

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 39.

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.



Members of the Rocky Point team.

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 determination, they scraped home with

just two balls to spare, thanks to Shawn Smith's unbeaten 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.



EAP CORNER

Building Meaningful Relationships

Strong, healthy relationships with family, friends, partners, or 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 yourself, 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 yelling, 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 them.

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 evolve.

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

Editor: Donna Marie Brooks, Associate Editor: Nadene Neuseome, Sub Editors: Jermaine Saunders, Antonio James, Jermaine Foster, Tamarah Jacobs, Kevin Douglas.

Contributors of this issue: Michelle Hodges, Kirk Gordon, Art Banton, Andrew Plummer, Grayson McPherson

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Employee News



No one would have imagined that Jamalco's Trade Compliance Officer, **Grayson McPherson**, who first entered the University of the West Indies to study Mathematics, would graduate with a degree in Hospitality and Tourism Management instead....

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HSE Review

@September 26, 2025

Plan	Actual
Recordable Injury	1
First Aid Injury	1
Non-compliance	0
Spills to Soil	1

Production Review

@September 26, 2025

Plan	Actual
Digester	3152 2889
Calciner	3364 2824
Digester Yield	93.3 85

Jamalco Achieves ASI Certification



PROVISIONAL CERTIFICATION

Jamalco 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 Jamalco's dedication to 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 we were 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.

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Conveyor J Reinforcement Project Makes Steady Progress

The Rocky Point Restoration Project is 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 4 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, the project timeline has been revised several times due to 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 strategies.

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.



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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, diabetes, 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, and 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 deep breathing.
- 10. Don't Ignore Warning Signs:** Persistent pain, fatigue, or unusual changes require medical attention. Early detection saves lives.

IN THE NEWS

Shiploader Successfully Repaired



The repaired ship loader

Jamalco's shiploader, which derailed in September 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 shiploader to full operation.

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

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

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The ASI certification evaluates companies against rigorous Environment, Social, and Governance (ESG) standards, covering policy management, environmental stewardship, health and safety, community engagement, responsible sourcing, and legal compliance.

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



Inspector Nadine Franklyn and District Constable Smith in front of the refurbished 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 Mile Gully."

The project underscores Jamalco's continued commitment to strengthening community infrastructure and supporting initiatives that promote safety and development.



The interior of the refurbished training room for new recruits.

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 captain of the winning Reeveswood team (I) and the captain of Stars Academy, 2nd place winners.

The 2025 Jamalco Harmons Cup brought excitement and unity to Harmons Valley as Reeveswood Stars Academy FC edged Eyeball 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

Pitter, said the addition of 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 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



Award-winning journalist and former Jamalco 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 life-changing opportunity that turned her education and professional dreams into reality.

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 earned three prestigious awards at the Caribbean Broadcasters 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 School.



Former Jamalco mentee Sashana Small, at work at The Gleaner Company Ltd.

Jamalco Volunteers Support International Coastal Cleanup Day



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

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 world.

The team partnered with the Lions Club of 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.



Jamalco volunteers recording the debris collected.

MIS Operations Coordinator and Jamalco volunteer, **Jocean Bawn**, shared that the activity was very meaningful for 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 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 initiative.



Some of the debris collected.

IN THE NEWS

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



Manager of Corporate Communications and Public Relations, Donna Marie Brooks, delivers an overview of the programme to trainees.

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 in the initiative.

The programme, will begin on Monday, September 29, and run

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 settings.

Certified HEART NSTA Trust instructors, supported by Jamalco's Mobile Equipment Instructor, Nigel Brahm, 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.

Addressing participants, Managing Director **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 programmes like this one that empower individuals."

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.

Jamalcoans Shine at Caribbean Wellness Day 2025

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



Members of the team who participated in Caribbean Wellness Day Activities at Hope Gardens.

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, Akeem 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

women's challenge, while **Remito Pryce and Akeem Lewis** claimed



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

first and second place in the men's category.

While the aim of Caribbean Wellness Day was to raise awareness about healthy lifestyles and the prevention and control of non-communicable 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 of life.



Winners of the male and female 3k run 1st 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.

Planning and Central Shops Superintendent, **Hayden Shields** has been supporting Director of Maintenance, **Joseph Williams**, to drive improvement of 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.



Planning and Central Shops Superintendent, **Hayden Shields**

Contractor Management Standards Superintendent, **Herbert Campbell**, has demonstrated exceptional leadership as the champion of the transformation and Jamalco's continuous improvement. We commend