

People Happiness

Salik promotes diversity and inclusion, prioritising female employment and a discrimination-free workplace. The Company is recognised as an employer of choice and is known for cultivating one of the region's most loyal workforces.



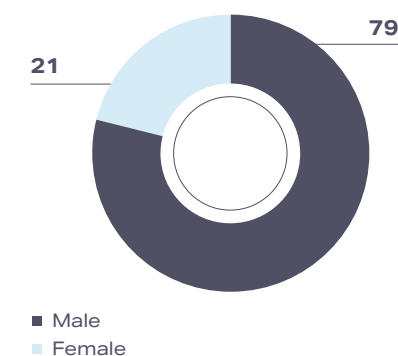
Employee headcount and structure

In 2024, Salik achieved a 20% workforce growth, increasing its headcount from 40 to 48 employees, supplemented by 320 outsourced personnel. This diverse team represents 12 nationalities, reflecting Salik's commitment to inclusivity. Employee

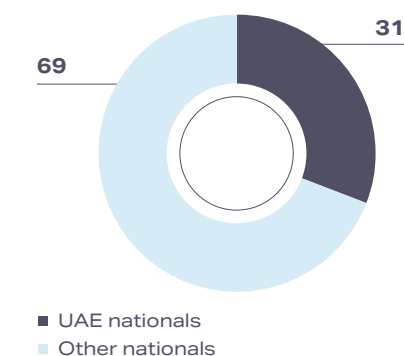
retention remains a hallmark of Salik's culture, with an impressive rate exceeding 87.5%. In 2024, only five employees voluntarily left the company, further underscoring the stability and loyalty fostered within Salik's workforce.

Full-time employees

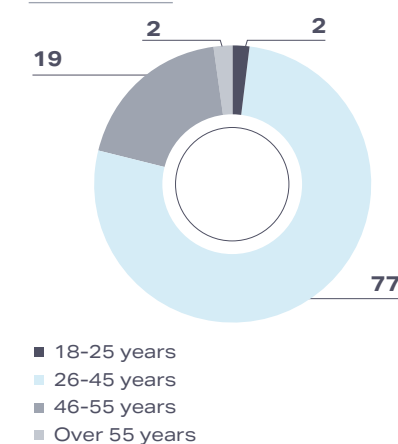
By gender, %



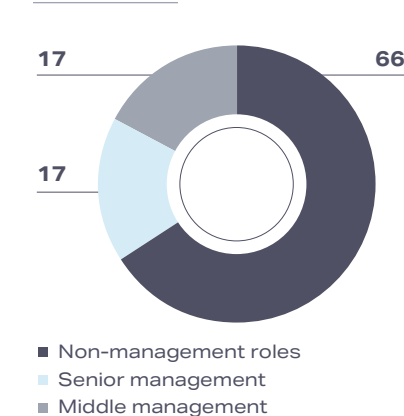
By nationality, %



By age, %



By role, %



Diversity and equal opportunity

Salik is dedicated to fostering an inclusive workplace where employees feel valued and respected. Women account for 21% of Salik's workforce, while 14% of Board members are female. Recognising the importance of enhancing female participation in the workforce, Salik is actively working toward achieving a more balanced gender distribution, with a clear focus on shifting the current male-to-female ratio towards greater equity.

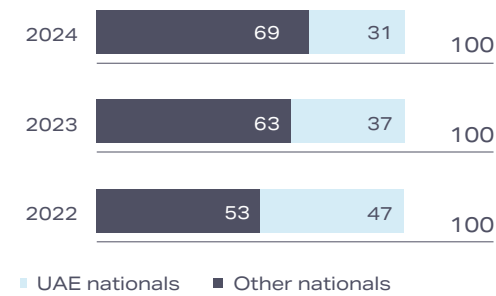
Salik's [Diversity and Inclusion Policy](#) ensures all employees, regardless of gender, nationality, or background, have access to equal opportunities. Its fair pay structure, with a CEO-to-employee pay ratio of 3.6, further reflects Salik's commitment to workplace equity. In 2024, Salik reported zero incidents of discrimination or harassment, highlighting its proactive measures promoting equality, respect, and fairness.

[Watch a video on women in Salik](#)

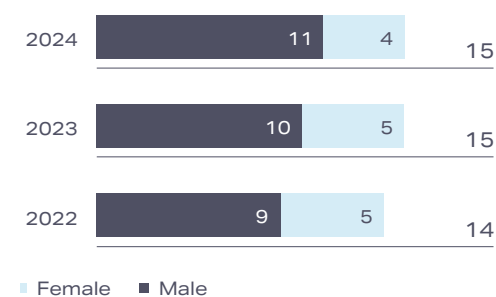
Emiratisation

Employee Emiratisation rate

Total workforce, %



Total number of national employees, %



Supporting national talent is a priority for Salik, with Emiratis comprising 31.3% of the workforce. All Board members are UAE nationals, and the workforce includes five female Emirati employees, showcasing Salik's focus on gender diversity within its Emiratisation efforts. Salik fosters meaningful career opportunities for Emiratis, reinforcing its commitment to contributing to the UAE's socio-economic development.



Employee wellbeing

Salik is dedicated to fostering a supportive and healthy work environment, prioritising both physical and mental wellbeing. Its Occupational Health and Safety Management System (OHSMS) aligns with ISO 45001 (the certification is planned for 2025) and OSHA standards, ensuring systematic hazard identification and mitigation. Employees are empowered with Stop Work Authority to halt unsafe activities (including both employees and contractors).

Salik's office supports employee health through features such as the wellness room and optimised lighting. Comprehensive benefits support employee quality of life, including:

- Health insurance, covering regular screenings and check-ups.
- Loyalty programmes such as Esaad and Fazaad cards.
- Allowances for housing, education, and travel, especially for expatriates.
- Parental leave, ensuring work-life balance.

Salik is committed to supporting its employees beyond their active service years through annual investments in pension liabilities. The Company's pension scheme is collaborative, with employees contributing a part of their salary and Salik covering another part. This dual approach ensures financial security for employees, contributing to their long-term wellbeing and satisfaction.

Looking ahead, Salik aims to maintain a 90% retention rate and expand its HSE audit coverage to 100% by 2028. Contractor safety certification is also a priority, with full qualification targeted for the same year. Salik's commitment to health, safety and engagement serves to position it as a leading employer in the UAE, empowering its workforce to drive sustainable mobility solutions.

[Learn more on Salik's employee management in the 2024 Sustainability Report](#)