Acceptable Use Policy (AUP)

Effective Date: 16 September 2025
This Acceptable Use Policy ("AUP") governs the use of the Flow Payroll Services.

General: You shall use reasonable efforts not to access, store, distribute or transmit any Viruses or Vulnerabilities, or any material during the course of your use of the Services.

Prohibited Content and Actions: You may not use the Services to store or transmit any material, or perform any action, that:

a. is unlawful, harmful, threatening, defamatory, obscene, infringing, harassing or racially or ethnically offensive;

b. facilitates illegal activity;

c. depicts sexually explicit images;

d. promotes unlawful violence;

e. is discriminatory based on race, gender, colour, religious belief, sexual orientation, disability;

f. attempts to probe, scan, or test the vulnerability of the Services or any related system or network without the Supplier's prior written consent;

g. breaches or otherwise circumvents any security or authentication measures;

h. interferes with or disrupts any user, host, or network, for example by sending a virus, overloading, flooding, spamming, or mail-bombing any part of the Services; or

i. is otherwise illegal or causes damage or injury to any person or property.

Enforcement: The Supplier reserves the right, without liability or prejudice to its other rights to the Client, to disable the Client's access to any material that breaches the provisions of this AUP.