



Systemic Data Ethics Framework

	INTENTION	IMPLEMENTATION	INFORMATION	IMPLICATION
GOVERNANCE The big picture	STRATEGY The organization's principles, and its approach to the opportunity and risks related to using and commercialising data.	ACCOUNTABILITY The way in which the organization is structured to effectively work with data and ensure accountability.	TRANSPARENCY How an organization communicates its data use policies, and its willingness to receive feedback.	SUSTAINABILITY The organizations awareness of the long term impact of its work on society and the way in which it is perceived by the public.
OPERATION Connections between components	FAIRNESS The alignment of a business's objectives and the rights of individuals.	INFRASTRUCTURE A team's human and technical competency for working with data, creating software and securing its systems.	APPLICATION The ability to effectively work with data to inform decision making, algorithms and all the relevant trade-offs.	CONSEQUENCES The awareness of the positive and negative impact on the lives of individuals, as a result of data based products and decisions.
DESIGN The elements within the system	AGENCY The ability of individuals to work with data and operationalised ethical boundaries.	MATERIALS The availability and quality of data and the tools for working with it ethically.	COMPLIANCE The clarity of guidance on how to work with data according to internal policy and external regulation.	INCLUSIVITY The diversity of participation in product design and the psychological safety required to raise ethical challenges.