

Terms and Conditions — FluxeHRa Full HR (+ E-Sign)

Edition: Full HR **Status:** Template. Review with counsel before use. **Version:** 2.1 — October 2026

These Terms govern subscription to the **Full HR** edition of **FluxeHRa** (brand of **Foile Envie SAS**): multi-tenant HRIS modules plus native Fluxehra e-signature (and optional DocuSign).

Prohibition of health data (binding)

No health data may be processed through any FluxeHRa solution, including the Full HR edition and the E-Sign only edition.

1. Customer shall **not** enter, upload, store, transmit, or otherwise process via the Service any **health data** (*données de santé*), medical records, occupational-health dossiers, clinical content, or other data that would require French **HDS** (Hébergeur de Données de Santé) hosting or equivalent health-data hosting.
 2. This prohibition applies to **all** FluxeHRa product editions and channels (application UI, APIs, document storage, e-signature envelopes and PDFs, integrations).
 3. FluxeHRa is **not** an HDS-certified host; **HDS certification is not required** for the permitted product scope and is **not** claimed. Standard EU hosting (Supabase Ireland / Vercel Dublin) applies only to non-health processing.
 4. Breach of this prohibition is a **material breach** of these Terms. Provider may suspend or terminate access and require deletion of non-compliant content, without prejudice to other remedies.
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1–3. Parties, definitions, account

Customer organisations and authorized admins. Individuals also comply with the **Terms of Use**. Customer configures modules, schemas, retention, and e-signature settings.

4. Permitted use

Internal HR and people processes, document management, and electronic signature of Customer PDFs (including employment contracts), **excluding** any health data as defined above. No bypassing security or unlawful content.

5. Customer Data

Customer is controller for employee/signer data it enters. Customer obtains legal bases and configures access/visibility. Customer warrants that Customer Data does **not** include health data prohibited under these Terms.

6–7. Security & DPA

Security measures described in Trust Center materials. Personal data processing on behalf of Customer is governed by the **DPA — Full HR** (which likewise excludes health data from scope).

8–18. Fees, support, IP, changes, termination, warranties, liability, governing law

As in Provider's order form / master agreement. Governed by **French law; courts of Lyon**. Contact: contact@fluxehra.ai.

Company

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