B-Tech Workshop Summary (Tabletop Exercise) at RightsX Summit 2025

Responsible Business Conduct:
From Principles to Practice in AI Product Design

11 December 2025

On 11 December 2025, the B-Tech Project held an interactive workshop on responsible business conduct and human rights in AI product design. The session brought together participants from technology, legal and compliance, human rights, and business backgrounds to examine how human rights risks can arise across the AI product lifecycle and how these risks may be addressed in practice.

The workshop opened with a keynote by Professor Jeremias Adams-Prassl (University of Oxford), who reflected on the role of human involvement in AI-enabled decision-making. He highlighted current legal and regulatory developments related to automated decision-making and stressed the continued importance of human oversight to ensure accountability and the protection of human rights.

Following the keynote, facilitators introduced the B-Tech workstream on responsible AI, including its taxonomy on generative AI and human rights, as well as a simplified AI product pipeline covering problem definition, data collection and preparation, model development, testing and validation, deployment and monitoring, and end-of-life or decommissioning. Participants were invited to consider how human rights risks may emerge at each stage of this pipeline, rather than being treated as a single downstream compliance issue.

The main part of the session consisted of a facilitated table-top exercise, co-facilitated by Anselme Trochu (OHCHR Innovation Hub), Elonnai Hickok (Global Network Initiative), Jeremias Adams-Prassl (University of Oxford), Ncumisa Willie (Vodacom), Patrick Montjourides (University of Zurich). Participants were divided into small groups, mixed by different stakeholder types, and assigned different AI use-case scenarios: AI hiring tools, online exam proctoring, workplace AI assistants, facial recognition technologies, health diagnostic AI systems, and AI tools designed for children. Using a structured risk-mapping template, groups worked through each stage of the AI product pipeline to identify potential human rights risks and possible mitigation measures.

Participants proposed a range of mitigation measures, including early stakeholder engagement, human rights impact assessments, more contextual and diverse data practices, fairness and bias assessments, human-in-the-loop arrangements, clearer use policies, transparency and explanation for affected users, feedback and grievance mechanisms, and defined data retention and deletion practices.

A recurring point across group discussions was the importance of continuous feedback and iteration, in line with the spirit of human rights due diligence as stipulated by the UN Guiding Principles on Business and Human Rights. Participants emphasized that addressing human rights risks in AI systems is not a linear process, and that findings at later stages, such as testing or deployment, may require revisiting earlier stages such as problem definition or data collection. The need to equip users and affected stakeholders to provide ongoing feedback was also highlighted.

In the closing discussion, participants reflected on shared patterns across use cases, including systemic risks related to bias, exclusion, and surveillance. The discussion also noted practical challenges faced by companies, particularly smaller firms, in balancing innovation, resource constraints, and human rights responsibilities. Participants highlighted the relevance of existing human rights due diligence frameworks as a practical entry point for integrating these considerations into AI product development.