TEAM SPORTS

Rocky Point Storms into 2025 Interdepartmental T10 Cricket Final

The Rocky Point team has powered its way into the 2025 Interdepartmental T10 Cricket Final with dominant performances. setting the stage for a thrilling showdown against Raw Materials.

Their journey to the final began in the quarterfinals against Railroad After winning the toss and choosing to bat. Rocky Point piled up an impressive 116 runs for the loss of just one wicket in 10 overs. Kevin Duncan was the star of the innings, blasting 64 runs off 28 deliveries, while Troy Allen provided strong support with an unbeaten

In Semifinal 2, Rocky Point faced Lab and again dominated with the bat. Kevin Duncan and Troy Allen both scored 49 runs. with Duncan remaining unbeaten. Rocky Point sealed a 42-run victory to book their place in the final.



Meanwhile, Semifinal 1 delivered high drama as defending champions Recovery took on last year's beaten finalists, Raw Materials in a much-anticipated grudge match, Recovery limped to 38 for 8, Raw Materials, however, found the chase far from easy. Needing every ounce of

just two balls to spare, thanks to Shawn Smith's unbesten 21

With the stage now set, the final promises fireworks as Rocky Point's explosive batting lineup, led by tournament top-scorer Kevin Duncan. On the women's side, Nickalee Masters and Vanessa Singh have both shone brightly, sharing the accolade of best female bowler with five wickets each

The Rocky Point team has powered its way into the 2025 Interdepartmental T10 Cricket Final with dominant performances. setting the stage for a thrilling showdown against Raw Materials



determination, they scraped home with **EAP CORNER**

Building Meaningful Relationships

healthy relationships with family. friends. partners. colleagues don't just happen. They

require intention, effort, and care. Here are

practical ways to nurture deeper, more meaningful connections: 1. Start with Yourself: Healthy relationships begin with a healthy you.

Prioritize your own emotional, physical, and mental well-being. When you care for vourself, you are better equipped to care for others. 2. Communicate Honestly and

Clearly: Speak your truth with kindness. Be direct but also be considerate. Open and respectful communication is the heart of every strong connection.

3. Be Respectful: Respect shows how you treat someone's time, opinions, and boundaries. Don't interrupt, minimize, or

ignore what matters to them even if it's not important to you.

4. Be Emotionally Available: Let others in. Share your thoughts and feelings and invite them to do the same. Vulnerability, when managed with care, deepens trust and strengthens bonds.

5. Be Reliable and Accountable: Do what you say you'll do. Follow through on commitments If something changes. communicate clearly and take responsibility. Trust is built on consistency. 6. Handle Conflict with Maturity:

Disagreements are a natural part of any relationship. Avoid velling, blaming, or shutting down. Stay calm, listen, and work together toward resolution.

7. Support Their Growth: Celebrate their wins, encourage their goals, and never hold them back out of fear or insecurity. Be someone who lifts others up, not limits

8. Stay Connected: It doesn't take much. an honest check-in, a shared meal, a quick message. Quality time, even in small doses. keeps relationships vibrant and connected.

9. Show Gratitude: Let people know they matter. Say "thank you," "I appreciate you," or "I'm glad you're in my life." Simple expressions of

appreciation go a long way. 10. Respect Boundaries: Healthy relationships allow space for individuality. Know when to engage and when to give room. Boundaries protect the relationship, not harm it. 11. Reflect and Grow: Ask yourself regularly: Am I the kind of person I'd

want to be around? Be open to feedback, stay humble, and keep growing-because great relationships Meaningful relationships aren't

about perfection they're about presence, effort, and growth, Start small, stay consistent, and be the kind of connection you'd want to receive.

CALL EAP: 876-551-9796

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Jamalco NewsLink

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@September 26, 2025

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Production Review

@September 26, 2025

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Jamalco Achieves ASI Certification



Jamaleo has achieved Aluminum Stewardship Initiative (ASI) certification, a recognition of its commitment to responsible bauxite mining and alumina refining in Jamaica. ASI is a global, non-profit organization that sets sustainability standards for the aluminum industry. promoting ethical, environmental, and social practices from mine to market.

The certification underscores dedication sustainable operations and marks a major milestone for the company, driven by its core values of Caring, Agility, Responsibility, and Excellence-principles that guide how it operates, engages. and grows.

Addressing team members following the May 2025 audit, Managing Director Marvin Jackson said weare pleased with the results. We' are confident in our operations and committed to

responsible alumina production," he noted, that the findings affirm Jamalco's strong reputation and operational foundation in line with ASI requirements.

Contd. on page 2

Conveyor J Reinforcement Project Makes Steady Progress

The Rocky Point Restoration Project currently 40% complete, with steady progress being made on the Conveyor J Trestle Reinforcement Project. This critical initiative aims to strengthen the structure to withstand Category hurricane impacts

Significant milestones have been achieved, including the installation of 22 out of 38 piles, with all 18 on the east

side and four on the west side completed. The project involves installing piles with braces, integrating 24-inch I-beams, and capping with reinforced concrete. A new steel grating deck will replace the existing wooden mats, and cathodic protection will ensure long-term durability According to Mechanical Engineering

Consultant for Capex. Andrew



An image of the conveyor J trestle area.

Plummer. project timeline has been revised several due times administrative

delays with a new target completion date of April 2026. To meet this deadline, all 38 piles must be installed and pile caps placed on at least 60% of them A marine

survey is currently underway to assess sea floor conditions and guide mitigation While unforeseen conditions may impact

timelines, no further budget revisions are planned. Despite setbacks, the project remains a crucial investment in Jamalco's infrastructure resilience, ensuring safe operations under severe weather conditions.







EHS UPDATE

Men's Health Tips

The Medical Department highlights essential health priorities every man should know:



1.Get Regular Screenings: Schedule annual check-ups, blood pressure, cholesterol, diahetes. and prostate screenings (age 40+).

2. Prioritize Mental Health: Don't ignore stress, anxiety, or depression. Seek professional support when needed.

3. Exercise Regularly: Aim for 30 minutes of activity, 5 days weekly. Even walking reduces heart disease risk

4. Eat Smart: Choose whole foods over processed. Focus on fruits, vegetables, lean proteins, and whole grains

5.Limit Alcohol & Quit Smoking: Both dramatically increase cancer and heart disease risks

6.Stay Safe at Work & Play: Always wear protective gear: helmets, seatbelts,

workplace safety equipment. 7. Get Enough Sleep: Aim for 7-8 hours nightly to improve memory, mood, and overall

health

8. Know Your Family History: Share hereditary risks (heart disease, diabetes, cancer) with your doctor.

9. Hydrate & Manage Stress: Drink plenty of water and practice relaxation techniques like meditation or deen breathing

10. Don't Ignore Warning Signs: Persistent pain, fatigue, or unusual changes require medical attention detection saves lives

IN THE NEWS

Shiploader Successfully Repaired



shiploader to full operation. operations

Jamalco's shiploader, which derailed in Sentember 2024 has been successfully repaired following an extensive multi-phase recovery plan led by the Engineering Department.

Despite several unsuccessful attempts to rerail the equipment last year, the team remained committed to restoring the

A three-phase plan was later implemented to methodically address the issue while ensuring safety and minimizing disruption to

The first phase completed in June 2025. involved major infrastructural work to strengthen and support the shiploader's main structure. This was followed in July 2025 by the renewal of two sections of rail, which enabled the shiploader to be successfully rerailed. In August 2025, the final phase was carried out, which saw the complete renewal of the rail system along with additional infrastructure support.

Throughout the entire repair process. Jamalco maintained smooth and efficient shiploading operations, ensuring continued service to its customers.

The successful rerailing of the shiploader underscores Jamalco's engineering expertise. teamwork, and commitment to operational excellence

Jamalco Achieves ASI Certification

The renained ship loader

certification evaluates companies against rigorous Environment. Social. Governance (ESG) standards, covering policy management. environmental stewardship health community engagement. responsible

sourcing, and legal Jamalco's achievement is particularly significant as it is now the second Century Aluminum location to earn this prestigious certification, following the company's smelter in Iceland. Looking



ahead. Jamalco remains committed to continuous improvement, strengthening its sustainability practices while solidifying its position as a responsible alumina producer.

IN THE COMMUNITY

Mile Gully Police Station Common Area Gets A Fresh New Look



Smith in front of the refurhished Barrack

The Mile Gully Police Station has received a much-needed facelift, thanks to support from Jamalco's Lands Department. The renovation project was initiated at the request of Inspector Nadine Franklyn who envisioned transforming the condemned common area into a functional barrack and training space for new recruits For years, the deteriorating facility

hampered the Manchester Division's

ability to temporarily house trainee officers assigned to Mile Gully. Now refurbished the common area will accommodate three to four trainees for a four-month training period, providing greater convenience and supporting the development of new recruits. Jamalco's contribution made

extensive improvements possible, including the installation of new ply. repainting of the interior and exterior. refurbishing the ceiling with solitex, replacing windows restoring the floor. and installing a new door. Beds and cabinets will be added by the Manchester Division. The next phase of the project will see the construction of a concrete bathroom to further enhance the facility. Inspector Franklyn welcomed the

improvements, noting: "We are extremely grateful for this investment from Jamalco The facility allows the trainees to benefit from tutelage without the inconvenience of traveling to Christiana for training.

This contribution not only benefits the JCF but, by extension, the community of The project underscores Jamalco's

continued commitment to strengthening infrastructure community supporting initiatives that promote safety and development



Safety Enhanced at Rock Primary



The recently installed rails at the Rock Primary School.

Jamalco responded to a need identified at a recent community engagement meeting in Mocho by installing new railings at Rock Primary School. Principal Machel Spencer thanked the company, noting that the railing will boost safety for students while also improving the school's appearance.

Jamalco Harmons Cup Football **Boosts Community Talents**



Community Relations Officer, Jermaine Foster, hands over trophies to the captair of the winning Reeveswood team (I) and the captain of Stars Academy, 2rd place

The 2025 Jamalco Harmons Cup brought excitement and unity to Harmons Valley as Reeveswood Stars Academy FC edged Eveball 3-2 in a thrilling final at the Harmons Valley Sports Complex

Fans turned out in large numbers from Harmons Mandeville and as far as St. Catherine, while the presence of several Premier League players on community squads added quality and flair to the matches. Tournament organiser, Craig

proper uniforms and gear motivated both players and management while enhancing the event's professional look He also highlighted the community's strong support With Jamalco's continued

Pitter, said the addition of

sponsorship, the Harmons Cup will continue to showcase grassroots football talent and also strengthen community spirit and engagement.



TEAMS COMMUNITY

Jamalco Scholarship Fuels Journalist's Award-Winning Career



mentee Sashana Small with her awards

For award-winning journalist Sashana Small, the Jamalco Community Scholarship and Mentorship Programme was more than financial aid, it was a lifechanging opportunity that turned her educational and professional dreams into

Now an award-winning journalist at The Gleaner Company Ltd., Sashana reflects: "The Jamalco Community mentorship programme and scholarship are the reason I was able to be the first in my family to graduate high school, pursue a tertiary education, and now enjoy a fulfilling career as a multi award-winning journalist."

Most recently, her outstanding work School, earned three prestigious awards at the Caribbean Broadcast Union's 36th Annual Awards Gala in Barbados, where she was recognized for excellence in reporting on health and arts and culture. Her health stories explored Jamaica's efforts to implement a national school nutrition policy and highlighted the country's achievement in eliminating mother-to-

child transmission of HIV and syphilis. Her award-winning arts and culture piece, Jonkonnu: Ghosts of Christmas Past. examined the struggles of Jonkonnu bands as they grapple with declining interest in the traditional practice. Sashana's journey with Jamalco began in 2008, when she

matriculated into Manchester High



Former Jamaico mentee Sashana Small, at work at the Gleaner Company Ltd.

At the time, her parents were struggling to educate six children, and Jamalco's mentorship programme helped ease that burden. The support covered auxiliary fees, textbooks, and transportation. "This helped to ease the burden on my parents," she explained.

The challenges continued when she enrolled at the University of the West Indies in 2015. Unaware she could have applied for a Jamalco scholarship in her first year, she lived with a friend's relative in Gordon Town, St. Andrew, under difficult circumstances. "There were times I had to walk from Gordon Town to campus because I could not afford bus fare," she recalled. Relief came when Jamalco awarded her a grant for her final two years, enabling her to afford on-

campus housing and complete her degree. Today, Sashana looks back with gratitude: "Thank you Jamalco for being such an integral part in helping to chart the course of my life!"

Her inspiring journey underscores the

power of education and the profound impact of Jamaleo's community investments on individuals, families, students and the nation at large.

Jamalco Volunteers Support International Coastal Cleanup Day



Jamalco volunteer. Corvette Madden, displays some of the plastic bottles collected from the

Jamalco employees joined thousands of volunteers worldwide on Saturday. September 20, 2025, to support International Coastal Cleanup (ICC) Day, the largest one-day volunteer event in the

The team partnered with the Lions Club of 6 May Pen to spearhead the cleanup of

Welcome Beach, along the Salt River Main Road Together, the volunteers collected and properly disposed of debris, restoring the beach area and promoting greater awareness of the importance of environmental stewardship



MIS Operations Coordinator and Jamalco volunteer, Jocean Bawn, shared that the activity was very meaningful to her, "It's an excellent form



of exercise while also helping to protect marine life. Every bag of debris collected represents a step toward protecting marine life and safeguarding our beaches," she said.

Observed annually on the third Saturday in September, ICC Day raises awareness about marine litter and encourages individuals and organizations to take action in preserving oceans and waterways

By joining forces with the Lions Club of May Pen, the volunteers helped make this year's cleanup a very impactful

IN THE NEWS

Jamalco and HEART NSTA Trust Launch Heavy-Duty **Equipment Training Initiative**

Jamalco, in partnership with the HEART NSTA Trust, recently launched a Heavy-Duty Equipment Training Programme at the Wembley Centre of Excellence, providing residents from Jamalco's operating communities with an opportunity to strengthen their skill in this area. Approximately 130 men and women from across seven council

areas turned out for the launch. underscoring the strong interest The programme, will begin on Monday, September 29, and run

in the initiative

for three months, combining both theoretical and practical training. The practical component will be conducted in collaboration with Jamalco's contractors, ensuring participants gain hands-on experience in real-world s



Certified HEART NSTA Trust instructors. supported by Jamalco's Mobile Equipment Instructor, Nigel Braham, will deliver the sessions using a mix of classroom teaching, online learning. and simulated environments to build both confidence and competency before participants

to transition to live operations.

empower individuals."

Addressing participants, Managing Marvin Jackson encouraged participants to seize the opportunity, noting the positive impact it can have on their families and futures. "We believe that the communities surrounding our operations are more than just neighbours; they are partners in our journey. It is our responsibility, and indeed our privilege, to invest in

Jamalco also expressed gratitude to HEART NSTA Trust, community leaders, and other stakeholders for their partnership and support in bringing the programme to life. This training initiative reflects Jamalco's commitment to workforce development and its ongoing investment in building stronger, more resilient communities.

first and second place in the men's category.

While the aim of Caribbean Wellness Day

programmes like this one that

Jamalcoans Shine at Caribbean **Wellness Day 2025**

The Jamalco team proved to be strong contenders at this year's Caribbean Wellness (CWD) celebrations, held recently at Hone Gardens. Andrew. venue was abuzz with energy as

hundreds turned



Members of the team who participated in Caribbean Wellness Day Activities

out to participate in the activities under the theme: "Engage, Empower, Elevate," Jamalco emerged victorious in both the

male and female categories. Jodi-Ann Walker, Jamalco intern and scholarship awardee, took first place in the women's race, while Lab Analyst Cedric Francis secured the men's title. The positive momentum carried into the

obstacle challenge course, which tested teamwork, strength, and endurance, Jamalco's team. Brianna Hanson. Ackeem Lewis, Remito Pryce, and Shawn-Dean Hutchinson, fought hard and proudly secured second place.

Jamalco also dominated the push-up competitions. Kanika Kelly won the

was to raise awareness about healthy lifestyles and the prevention and control of noncommunicable diseases (NCDs), the Jamalco team's outstanding performances was a proud reminder that at Jamalco, wellness is not just something we talk about once a year it's a way



Director, Health Promotion, Takiese Foga (I) and Director, Health Promotion and Protection Branch Dr. Simone Spence (r) takes a photo with Jamalco's winning team in the Obstacle course race.



Winners of the male and female 3k run I-r Jamalco intern and scholarship recipient Jodi-Ann Walker and Laboratory Analyst. Cedric Francis



TEAMS STARS

Commendations to Our Transformation Champions

We would like to take a moment to recognize and salute the hardwork and invaluable contributions of the following team members for their dedication to our transformation efforts. Contractor

Planning and Central Shops Superintendent. Hauden Shields has been supporting Director Maintenance. Joseph



exceptional Williams, champion Planning and Central Shops Superintendent, Hayden Shields improvement of transformation

reporting and integrity of primary maintenance and reliability KPIs (planned work ratio (PWR), planned work completion (PWC), loading and utilization). Commendations to Hayden for being a

vocal advocate for change in the weekly accountability sessions, encouraging the Maintenance Superintendents to drive the right behaviours within their crews, and supporting amendments to processes and reporting procedures.

Management Standarde Superintendent, Herbert Campbell, has demonstrated leadership as a

and Jamalco's

Contractor Management Standards Superintendent,

Herbert Campbell

continuous improvement. We commend

Herbie for driving meaningful change

within CMS by engaging in open,

transparent dialogue, actively offering and

implementing feedback to improve

surrounding processes and systems, and

equipping his team with the training and



commend

Talent



Talent Management and Business Systems outstanding Administrator, Kwesi Stone

support of

the progress of the Transformation Office. This was evident while JBS Superintendent, Debbie-Ann Fagan-Warren was on vacation. During her absence Kwesi drove the various initiatives ensuring good progress and accountability during the past month.

Employees of the Month

tools needed to succeed



The leadership of the Powerhouse Department, commends Hocwayne Greensword. for copping the Powerhouse Employee of the Month!

Hocwayne played a critical role in operations throughout August consistently demonstrating reliability. dedication. excellence. He is always willing to go above and beyond his core duties whenever called upon, making him an invaluable member of the team. Here, he collects a token from Powerhouse Department Supervisor, Michael Guthrie.



Powerhouse leadership proudly commends Noel Maxwell and Bevon Harmer of

Electrical & Instrumenta tion Team, along with Basil Edwards and Cruz Allen of the Mechanical

Maintenance Team, for their outstanding initiative in the suggestion, design, fabrication. installation. commissioning of "Air Pots" on the main instrument air lines to the HFO Station and Boilers 5. 6. and 6B. This innovation has successfully

prevented unit failures caused by excessive moisture in the instrument air, strengthening the reliability and efficiency of our operations. In photo, certificates of commendation are presented to Noel and Bevon by Powerhouse and Reliability Services Manager, Mendez Lunch.



Congratulations to Kemroy Brown for copping the Powerhouse Employee of the Month for July 2025.

Kemroy is always willing to go above and beyond his regular operational duties when called upon. In July, he demonstrated commendable compliance and dedication across several aspects of the operation, including the frequent cleaning of HFO filters to reduce the need for replacements and the meticulous cleaning of H.F.O. heaters to ensure optimal performance.

The leadership of the Powerhouse commends Kemrov for his outstanding performance and commitment.

In the photo above, Kemroy collects his award from Powerhouse Department Supervisor, Michael Guthrie.

TEAMS STARS

From Hospitality to Trade Compliance



Gravson McPherson

"Be diligent and thorough in your work. Don't aet comfortable with the status auo. stretch uourself beyond your limits."

No one would have imagined that Jamalco's Trade Compliance Officer. Gravson McPherson, who first entered the University of the West Indies to study Mathematics, would graduate with a degree in Hospitality and Tourism Management instead. "The moment I went to my first few classes. I realized I had made a mistake Though I loved math and did well in high school, I couldn't relate to what was being taught," Gravson recalls, "I started searching for other options and, realizing that I loved serving people and responding to complaints. I settled on hospitality. It was the closest to customer service that was available at the time," he explains.

After completing his degree, Grayson began working in the resort industry. However, the long hours made him reflect on work-life balance. Determined to chart a new path, he pursued a postgraduate diploma in Business Administration and later accepted a position at Aeromar Logistics where he worked for five years. honing his skills in logistics and Trade compliance

When the time came to transition again, Gravson faced a tough choice between offers from GraceKennedy and Jamalco. After careful advice, he accepted the role of Traffic Clerk at Jamalco, monitoring imports and exports. He flourished in this role, where he also became a licensed customs broker and earned a promotion to Trade Compliance Officer, the position he proudly holds today.

import and export documentation, monitors vessels arriving at Rocky Point, and engages with government agencies to secure permits while interacting daily with overseas suppliers and freight forwarders, which is essential for Jamalco's operations. "One of my biggest challenges was eliminating Jamalco's reputation for custom breaches.

In his current role, Grayson manages

Iresolved that issue and strengthened our relationship with the Jamaica Customs Agency and other government partners," he says.

After 15 years with Jamalco, Grayson continues to embrace the ever-changing world of logistics and supply chain management. "This field is never stagnant. A vessel may change its route, an item that did not require a permit vesterday may suddenly require one today, or something critical may be urgently needed for the Refinery. These challenges keep me engaged, inspired, and driven

Beyond professional accomplishments Grayson lives a dedicated life unto God and is a dedicated family man. Husband to Sonia and proud father of Ameliya, Samuel and Annaliese he says his family is his greatest source of motivation. "I work hard and put my best



professional growth toward a managerial

Through the efficient management of tasks by professionals like Grauson McPherson. Jamalco is able to fulfill its mandate. His story is a powerful reminder that the road to success is rarely straight but with perseverance, adaptability, and passion, the journey can be just as rewarding as the destination.



Gravson McPherson

foot forward every day to ensure that my family is comfortable," he shares. Grayson uses his journey to inspire others as he encourages vounger professionals to "be diligent and thorough in your work, Don't get comfortable with the status quo, stretch yourself beyond your limits. Always aim to develop yourself, make your mark, and help others along the way."

Grayson's goal is to see the establishment of a fully developed logistics department at Jamalco and to continue his



Grayson McPherson with his wife, Sonia (back row, right), and their children Amelia (back row, left), Samuel, and Annaliese (front).