

Sub-processors (FluxeHRa)

FluxeHRa is a registered brand of **Foil Envie SAS**, a société par actions simplifiée (SAS) registered in France.

Customers should list these in their processing register / DPA annex. Regions reflect production configuration as of August 2026.

| Sub-processor | Purpose | Region (production) | |-----|-----|-----| | Supabase | Database, Auth, Storage, Realtime | eu-west-1 (Ireland) | | Vercel | Web application hosting & serverless APIs | dub1 (Dublin) | | Axiom | Security SIEM telemetry (structured `SECURITY_EVENT` — authz, tenant isolation, RLS, auth failures, cron, webhook HMAC, SSRF blocks; no HR business payloads) | US East edge (`us-east-1.aws.edge.axiom.co`) | | Cloudflare Turnstile (optional) | Anti-bot / anti-enumeration challenge for select auth flows when enabled | Cloudflare infrastructure (region depends on request routing) | | Vercel Analytics / Speed Insights (optional) | Aggregated performance analytics for the marketing/app runtime (no employee HR payloads by design) | dub1 / Vercel services (aggregated) | | Sentry (optional) | Application error monitoring if a Sentry DSN is configured | Region depends on Sentry processing | | DocuSign Connect (optional integration) | Employment contract e-signature when enabled per organization; envelopes under the customer's DocuSign Account ID (customer billing). FluxeHRa uses a platform Integration Key for JWT API access only. Connect webhooks HMAC-verified. | Region depends on DocuSign account |

Optional customer-configured processors (not FluxeHRa defaults):

- Customer SMTP provider (org IT Link)
- Customer OIDC IdP
- Customer SFTP / webhook endpoints for integration export

Contact: contact@fluxehra.ai for DPA updates when the list changes.