

TEAM SPORTS

Rocky Point Storms into 2025 Interdepartmental T10 Cricket Final

The excitement is building as the highly anticipated Interdepartmental T10 Cricket Grand Final prepares to unfold over two days, featuring a thrilling showdown between former champions Rocky Point and last year's beaten finalists, Raw Materials.

Both teams secured their places in the final with strong performances in the semifinals. Rocky Point powered past Lab/Technical with their usual confidence and depth, while Raw Materials delivered a stunning upset against defending champions Recovery in a tense, low-scoring match that highlighted their grit and determination.

Raw Materials enter the finals with redemption on their minds after falling short in last year's championship match. Rocky Point, long regarded as the Kings of Tennis Ball Cricket, are equally determined to reclaim the title they once dominated. Captain Donald "Duckie" Bell believes his



team has all the tools necessary to topple Raw Materials and return to the top.

Several standout players are expected to shape the contest. Rocky Point will rely heavily on **Kevin Duncan**, the tournament's leading run scorer with over 300 runs, along with the consistent **Troy Allen**, who has tallied more than 250 runs. Raw Materials will look to the steady opening performances of Winston "Salla"

Osbourne, the destructive bowling of **Shawn "Steelie" Smith**, the wicket-taking prowess of captain **Omar Morgan**, and the all-around dependability of **Ralston "Rigin" Williams**.

With both teams boasting talent, depth, and a fiercely competitive spirit, the two-day finale promises to deliver an exhilarating climax to the 2025 Interdepartmental T10 Cricket Competition.

In addition to the cricket excitement, the Interdepartmental Knockout and League Football competition will kick off on Monday, December 1, 2025. Fourteen teams will compete across two zones, with knockout matches opening the tournament in the first week. The league format begins in week two and will run up to the Christmas break.

EAP CORNER

Creating Christmas Without the Blues



When a hurricane sweeps through a community, it changes more than landscapes, it shifts spirits, routines, and even how a familiar season feels. Christmas is normally a time when family and friends gather. However, after hurricane Melissa affected persons can feel overwhelmed when coping with loss, displacement, or rebuilding. People with less impact may find it difficult to celebrate when others are in distress. Despite the storm, Christmas can still offer moments of peace, connection, and renewal. Creating Christmas without the blues is not about pretending everything is fine. It is about

finding a new way to honour the season while honouring what you have been through. Here are tips to beat the blues:

- 1. Socialize:** Call a friend and meet—anything to get out, change your atmosphere and mood.
- 2. Think Positive:** Our thoughts can propel us into ecstasy or the blues. Controlling them takes being deliberate and practice.
- 3. Treat Yourself:** Be selfish here; do or buy something for yourself. It does not have to be extravagant or costly. (This may not get to the root of what causing the blues, but it will make you feel better).
- 4. Change your Focus:** Pick a person or cause, which appeals to you and decide to invest into that person or cause. It can be your time, money etc.
- 5. Watch a comedy:** When we laugh, we force our minds to change modes and to be up, not down. It is cheap, easy, and fun!
- 6. Volunteer your Time:** Helping other people who have problems is therapeutic.

CALL EAP: 876-551-9796



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

Contributors of this issue: Michelle Hodges, Kirk Gordon, Leroy Riggs

This document contains information intended for the internal use of Jamalco and its stakeholders. Copyright (c) 2025 by Jamalco. All rights reserved.



November 28, 2025

A Monthly Publication by the Corporate Services Department

Volume 19 No. 11

In This Issue

Jamalco Brings Relief to Families Impacted by Hurricane Melissa.....	3
Team Stars	4-6
Distribution of Care Packages to Operating Communities.....	7
Sports Update.....	8

Employee News



Members of the Clarification Department and other Jamalcoans stepped in to support Process Engineer, **Shadeika Allen** after her grandmother was impacted by Hurricane Melissa...

Read more on page 5

HSE Review

@November 28, 2025

Plan	Actual
Recordable Injury	0
First Aid Injury	1
Non-compliance	0
Spills to Soil	9

Production Review

@November 28, 2025

Digester	Plan	Actual
	3254	1941
Calciner	3254	1021
Digester Yield	93.6	77.8



Jamalco Tightens Belt to Address Financial Pressures



Managing Director, **Marvin Jackson**, addressing employees during the MD Communication Session.

In a bid to address the declining production and escalating operational costs, Managing Director, **Marvin Jackson**, says that Jamalco finds itself at a critical crossroads, warning that the company's Mr. Jackson who was addressing members of the workforce during his quarterly MD Communication Session explained that August marked the

company's worst monthly performance, with production slipping and operational expenses climbing relentlessly, threatening our profitability." "This situation is untenable," Mr. Jackson declared. "Our losses are mounting, and we must act decisively, particularly on key equipment repairs and reducing overall alumina production costs."

Global market pressures are exacerbating the situation. As alumina prices continue their downward slide on the world stage, Jamalco faces a daunting challenge of maintaining competitiveness without sacrificing long-term sustainability. Projections paint an even darker picture, as the company anticipates a production cost of US\$355.03 per ton by 2026 underscoring

Contd. on page 2.

Jamalco Achieves Excellent Results in EHS Recertification and QMS Surveillance Audits

Jamalco has earned outstanding results following its recent Environment, Health and Safety (EHS) recertification audit and the periodic surveillance of its Quality Management Systems (QMS). The comprehensive audit was conducted from November 24 to 28 and involved an in-depth assessment of the company's management systems and overall operational effectiveness.

Based on the findings, the audit team recommended Jamalco for recertification of its EHS system, along with ISO 9001, ISO 14001, and ISO 45001 certifications. Impressively, no non-conformities were identified, affirming that the company's systems are being effectively maintained.



Lead Auditor Robert Wood commended Jamalco for the robustness of its management systems, noting their resilience and strong performance, particularly in the company's response to the recent hurricane. He also

highlighted the high level of employee awareness and the effectiveness of the ongoing ISO-related training delivered across the organisation.

In addition to these strengths, Mr. Wood identified five opportunities for improvement and one observation, for which corrective actions have already been initiated.

Contd. on page 2.



FOLLOW US

@jamalcoinaction



FOLLOW US

@jamalco



<https://www.jamalco.com/>

Supporting Recovery After Hurricane Melissa

In the aftermath of Hurricane Melissa, many communities are still facing significant challenges. As Jamalco extends support, it is important to recognize that giving a helping hand is not just good for our communities, it is good for our own health and well-being.



Helping others:

1. Strengthens Mental Well-Being: Acts of kindness reduce stress, boost mood, and increase feelings of purpose. Volunteering after a disaster creates a sense of connection and hope, which are essential for emotional resilience.

2. Builds a Stronger Team: Working together to support impacted families strengthens teamwork, communication, and trust, all key elements of a safe workplace culture.

3. Enhances Physical Wellness: Community relief activities often encourage movement, teamwork and being outdoors. Even small physical tasks can contribute to better health.

4. Reinforces Our Safety Leadership: When employees step forward to help vulnerable communities, it reflects a core. Jamalco EHS value, protecting lives and promoting well-being beyond our workplace.

So, help in whatever area you can and let us continue to uplift our communities while caring for our own health, safety, and emotional well-being. Together, we rebuild stronger, at work and beyond.

Jamalco Moves to Stabilize Operations

Contd. from page 1.



Managing Director, Marvin Jackson, interacts with team members at the MD Communication Session

the need for aggressive cost-saving initiatives.

In response, Mr. Jackson outlined a series of austerity measures set to kick off in December. This includes a freeze on hiring and promotions, strict controls on discretionary spending, suspension of select projects, and a suite of efficiency initiatives guided by expert consultants from Hatch. "We cannot afford business as usual. It's time for accountability and a new mindset from all team members," he stressed. "Only through teamwork and the right attitude can

we turn this around."

Amid the refinery's difficulties, Jamalco reported strong performance in the Mining Department. Director of Mines, Lands & Lands Legacy, **Tannika Housen**, announced that mining output exceeded 500,000 tons per month, peaking at 575,000 tons in September, accompanied by steady improvements in bauxite quality. Land development also shows progress, with seven of eight projects completed, and the final one slated before yearend.

Meanwhile, Acting Senior Manager of Extraction, **Alicia Marshall**, praised her team's unwavering commitment to quality, maintaining a 97% Customer Satisfaction Index (CSI) for alumina. Director of HSE, **Andrea Spence**, reported strong Q3 safety performance despite two recordable injuries, with promising trends in reduced railroad incidents, solid emissions compliance, and improved workplace ergonomics.

In his closing remarks, Mr. Jackson struck a resolute tone, "Things cannot remain the same. We must embrace a renewed mindset across all departments, one grounded in efficiency and accountability. The reality before us is stark, but with collective determination, teamwork and the right attitude, we can turn things around and secure Jamalco's future."

Jamalco Achieves Excellent Results in EHS Recertification and QMS Surveillance Audits

Contd. from page 1.

Auditor Adam Shaw also praised the company's performance, noting that after reviewing processes and documentation, he was impressed with the consistent quality of the systems in place and the responsiveness of the team in providing all required information.

Jamalco's Managing Director, **Marvin Jackson**, expressed pride in the audit's outcome. "I am pleased with these excellent results and the demonstrably strong quality systems we have in place. This shows that if we put our minds to it, we can be world-class."

Looking ahead, Jamalco's next major audit will be focused on environmental risks and is scheduled for April 2026.



Ramble Primary School Benefits from J-ACTION Project



An image of the Ramble Primary School.

Ramble Primary School benefited from a major upgrade in October, thanks to a Jamalco in Action (J-Action) project. The initiative included painting the exterior of the school building, repairing the Early

Childhood bathroom, and refreshing the netball court lines, creating a more inviting environment for learning and recreation.

The project brought together 30 volunteers, including Jamalco employees, teachers, and community members, demonstrating strong collaboration between the school and its surrounding community.

Principal Mr. Lenford Pinnock expressed his gratitude for the support, saying, "We truly appreciate the partnership we have with Jamalco. The school community is grateful for the sponsorship and the continued support shown to our students and staff."

The initiative underscores Jamalco's ongoing commitment to community investment and educational support. By improving key facilities, the company is enhancing the learning experience, providing students with safe recreational spaces, and strengthening ties with the local community.



Relief for Residents Affected by Hurricane Melissa in Operating Communities

Jamalco has commenced the distribution of care packages to families across its operating areas following the recent passage of Hurricane Melissa. The initiative forms part of the company's continued commitment to supporting community resilience and providing practical relief to residents impacted by the storm.

Deliveries began this week in several communities, ensuring that the most vulnerable households receive essential food items and supplies. The distribution drive will continue in earnest over the coming days as Jamalco works closely with community councils to reach all affected families.



Junior Heath (l) and Shakeya Barrett display their care packages.



very efforts progress, ensuring that families receive the support needed to rebuild and restore normalcy.

Residents have expressed deep appreciation for the timely support. Junior Heath of Rhymesbury shared, "These supplies came at a moment when we truly needed them. Jamalco's response shows that they genuinely care about the people who live in these communities."

Similarly, Sheryl Fearon of York Town expressed gratitude, stating, "It means a lot to know we're not facing this hardship alone. Jamalco's assistance brings real comfort during a difficult time."

Jamalco remains committed to standing with its communities as reco-



Sheryl Fearon with her care package.



Annakay Swaby and her daughter, after collecting a care package.

TEAM STAR

Transformation Champions

At Jamalco we recognize the dedication and hard work of our employees who are driving our transformation efforts. We use this medium to salute the following team members for their invaluable contributions.



Debbie-Ann Fagan-Warren

Debbie has played a critical role in spearheading the Transformation Office, leading the JBS team, colleagues, and initiative owners to drive accountability, ownership, and momentum of the Jamalco transformation. She exemplifies the transformation mindset, being open-minded to new ways of working to drive meaningful change. A clear example is her leadership in the operational planning initiative, which reflects her dedication to shaping a more disciplined future-ready organization.



Barrington Walters

Barrington has shown strong commitment to the operational planning initiative, helping to build understanding and engagement among his fellow superintendents. By fostering dialogue and supporting a production-driven philosophy, he has helped move the organization toward greater operational discipline. Barrington's engagement demonstrates how individual leadership can make a meaningful difference driving operational improvement.



Sheepa Farquharson

Sheepa has shown remarkable diligence in managing and negotiating complex contracts. She brings fresh thinking and challenges the status quo by introducing practical ideas and best practices that deliver real value. Her persistence in capturing additional savings during final negotiations is expected to reduce operating costs and support the long-term viability of Jamalco. Sheepa has been a strong advocate for transformation and a driver of meaningful improvement.

Celebrating 30 Years of Excellence: Leroy Riggs

As Jamalco honours its long-serving milestone anniversaries, Unit Supervisor in Clarification, **Leroy Riggs**, stands out as a model of dedication, discipline, and dependable leadership. For 30 years, Leroy has built a reputation as the person who gets the job done, and gets it done well.



Unit Supervisor, Leroy Riggs

Leroy began his Jamalco journey as a Temporary Operator, demonstrating such strong performance and commitment that he was soon promoted to Production Operator and later to his current role as Unit Supervisor. His passion for the work remains unwavering. "I am most excited when I get the job done and employees learn from me. I am also overjoyed when production targets are met, as it is good for the business and the viability of Jamalco," he shared.

A devoted husband to Andrea and father of six, Leroy credits his family as his greatest source of motivation. When he is not on the Plant, he enjoys football, cricket, and horse racing activities that match his competitive spirit and love of teamwork. Reflecting on his three decades at Jamalco, Leroy recalls both challenges and triumphs. One of his most difficult moments was the devastating Powerhouse fire and the uncertainty that followed. Yet, he also cherishes memories of earlier years when employees travelled together to work, fostering camaraderie and unity. Above all, he takes pride in completing a task successfully, knowing his efforts

contribute to the company's progress. To younger professionals, Leroy offers simple but powerful advice: "Be humble, hardworking, and malleable, and you will achieve."

For Leroy, Jamalco has been more than a workplace, it has been the foundation for personal and professional growth. He has no regrets, only gratitude for the opportunities and achievements of the past 30 years. Jamalco continues to thrive because of committed individuals like Leroy Riggs, whose work ethic and leadership inspire excellence in others.



IN THE NEWS

Jamalco Brings Relief to Families Impacted by Hurricane Melissa



Century Aluminum's Executives, Eliezer Batista (2nd left) and Keneth Calloway (4th left), along with equipment operator Keon Sutherland, (r) distributes tarpaulins to residents.

A dedicated team of Jamalco volunteers journeyed to Vineyards, St. Elizabeth, to offer much-needed support to families severely affected by Hurricane Melissa. The effort reflects Jamalco's continued commitment to standing with communities during times of crisis.

The 30 employees along with colleagues from the corporate office volunteered their time and energy, working tirelessly to distribute essential items to residents. The team delivered 350 care packages, 60 tarpaulins, drinking water, toiletries and other vital supplies.

As the team entered the community, they were met with scenes of extensive flooding that continue to disrupt daily life.

Among those affected is Natel Smith, a student of Lewisville High School, who lost the roof of his home during the hurricane. He has been living at the community center, which serves as an emergency shelter, since the storm. Although five people initially sought refuge there, Natel remains the only one still unable to return home. His mother and younger siblings are currently staying with relatives.



Student of Lewisville High School, Natel Lewis, sitting in the shelter.

Another resident, Shelice Forbes, lost her house and all her furniture. She is now staying with a friend, sharing a single room with three other women while hoping for assistance to rebuild her life.



Business Advisor, Accounting & Finance, Sherece McDonald offers a bag of groceries to a resident.

Gloria Leiba had to watch as Hurricane Melissa tore the roof off her home. Her four young children were staying with a neighbour during the storm, and although she has returned home, she is now sleeping in the only small section she has been able to repair.

For Nadria Myers-Thompson, the relief supplies brought a welcome moment of comfort. After receiving her grocery bags and sanitary items, she cheerfully positioned herself for a photo and exclaimed, "Thank you, Jamalco! This is the best I have received since the hurricane."

Jamalco extends heartfelt thanks to the remarkable volunteers and to the Century executives who joined forces in this outreach effort. Together, we remain committed to helping Jamaica recover, rebuild, and regain hope.



Jamalco employees distributing a care package to a resident.

TEAMS STARS

Commendations to Our Maintenance Department Team at St. Jago



Thank you to our outstanding Maintenance Department team at St. Jago! Your dedication and teamwork were on full display as you went above and beyond to help clear the Mile Gully main road following the passage of Hurricane Melissa. The team comprising **Wilshire, Goshop, Richard Perry, Cornel Turner, Kenneth Johnson, Western**

Williams, Adrian Scafe, Western Williams, Adrian Scafe, Ranford Golding, Basil Scille, Duayne Hutchinson, Trixton Turner, Roy Johnson, Novlette Morrison, Jeffrey Powell, Churchill Bailey, Ian Pinnace, Hopeton Burnette, Jevontea Thompson, Greg Morrison, Sean Murphy, Jordan Marshall and

Nigel Simpson went above and beyond to clear the road. Thanks to your swift and tireless efforts, the roadway was made safe and accessible once again for motorists and residents. Your commitment to service and community truly reflects the Jamaica spirit and demonstrates the meaningful impact we can make when we step up where it matters most.

Employees of the Month



The leadership of the Powerhouse Department congratulates **Lamar Gordon** who was named the Powerhouse Employee of the Month for October 2025. Lamar demonstrated exceptional productivity and creativity throughout the month, particularly through his contributions to the 5S projects in and around the Condensate Polisher Building. His efforts significantly improved the safety, organization, and overall appearance of this area, while also adding value to other operational activities during the month of October.

We commend Lamar for his outstanding performance and continued commitment to excellence. In the photo, Lamar collects a certificate and token from Powerhouse Staff Electrical Engineer **Masharo Williams**.



Congratulations to **Marcel Parchment** for copping the Powerhouse Employee of the Month Award for September 2025. Marcel demonstrated exceptional productivity and creativity in advancing Autonomous Maintenance (AM) and 5S projects throughout the Powerhouse. His contributions have significantly enhanced the department's overall appearance and supported operational excellence.

In the photo above, he receives a token of appreciation from Powerhouse Superintendent **Leighton Campbell** (r).



Process Engineer, **Shadeika Allen**

The Clarification Department did not become my favourite place simply because I worked there as an Engineer. It became my favourite because of the good-natured, jovial spirit of the people. It was the first department where I truly felt accepted and respected as a young engineer. My colleagues were patient, encouraging, and always eager to share their knowledge.

As I got to know them, I realized their bond stretched far beyond the refinery. They supported each other in every aspect of life. So, when I shared how badly my family was affected by Hurricane Melissa, I shouldn't have been surprised that they immediately offered to help, but I still was.



Maintenance Supervisor, **Reynold Brown** alongside other members of the team, conducting roof repairs.

Led by Day Crew Supervisor, **Clayton Palache**, the famous "dead yard crew" journeyed with me into the hills of Mocho. St. James, to my grandmother's damaged home, this time not to mourn, but to celebrate life and rebuild. The drive revealed the full brutality of the storm: uprooted trees stood like charred skeletons, roads "bruk web," homes flattened, and people's belongings scattered across the hills like fragments of broken memories.

When we arrived, everyone jumped into action. The cooking station, expertly handled by Process Operator, **Vidal Manning** and **Clayton Palache** kept us

TEAMS STARS

Shadeika Reflects on her Colleagues Support After Hurricane Melissa

fuelled. Fourteen of us worked side by side, joined by community members who pitched in without hesitation.

Materials Coordinator, **Donette Bent**, distributed care packages and lifted spirits with music powered by the solar bank she thoughtfully brought along. When additional materials were unexpectedly needed, Reliability Engineers, **Darren Chambers** and **Maurice Robinson Jr.** travelled to a neighbouring community and even convinced a closed hardware store to reopen.

Maintenance Supervisor, **Reynold Brown** led the roof repairs with flawless workmanship, while **Maurice Robinson** and Flocculant Supplier, **Gary Mitchell**, CMS Superintendent, **Herbert Campbell**, and Powerhouse restoration Buyer, **Conway Chambers**, who provided his truck, handled the sidewalk and yard restoration. I kept everyone refreshed as we worked into the cold night, finishing the job by flashlight.

My grandmother was overwhelmed with gratitude. "Mi heart so full, mi can't even eat," she said, touched by the kindness of people she had never met.



Shadeika's grand mother Loria Donaldson

To everyone who showed up that day and to every Jamaican who donated to this cause, thank you. Your support reached farther than you may ever know. The team continues its work weekly, delivering care packages and offering steady hands to those still recovering from Hurricane Melissa.



Zinc sheets being moved by members of the Jamaica's team.

This experience reminded me that at Jamaica, we don't just work together, we support each other, stand with each other, and lift each other up when it matters most.



Members of the Jamaica team works to repair Shadeika's grandmother's house.