



Shiklulit Up – Privacy Policy

Anopa Ltd. (“Anopa”, “the Company”, “we”) thanks you for using our portal, mobile application, and related services (“the Services”). Your privacy is important to us, and we are committed to protecting it in accordance with applicable laws, including the Israeli Privacy Protection Law, 1981, and the Privacy Protection (Data Security) Regulations, 2017.

1. General

This Privacy Policy explains how we collect, use, store, and share personal information about you when you use our Services.

By using the App or Portal, you agree to the terms of this Policy.

2. Information We Collect

A. Information provided by you or your employer:

- Personal details: full name, ID number, address, phone number, email, and other personal-related details
- Employment details: employer name, position, tenure, salary, deductions, rights, and other employment-related data.
- Employment documents: Form 101, Form 106, payslips, and other payroll-related documents.

B. Information collected automatically:

- Usage data: visited pages, login times, session duration.
- Device data: OS type, browser type, IP address.
- Cookies or similar technologies to enhance user experience.

3. Purpose of Use We may use personal data for

- Providing access to your employee dashboard and documents.
- Operating the digital Form 101 system and onboarding new employees.
- Contacting you for support or notifications.
- Ensuring system security and preventing misuse.
- Improving and personalizing our Services.
- Compliance with legal obligations.

4. Data Storage

Your personal data is stored on Amazon Web Services (AWS) cloud infrastructure — a leading, secure cloud platform. AWS enables secure storage of data within Israel and/or the European Union, as operationally required, in compliance with the Israeli Privacy Protection Law (1981) and the Privacy Protection (Data Security) Regulations, 2017.



Access to personal data is strictly limited to authorized personnel for operational and support purposes only.

5. Sharing Information

- We will not share identifiable personal information with third parties except:
- With your explicit consent.
- With external service providers (e.g., cloud hosting) under confidentiality agreements.
- To comply with a legal requirement or court order.
- In connection with legal proceedings between you and Anopa.
- As part of a merger, acquisition, or transfer of business, subject to confidentiality obligations.

6. Data Security

Anopa employs advanced technical and organizational measures to protect the confidentiality and security of personal data, including encryption, access control, monitoring, and role-based access management, in compliance with the Privacy Protection (Data Security) Regulations, 2017.

Anopa itself is ISO 27001 and SOC 2 Type II certified, implementing enterprise-grade security controls according to international standards. All data is hosted on secure cloud infrastructure (e.g., AWS), ensuring high-level security and protection of user privacy.

7. Your Rights

You may review, correct, or request deletion of your personal data held by us, as permitted by law. Requests should be sent to: privacy@anopa.io

8. Data Retention

We will retain personal data as long as necessary to provide the Services, comply with legal obligations, and for legitimate business purposes. Additionally, employers may request the deletion of personal data of their employees from the Services, subject to any legal requirements for data retention (e.g., tax or employment records). Deletion requests will be processed in a reasonable timeframe in accordance with applicable laws.

9. Cookies

The App and Portal use cookies to enhance your experience, provide security, and analyze usage. You may manage or disable cookies in your browser settings.

10. Limitation of Liability



Anopa makes reasonable efforts to ensure that the information, data, and Services provided through the App and Portal are accurate, reliable, and available at all times. However, you acknowledge that:

- Your use of the App, Portal, and Services is at your sole risk.
- Anopa, its officers, employees, directors, suppliers, and agents shall not be liable for any direct, indirect, incidental, consequential, or financial damages arising from or in connection with your use of, or reliance on, the Services or information contained therein.
- Anopa does not guarantee that the Services will be uninterrupted, error-free, secure, or free from unauthorized access.
- In any event, Anopa's total aggregate liability shall not exceed the amount actually paid (if any) by you for the Services during the six (6) months preceding the event giving rise to the claim.

11. Policy Updates

Anopa reserves the right to update this Privacy Policy periodically. Material updates will be announced via the App or Portal homepage. Continued use of the Services constitutes acceptance of the revised Policy.

12. Contact

For any questions or concerns, please contact our DPO: privacy@anopa.io Anopa Ltd., Bar Chchva 23, Bnei Brak, Israel