



## Ethical technology guiding principles

A values-based approach  
to the creation and use of  
technology at Deloitte

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# Introduction

Deloitte's Purpose is to make an impact that matters—for clients, our people, and society. We recognize technology provides tremendous opportunities to help us live our Purpose. It enables us to serve clients with distinction, provide our people with a leading talent experience, and contribute to communities through our WorldImpact programs. But, with opportunity comes responsibility.

Deloitte has developed this set of ethical technology guiding principles to help guide our people's choices and prompt them to consider both the ethical implications of their tech-related activities and how their actions could affect end users and society. These principles reflect our collective commitment to [responsible business practices](#) and are rooted in our [Shared Values](#) to lead the way, take care of each other, foster inclusion, collaborate for measurable impact, and serve with integrity.



# Our guiding principles

## Regulations, local laws, and other industry-accepted guidance concerning technology should be followed

Deloitte [serves with integrity](#) and develops trust with our stakeholders by creating technology that complies with current local laws and regulations to advance the collective good.

- We strive to meet high standards of technical governance, security, and privacy.
- We encourage the consideration of the ethical and legal impacts of technology to maintain the trust of our people and stakeholders.
- We support the evolution of existing regulations to advance the ethical use of technology.

## Technology should enhance lives and benefit society

Deloitte [leads the way](#) in leveraging our talent, ideas, and relationships to meaningfully contribute to and champion ethical technology.

- We aim to design, develop, and use technology with the goals of simplifying our lives and supplementing human ingenuity. We seek to anticipate the potential consequences automation and the use of technology may have on society, our clients, and our people.
- We are mindful of Deloitte's sustainability goals as articulated in our [WorldClimate](#) commitments, and the potential impact of those decisions on the environment and natural resources when making internal technology decisions.
- We aspire to empower people through education and skills-building, including through the advancement of science, technology, engineering, and mathematics (STEM) knowledge through our [WorldClass](#) ambition.

# Our guiding principles

## The design and use of technology should respect individuals' privacy rights

We [take care of each other](#) by designing and considering security and confidentiality in our systems, consistent with privacy laws and regulations, to uphold our obligations to our people, end users, and stakeholders.

- We respect the people behind the data and comply with our obligations related to personal data.
- We seek to prioritize safety and security ahead of ease of access to shield data from unauthorized users.
- We strive to implement appropriate safeguards to uphold our commitments to our people, our communities, and those with whom we work.
- We aim to be transparent about why we collect data and how it will be used.

## Technology should promote an inclusive culture and avoid bias

Deloitte strives to design, use, and apply technology to [foster an inclusive culture](#) and fair outcomes.

- We endeavor to design, develop, and use technology that's aligned with Deloitte's commitment to an inclusive culture.
- We seek to examine the assumptions used when designing and evaluating technology to enable better informed, more transparent, and consistent decisions.
- We strive to minimize bias in our algorithms, data, and technology.

## Design practices should be transparent and enable understandable outcomes

Deloitte works [collaboratively](#) to incorporate good governance practices, including human review, into the technologies we design and develop to assess the soundness of our approaches and technical implementations.

- We focus on open and explainable data practices and advanced analytics so that our activities and decisions can be understood by our stakeholders.
- We seek transparency about the contexts, uses, and outcomes of technologies.

# Governance

Deloitte's ethical technology guiding principles will help inform decision making related to responsible business practices, and our senior executives oversee our commitments to these practices.

Deloitte offers specific channels for reporting incidents that appear to demonstrate irresponsible business conduct. We firmly prohibit retaliation against those who report in good faith or who otherwise participate in related investigations. Our [ethics reporting channels](#) are available to Deloitte professionals and we also provide a [reporting channel](#) for third parties.



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