

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 <code>SECURITY_EVENT</code> — authz, tenant isolation, RLS, auth failures, cron, webhook HMAC, SSRF blocks; no HR business payloads)	US East edge (<code>us-east-1.aws.edge.axiom.co</code>)
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)	Third-party e-signature when the organization chooses DocuSign instead of native Fluxehra e-signature; 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 (customer-operated; authenticated with per-integration `fx_...` API keys and HMAC signed with the same key)

Not a sub-processor: Fluxehra e-signature (native **eIDAS SES**, optional org **PAdES-B** integrity seal) runs inside the FluxeHRa stack (Supabase Storage + Vercel). No separate signature vendor / QTSP is engaged for that engine. It is **not** AES/QES. Standards sheet: `docs/esign-standards.md` (internal / SU Documentation).

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