

Human !' Humanoid Transition | Risk & Compliance Addendum

Safety & Operational Risk Controls

- Maintain human override authority on all autonomous workflows.
- Run parallel validation period before decommissioning human task lanes.
- Define fail-safe and rollback procedures for every automated critical path.

Labor / Legal Considerations

- Validate state/federal labor obligations and notice requirements before role changes.
- Document objective role-impact criteria and anti-discrimination controls.
- Maintain auditable decision trail for every workforce transition action.

Regulatory / Quality Controls

- Licensed/regulated sign-off tasks remain human until explicitly approved otherwise by law/regulator.
- Quality release authority remains human-led during transition phases.
- Preserve traceability: material, build stage, inspection stage, and release records.

Financial Governance

- Track capex vs opex savings by phase with variance thresholds and stop-loss triggers.
- Do not count full labor savings until stable-state KPI targets are sustained.
- Board review required at each phase gate before proceeding.

Minimum Reporting Package (Monthly)

- Safety events, uptime, first-pass yield, rework, dispatch variance, install variance, occupancy impact.
- Workforce transition status: redeployed, reskilled, separated, and open risk items.

Prepared for internal planning. Transition assumptions should be validated against legal, labor, and safety requirements before execution.