, London
BD Lead Technology Sector
sharon.byrne
@bakermckenzie.com

BACK TO TOP

Privacy Policy