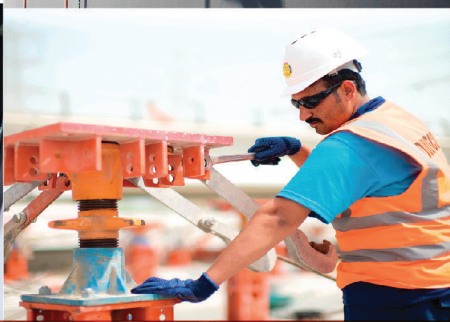
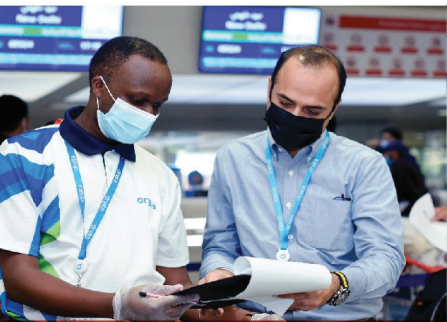


DULSCO PEOPLE



The difference we make to our clients, our people and the community



WELCOME TO DULSCO PEOPLE



I am passionate about the difference we make to our clients, our people and the communities we serve. We are committed to helping clients achieve their goals through our 360° approach to workforce solutions.

We understand the importance of meeting our clients' needs, not just in terms of the skills and expertise required for the job, but really taking the time to get to know our clients' businesses, ensuring that we provide a bespoke solution that is both creative and effective.

We can provide workforce anywhere in the seven Emirates, and we believe that a great team is the foundation of any successful company which is why we place a strong emphasis on training and progression for our people.

At Dulsco People, we pride ourselves on providing competitively priced solutions that deliver results. Whether you need unskilled, skilled or semi-skilled hires for short-term or long-term to grow your business, we have the expertise and resources to meet your needs.

Thank you for considering Dulsco People as your partner of choice.
We look forward to working with you to achieve your business goals.



Antony Marke,
*Chief Executive Officer,
Dulsco People*

➤ Establishment of Dulsco, started with stevedoring and supply of blue collar workers.



➤ Establishment of a new line of business: Environmental Solutions.



➤ Dulsco enters Abu Dhabi market.



➤ Dulsco Started white collar staff outsourcing.



➤ Dulsco becomes a Limited Liability Company and expands its geographical presence to include all seven Emirates, and neighboring gulf countries.



➤ Dulsco Village Establishment.



➤ Dulsco Launch of Construction and Demolition Waste Facility.



➤ Dulsco was awarded as the Official Waste Management Partner of EXPO 2020 Dubai.



➤ Launch of Dulsco Facilities: Material Recovery Facility (MRF), Liquid Treatment Facility (LTF), The New Old & Reloved.



➤ Launch of Refuse Derived Fuel (RDF) Facility.



➤ Dulsco Training Academy (DTA) launched.



➤ Dulsco acquires Parisima.

➤ Dulsco acquires Advance Global Recruitment (AGR).

➤ AGR establishes in USA

➤ Parisima opens in KSA.



➤ AGR opens in Guyana.



➤ Dulsco Medical Clinic rebranded as Dulsco Health.



➤ 90th year and transition from Dulsco to Dulsco Group.



Dulsco People
is proud to be a part of

DULSCO GROUP

Today, Dulsco People is one of four businesses
within Dulsco Group.

**DULSCO
PEOPLE**

**DULSCO
ENVIRONMENT**

PARISIMA
A Dulsco Group Company

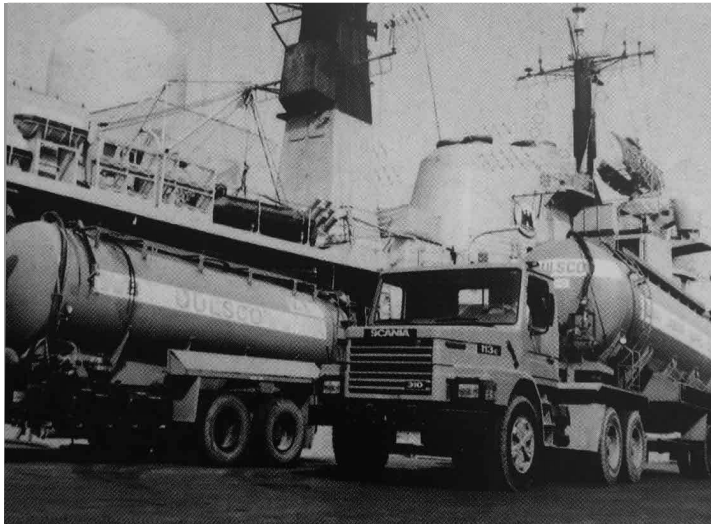
AGR
A Dulsco Group Company



Scan the QR code to find out
more about Dulsco People.

THE DIFFERENCE WE MAKE

From land to sea to air, whatever your business, we are with you, making sure you have the right people, at the right time and the right place.



We partner with clients to solve their biggest workforce challenges. Dulsco People has a proud history of nation-building services since 1935 and is synonymous with leading workforce and outsourcing solutions.

Committed to upholding the values of people, customer focus, integrity, teamwork and community, we strive to set the standard in worker welfare and productivity.

As a trusted partner to government and private sector, we are the driving force behind workforce supply that fuels growth and prosperity across the UAE.



WORKFORCE

We take pride in our reputation as one of the leading providers of long and short-term workforce solutions to over 3,700 customers. We help businesses achieve their goals through our 360° approach to all workforce solutions.



OUTSOURCING

DulSCO Group provides reliable outsourced solutions through our digitalised operations, worldclass training, safety standards and quality management.



TRAINING

We have an empowered workforce of over 25,000 employees because we invest in our team members' health, welfare and safety. DulSCO People provides customised training programmes designed to address specific skill gaps or upgrade existing competencies.

We're proud to be recognised as industry leaders by our peers:



THE DIFFERENCE WE MAKE... TO OUR CLIENTS

TO OUR PEOPLE



THE DULSCO GROUP DIFFERENCE

WHY WE DO WHAT WE DO



Salifu Yahya

QHSE Supervisor

Salifu Yahya joined DulSCO Group in 2023 as a General Helper after relocating from Ghana. Through determination, continuous learning, and strong organisational support, he rapidly progressed through multiple roles, culminating in his appointment as QHSE Supervisor.

His journey reflects the opportunities available within DulSCO Group to develop new skills and build long-term careers. Highlighting his exceptional contributions, Salifu was honored with the Taqdeer Award in February 2026 for ensuring safe, efficient operations during the World Government Summit in Dubai.



Vaisakh Thazhepatt

Service Delivery Manager

Vaisakh Thazhepatt, a 36-year-old aviation professional from Kerala, India, overcame humble beginnings and early career challenges.

His journey led him to a thriving career in the aviation industry. From starting as a part-time spray painter to becoming an Executive MIS and Payroll specialist, Vaisakh's dedication and analytical skills have earned him recognition and awards, all while navigating the unique challenges posed by the COVID-19 pandemic.

He credits DulSCO Group and his supportive family, for his success.

THE DIFFERENCE WE MAKE... TO THE COMMUNITIES WE SERVE

Dulscos People is proud to employ people from more than 78 countries, providing our clients access to the widest pool of talent to meet their workforce needs. We also recognise and embrace our responsibility to the communities we serve and are going further than ever to ensure our people are happy, healthy, motivated and proud to represent Dulscos People.



100% commitment to UAE's sustainability vision

Dulscos Group has signed the Climate-Responsible Companies Pledge, and in accordance with the UAE Circular Economy Policy 2021-2031 we have invested in cutting-edge waste treatment and recycling facilities to reduce the amount of waste that ends up in landfill. Our thorough carbon footprint measurement initiative helps us report on our carbon cutting performance, for our journey to be Net-Zero by 2050.

Supporting biodiversity

Dulscos People believes in the importance of maintaining and contributing to the region's biodiversity. As such our team participate in regular initiatives such as beach and desert clean-ups, Ghaf plantations, recycling drives and environmental awareness campaigns. We also plant mangrove trees which play a critical role in curbing global warming by eliminating approximately 10-15kg of carbon each year. This activity supports the UAE's commitment to planting 100 million mangroves by 2030.

Innovation in technology

Implementing DriveSafe telematics and safety first initiatives led to changes in driver behaviour and a reduction in accidents, fuel costs and CO₂ emissions. In 2023, Dulscos Group launched a plastic reduction initiative by installing water refill stations across all UAE offices and providing employees with reusable glass bottle. This effort helped save over 406,665 (250ml) plastic bottles — a meaningful step toward sustainability and reducing our environmental impact.



Water management

Effective management and conservation of water is crucial in the face of a growing population and rising demand. Dulsco Group has put in place many initiatives to improve water management, such as our grey-water recycling plant within Dulsco Village, using recycled water for toilet flushing and landscaping, and installing faucet aerators and flow restrictor systems. These initiatives have helped us reclaim water by 25,856,000 million litres in 2025.



Biodiesel

In 2025, Dulsco People continued its partnership with UAE-based Neutral Fuels, using 1,774,386 liters of alternative biodiesel across its fleet in Dubai, Abu Dhabi, Sharjah, and Ajman. This initiative reduced emissions by an estimated 327,883 kg CO₂e, equivalent to removing 76.5 cars from the road for a year or growing 5,422 tree seedlings for a decade. Additionally, a new dedicated storage tank at Dulsco Village supported the use and distribution of B7 biodiesel across Dubai, while a transition to B10 biodiesel remains under consideration.



Solar panel

Solar Energy is one of the most accessible renewable energy sources in the region. The solar panels installed in Dulsco Group accommodation generates power from clean energy (daylight) and are connected to the power grid drastically reducing utility bills. 1655 solar panels are installed and can generate power of approximately 221,296 kWh per year.

Certifications

Dulsco Group is proud to be certified with globally recognised standards, including the Integrated Management System (IMS) and ISO certifications, reflecting our commitment to quality, health, safety, and environmental responsibility. We are also approved by the UAE's General Civil Aviation Authority (GCAA), enabling us to deliver specialised workforce solutions for the aviation sector in compliance with strict regulatory requirements.



THE INNOVATION WE DRIVE... ON THE GROUND AND BEYOND

We drive progress by merging advanced technology with sustainable practices. Our operations, rooted in excellence, continuously redefine industry standards. With passion and innovation, we turn challenges into opportunities for a greener future, leaving a lasting impact on every journey.

DULSCO TRAINING ACADEMY



DulSCO Group Training Academy is located at the Al Maktoum International Airport (DWC) in Dubai South. The Academy aims to ensure driver competency, enhance skills and behaviour, and ultimately reduce incident rates and accidents.

Facility Size:
4,300 square meters

*Simulates real-world
operational scenarios*

Industry Focus:
*Tailored training for transport,
logistics, ports, and airport
sectors.*

DRY WASHING



Dry washing eliminates the need for water in the cleaning process. This is particularly important in regions facing water scarcity or where water conservation is a priority. By using dry washing methods, you reduce water consumption and contribute to environmental sustainability.

Benefits:



**Time
Efficiency**



**Cost
Savings**



**Eco
Friendly**



**Mobility and
Accessibility**

ELECTRIC BUSES



DulSCO People's electric buses support the UAE's green goals, helping partners meet their sustainability targets without sacrificing performance. Once deployed, these zero-emission vehicles will help cut costs, reduce noise, and boost operational efficiency.

Benefits:

- **Zero Emissions, Reliable & Clean**
- **Environmental & Regulatory Advantage**
- **Enhanced Customer and Community Experience**

CASE STUDY

Championing Mental Health

DulSCO People is setting a higher standard for workforce well-being in the demanding aviation sector. Supporting operational teams working long hours, under significant safety responsibilities and in fast-paced environments, we have embedded mental health, fatigue management and employee connection into the everyday employee experience.



Key initiatives include:

- Mental Health Champions and certified Mental Health First Aiders, providing confidential, stigma-free peer support and guidance to professional care.
- Paid mental health days, allowing employees to take time away from work to manage stress, fatigue or emotional well-being.
- Pre-shift self-health declarations, enabling drivers to confirm they are fit for duty, rested, healthy and not under the influence. Employees who are not fit to work can take a no-penalty rest day, placing recovery ahead of attendance.
- A 24/7 Medical Supervisor Team, supporting colleagues with hospital visits, insurance claims and medical logistics.
- Annual health screenings and counselling, alongside burnout-prevention, stress-management and work-life-balance campaigns.
- A zero-tolerance anti-bullying and harassment policy, supported by digital grievance tracking to ensure concerns are logged, monitored and resolved within defined KPIs.
- Inclusive engagement programmes, including Welfare Month, Mission Movember, sports events, medical camps, festive celebrations and outdoor activities.

The challenge

Aviation operations can place sustained physical and emotional demands on employees. Fatigue, stress, burnout and disengagement can affect individual well-being while also impacting safety, service quality and operational performance.

DulSCO People recognised that meaningful support needed to be accessible, preventative and free from stigma. Our approach therefore focused on creating a culture where people feel safe to speak up, take time to recover and access the support they need.

Our approach

We introduced a people-first well-being strategy that combines proactive health management, peer support, professional care and initiatives that foster belonging.

Measurable impact

Our initiatives have helped create a safer, more connected and resilient aviation workforce:

Impact area	Results
Employee engagement	More than 5,300 employees participate annually in Welfare Month activities
Safety performance	17.3% reduction in significant Accident Frequency Rate
Training and awareness	1,320 sessions delivered, reaching 15,175 participants
Safety engagement	24 safety campaigns and six leadership HSE walks delivered
Recognition	Multiple Cobus drivers maintained accident-free records from 2020 to 2024

Putting people first

By bringing mental health, physical well-being and workplace connection together, DulSCO People is helping aviation teams perform safely, confidently and sustainably. Every shift, process and interaction is designed around one principle: when our people are supported, they are better equipped to support exceptional operations.

We look forward to helping make
a difference to your business.



Perhaps you or someone you know are
looking for a new opportunity.

You can view all our current job openings
by going to dulsco.com/careers or by
scanning this QR code.



Contact Us

P.O. Box 6238, UAE
800-DULSCO (385726)
dulsco@dulsco.com