

Policy Summary

This **Henshaw Policy** is here to guide you in using our **Henshaw Services** safely and responsibly. It is here to help you navigate appropriate Henshaw usage, realizing the benefits of our **Henshaw Services** while respecting everyone's rights and adhering to all relevant laws and third-party terms.

This Henshaw Policy applies to the use of Henshaw Services. This Henshaw Policy should be read in conjunction with the Henshaw Addendum.

Where Henshaw Services is defined in the Agreement or Addendum between Orgvue and Customer, it shall have the meaning given to it in such Agreement. Otherwise, “**Henshaw Services**” means any and all generative AI services, features or functions made available as part of the Orgvue platform.

A. What uses are prohibited?

Customer shall not use the Henshaw Service:

- beyond its intended purpose as described in the applicable Documentation;
- for the purpose of exploiting, harming or attempting to exploit or harm minors in any way;
- to generate or disseminate verifiably false information and/or content with the purpose of harming others;
- to generate or disseminate personal identifiable information that can be used to harm an individual;
- to defame, disparage or otherwise harass others;
- for fully automated decision making that adversely impacts an individual's legal rights or otherwise creates or modifies a binding, enforceable obligation;
- for any use intended to or which has the effect of discriminating against or harming individuals or groups based on online or offline social behaviour or known or predicted personal or personality characteristics;
- to exploit any of the vulnerabilities of a specific group of persons based on their age, social, physical or mental characteristics, in order to materially distort the behaviour of a person pertaining to that group in a manner that causes or is likely to cause that person or another person physical or psychological harm;
- for any use intended to or which has the effect of discriminating against individuals or groups based on legally protected characteristics or categories;
- to provide medical advice and medical results interpretation;

- to generate or disseminate information for the purpose to be used for administration of justice, law enforcement, immigration or asylum processes, such as predicting an individual will commit fraud/crime commitment (e.g. by text profiling, drawing causal relationships between assertions made in documents, indiscriminate and arbitrarily targeted use);
- to upload any materials that infringe any intellectual property or other proprietary rights of any party or that you do not have a right to upload under any law or under any contractual or fiduciary relationship;
- to intentionally create outputs which infringes any intellectual property or other proprietary rights of any party; and
- to form the sole basis of any financial or other business decision, action or omitted action.

B. Compliance with law

Customer shall ensure that it uses the Henshaw Services in compliance with all applicable national, federal, state, local or international law or regulation.

C. Third-party vendor terms

Customer shall ensure that it uses the Henshaw Services in compliance with (and shall not breach any of the usage rights, limitations and restrictions set out in) the following third-party vendor terms and conditions:

- OpenAI: [Terms of use | OpenAI](#) – as such terms may be updated by OpenAI from time to time.