

Saudization: As any employer in Saudi Arabia, Almarai has Nitaqat program obligations that require him to report on and in some cases, get penalized, for having certain quotas of Saudi citizens of his operationalized workforce (Yaqoot Manpower (Services.com, 2024) . Anti-Discrimination: Employment in Almarai is prided in and the company can state that it has fair and equal opportunities no matter the race, gender, age, religion, nationality and any other forms of discrimination (Yaqoot Manpower Services.com, 2024) . Expats Work Permits: All expatriate workers have to legally and correctly allocated work, and Almarai aligns the work with the permits (smasco.com, 2024) . Wage Protection System (WPS): Almarai has the records to show that payment of employees on the due dates, with the due amounts, through legal systems does happen (qandle.com, 2025) . Employment Contracts: Every employee has a written contract for the position being filed. The documents in the system through Qiwa is that the employee, the company, job title, agreed payment, hours, and other outlined in the system.