

Terms of Use — FluxeHRa

Status: Template. Review and customize with counsel before use.

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

These Terms of Use ("Terms of Use") apply to individuals and user accounts accessing **FluxeHRa** (the "Service"), operated by **Foil Envie SAS** ("Provider"), on behalf of an organization ("Customer").

If you do not agree to these Terms of Use, do not access or use the Service.

1. Acceptance; relationship to Customer Terms

Your use of the Service on behalf of a Customer is subject to:

1. the organization's subscription terms (including the separate **Terms and Conditions**), and
2. the **Data Processing Agreement (DPA)** between the Customer and Provider (where applicable).

You must comply with these Terms of Use while using the Service.

2. Account security

1. You are responsible for maintaining the confidentiality of your credentials.
2. You must not share credentials or attempt to access accounts other than your own or those for which you are authorized.
3. You must notify your Customer administrator if you believe your account has been compromised.

3. Acceptable use; prohibited actions

You agree:

1. to use the Service only for legitimate HR and people-management purposes authorized by your Customer;
2. not to attempt to bypass security controls, reverse engineer, scrape, or probe the Service;
3. not to access or export data beyond your authorized scope;
4. not to introduce malware or interfere with system integrity or availability;
5. not to submit unlawful, infringing, or malicious content into the Service.

4. Data and privacy

1. You acknowledge that the Service may contain personal data, including employee records and other sensitive information.
2. You will follow your Customer's data handling policies and access controls.
3. You will not misuse personal data, disclose it improperly, or use it for purposes beyond those authorized by your Customer.

5. Intellectual property

The Service and its underlying technology are owned by Provider and/or its licensors. No rights are granted to you except the limited right to access and use the Service as authorized by your Customer.

6. Suspension; termination

Your Customer may suspend or remove your access if you violate these Terms of Use or if required by law, security concerns, or Customer policy.

Provider may also restrict or terminate access where necessary to protect the Service, users, or compliance.

7. Disclaimers

The Service is provided "as is" and "as available" to the extent permitted by law.

Provider does not warrant that the Service will be uninterrupted, error-free, or that results will meet your expectations.

8. Governing law; jurisdiction

These Terms of Use are governed by the laws of **France**.

Any dispute arising out of or in connection with these Terms of Use shall be subject to the exclusive jurisdiction of the **courts of Lyon, France**, unless mandatory law provides otherwise.

9. Contact

Legal questions may be directed to **contact@fluxehra.ai** (Foil Envie SAS — FluxeHRa).

10. Company details

- **Provider legal entity:** Foil Envie SAS
- **Registered brand:** FluxeHRa
- **Registered office:** 8 rue Sylvestre, 69100 Lyon, France
- **R.C.S. Lyon:** 949 663 124
- **VAT number:** FR56949663124
- **SIRET:** 94966312400012
- **DPO contact:** contact@fluxehra.ai