TEAM SPORTS

Key Health and Safety Advice After Hurricane Melissa



Please take these precautions to protect your health and wellbeing, as well as that of your family and colleagues.

1. Mosquito Prevention and Control Inspect and clean your surroundings regularly. Cover. clean, or punch holes in containers that hold water to prevent mosquito breeding. These actions help reduce the risk of dengue and other mosquito-borne diseases.

2. Handwashing and Hygiene

safe water, especially after handling sources of infection such as leptospirosis, debris, animals, meat, or using the restroom. Maintaining good hygiene communicable diseases.

3. Food and Water Safety Store food and water safely to avoid

contamination. Boil or treat water before into contact with floodwater.

Water Treatment Example: Add 8 water, mix well, and let it stand for one proper ventilation. hour before use

4. Injury Prevention and Safety

When doing repairs or cleanup, wear protective gear such as gloves, boots, long your families, and your teams. sleeves masks and helmets Avoid

wading through floodwaters, which may Wash hands thoroughly with soap and contain sharp debris, contaminants, or

5. Mental Wellbeing

Recovery can be emotionally challenging. prevents the spread of infections and It's okay not to feel okay. Take breaks, rest when needed, and seek support if you feel overwhelmed

6. Mold Prevention and Control

Inspect homes and workplaces for water use, and discard any food that has come damage. Dry and clean damp areas promptly to prevent mold growth, which can cause respiratory and allergic reactions. drops of bleach to 5 litres (1 US gallon) of Use suitable cleaning solutions and ensure

> Together, we will recover with resilience and care. Please continue to prioritize health, safety, and wellbeing for yourselves,

EAP CORNER

Rebuilding: The Strength of a Shaken Community

After a storm or hurricane it is normal to feel overwhelmed by stress. This stress can appear in many forms and bring with it a range of emotions such as fear, sadness, frustration, disappointment, anxiety, anger, or even hopelessness. While we cannot always control the emotions that arise, we can choose how we respond to them. Rebuilding both emotionally and physically takes time, patience, and support. The following suggestions can help guide you on that journey: Stens to Rebuilding

- · Put first things first. Focus on the essentials: food, shelter, clothing, medical care, and necessary supplies.
- · Clean up and protect your property. Salvage what you can and secure what romaine
- · Make the best of a bad situation. Develop a positive plan for the future Explore your options, use wisdom, and avoid dwelling on negativity.
- · Be productive. Engage in tasks that match vour abilities and strengths. Purposeful activity can ease emotional
- · Lend a helping hand. Supporting others in greater need: by running errands,



offering financial help, or opening your home. This can bring healing to both them

- · Choose peace over panic. Visualize two paths; one leading to panic, the other to peace. Focus your thoughts on
- the road that keeps you calm. Be natient with yourself. Healing takes time. Grieving is difficult and deeply personal. Allow yourself grace
- and take one day, one task at a time. Talk about your experiences.
- Sharing your story can help you. process emotions, connect with others, and promote mutual healing.

- · Seek professional help when needed. You don't have to face trauma alone. Counseling and therapy can be powerful tools in
- Understanding Trauma and PTSD Some disaster survivors may
- experience symptoms of Post-Traumatic Stress
- · Nightmares or flashbacks

Hold on to Hone

remember this truth; all is not lost. As long as there is life, there is hope and where there is hope, there is a future. Rebuilding begins with one step, one decision, one act of courage at a time. If you or someone you know needs support, please reach out.





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, Kellesa Palmer-Rhoden, Joseph McCarthy, Mark Peterkin

Jamalco Newslink

October 31, 2025

A Monthly Publication by the Corporate Services Department Volume 19 No. 10

In This Issue

Updates on Boiler 5 Successful....... 3 Vox Pop 4-5

Pleasant Valley Primary's Learning and Activity Space Renewed 7 Hurricane Health & Safety Advice 8

Employee News



Our employees share their thoughts on Hurricane Melissa and how it's affecting them today... Read more on page 5

@October 31, 2025

Recordable Injury

First Aid Injury

Non-compliance

Spills to Soil

Plan Actual

- HSE Review
- Insomnia or trouble sleeping
- · Difficulty concentrating
- · Short-term memory loss

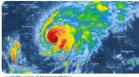
Call EAP: 876-551-9796

Despite the setbacks and pain.



Production Review

Jamalco Spared the Fury of Hurricane Melissa



a satellite image of Hurricane Melissa.

Jamalco has emerged relatively unscathed devastating " from the impact of Hurricane Melissa, which battered the island on October 28. While the developing a comprehensive hurricane storm had devastating effects in other parishes, particularly in the western region. Clarendon was spared the brunt of the hurricane's impact According to Managing Director, Marvin

preparation was instrumental in mitigating the potential damage, "We are relieved that the hurricane drifted to the west, which removed Clarendon from the direct impact of the storm's worst effects." Mr. Jackson said "Although we had prepared sufficiently, the magnitude of Hurricane Melissa would have been

The company's preparations included

Jackson, the company's

checklist, holding regular meetings with leadership, and assembling a special team to effect repairs. The team took several key measures to secure the facility, including

Contd. on page 2

Significant Progress on Turbine Generator #4 Installation

Work on the Turbine Generator #4 (TG4) Project continues to advance steadily, with several key milestones already achieved as the team moves closer to the commissioning phase scheduled for January 2026 All major mechanical components.

the turbine, generator, and gearbox have been successfully placed on their respective foundations, marking an important sten in the installation process. The mechanical alignment of these three components has commenced under the guidance of the manufacturer's technical representative, ensuring precise calibration and optimal performance once the system is operational

High Voltage & Power Distribution Manager. Mark Peterkin confirmed that the construction of the TG4 building is now 80 percent complete, with work continuing on the remaining









Supporting Someone with Cancer

In September, we observed Prostate Cancer Awareness Month, and October marked Breast Cancer Awareness Month. At some point, each of us will interact with someone who has been affected by cancer. whether a colleague, friend, or loved one. Here are a few tips to keep in mind when offering support to a coworker or anyone impacted by the disease



1. Promote Emotional Safety · Listen without judgment, sometimes being present is the

- best support. Encourage open respectful conversations about how a person feels physically and emotionally.
- · Be mindful of confidentiality; protect your coworker's privacy.
- 2. Encourage Healthy Habits · Encourage regular health
- screenings and wellness checks. · Encourage balanced nutrition, hydration, and physical activity as part of recovery and

prevention. 3. Practice Compassionate Communication

- Offer encouragement, not pity. · Avoid insensitive jokes or comments about appearance or
- illness · Say things like, "I'm here for
- you" or "you're not alone in this'

4 Care for Caregivers Too Remember

- supporting loved ones also need rest and understanding.
- · Use our Employee Assistance Programs (EAPs) or counseling services

IN THE NEWS

Jamalco Spared the Fury of Hurricane Melissa

Contd. from page 1



An aerial image of Jamalco's Rocky Point Port.

removing and storing critical equipment, such as the Conveyor I belt and roller bed sections, and strategically deploying sandbags to prevent flooding.

Additionally, the company repaired all leaks placed compressors and diesel generators on standby, and had a dedicated team of craftsmen on site throughout the hurricane to address any issues that might

Acting Senior Manager, Refinery Operations, Art Banton, said post-storm assessments of the refinery, Residue Storage Areas (RSA), and port facilities revealed no major damage. He praised the

"employees' efforts, saying, "we fared well, and the energal team of employees worked tirelessly to tackle the minor issues that arose. The quick action on the part of team members averted any major issues "

With the storm now passed, Jamalco is focused on resuming normal operations. Unit 1 and 2 digesters are back online. signaling the recommencement of alumina production

In praising the team's efforts, Mr. Jackson expressed his gratitude, saying, "You are the epitome of hard work and devotion. Your tenacity and commitment are greatly appreciated!"

Significant Progress on Turbine Generator #4 Installation



The turbine building which is 80% complete

structural elements. Meanwhile. teams have begun the installation of the turbine's lubrication oil piping and the structural towers that will support the cable travs for the generator's electrical systems.

The project team remains focused on maintaining strong momentum toward its next phases of electrical and mechanical integration, which will pave the way for commissioning in early 2026

Once completed, TG4 will enhance the powerhouse's overall efficiency and reliability. reinforcing Jamalco's commitment operational excellence and sustainable energy performance

IN THE COMMUNITY

Jamalco Brightens Pleasant Valley Primary and Infant School's Learning and Activity Space



renovate the outdoor learning space Students, staff, and parents of Pleasant Valley Primary and Infant School are grate-

Donation of

Projectors

Jamalco recently donated six

computers to schools in its

operating areas, including Frank-

field Primary, Winston Jones High,

Campbell's Castle Primary, Patrick

Town Primary, Victoria Town

Primary and Prattville Primary

Schools, In photo, Community

Relations Officer Jermaine

Saunders (left) hands over a

multimedia projector to Maddison

Pottinger of Frankfield Primary

School, while another student. Suize

Green, Vice Principal Claudine

Copeland-Isaacs, and Principal Tori

Carty (right) look on.

-ful that the new outdoor reading and staff, administrative staff, and the parents activity space, made possible through a and guardians of the school community, Jamalco in Action (J-Action) project has been completed.

partnership, while Senior Teacher, Sasha The project, created a multi-purpose outdoor space designed to enhance the Ashley-Kelly also welcomed the learning environment and support the development, noting that the new wider school community. The newly facilities will bring lasting improvements developed area will serve as a venue for to the school environment. outdoor classes and school activities a convenient space for students to enjoy special significance, as the school is lunch and a meeting and waiting area for located just a few kilometers from the parents and guardians, who previously had historic Breadnut Valley Plant, a site long no designated space on the compound

Phase Two of the initiative will see the In addition, Principal Johnson has space further upgraded with gravel pledged that the school will also serve as surfacing, additional plants, and eventually a venue for future engagement meetings a covered structure to ensure activities can between Jamalco and the Pleasant Valley continue in all weather conditions. communities, further cementing the

The project is expected to benefit over partnership. 160 students, 10 teachers and 7 ancillary

From the Mailbox

Dear Miss Brooks.

On behalf of the Jamalco netball team both past and present scholarship awardees. we wish to express our sincere gratitude to Miss Donna Marie Brooks, Ms. Nadene Nowcome Mr Winston Novers and the entire Jamalco community for the continued support and generosity shown through the scholarship opportunities provided to our players who proudly represent your company

Your investment in our athletes goes far beyond financial assistance: it represents a commitment to their personal growth, academic success, and athletic development. These scholarships not only ease the financial burden on families but also inspire our players to perform with excellence, discipline, and pride, knowing that a reputable organization such as yours believes in their notential

Personally, your assistance came during one of the most challenging periods of my life, a time when I was not only struggling to stay afloat academically, but also personally, Your support did not just help cover tuition: It gave me the breathing room I so desperately needed to focus on my education and healing. without the added weight of financial stress

It reminded me that I was not alone, that

there were people and organizations out there who believed in my potential even when I was struggling to believe in myself.

Principal Shelly-Ann Johnson

The Pleasant Valley project carries

associated with Jamalco's operations.

expressed her gratitude for the

Thanks to your generosity. I was able to finish and ultimately graduate from the G.C Foster College of Physical Education and Sport and now a Physical Education teacher at the Convent of Mercy Academy "Alpha". I carry with me not only a bachelor's degree, but also a deep appreciation for the role Jamalco played in helping me reach this milestone. Thank you for making a difference in my life

We deeply value the partnership between Jamalco and our programme, and we remain committed to upholding the standards and values your company represent. Please extend our heartfelt appreciation to your entire team for their dedication to youth empowerment and community development through sport

Thank you once again for your invaluable contribution. We look forward to continued collaboration and shared success in the future

Sincerely. Nelicia Edwards Former Jamalco scholarship Awardee

Physical Education Teacher

IN THE COMMUNITY

Jamalco Creates Literacy and Numeracy Labs at Bustamante High School

Bustamante High School is celebrating a major milestone in its commitment to academic excellence with the official opening of two state-of-the art literacy and numeracy laboratories, brought to life through the refurbishment of two clacemome

The labs were renovated by Jamalco and are outfitted with computers, smart televisions, air-conditioning units, new cupboards, and educational materials designed to strengthen literacy and numeracy skills. The facilities are also fully secured to prevent vandalism.

The project was born out of discussions following the devastating fire that damaged the school's IT lab in late 2024 During a visit to the school by the Corporate Services team, school leaders highlighted the urgent need to address low literacy and numeracy rates among students. Responding to this call. Jamalco partnered with the school to create dedicated spaces where students with educational challenges can receive focused support to improve learning

Principal, Wayne Evans described the new labs as a beacon of hope. "Our students struggle daily with literacy and numeracy, and our teachers work tirelessly to bring them up to national standards. These labs now provide a space for targeted interventions, where students

who once felt hopeless can gain renewed confidence and nurnose, opening the door to brighter futures for themselves and their communities," he said.

Jamalco's Managing Marvin Jackson, reaffirmed the company's commitment to education and community development. "The literacy and numeracy labs are more than rooms with eminment: they are an investment in every student who will pass

through them. This initiative reflects our dedication to breaking barriers, strengthening learning outcomes, and equipping the next generation with the tools to succeed. With this investment, we are turning vision into reality and underscoring our belief that every child, regardless of their starting point, foundational skills

Mr. Jackson urged students to remain resilient in their educational journeys. "With the right support and resources, you can overcome challenges and achieve greatness. At Jamalco, we remain committed to making a positive impact in the lives of students and the communities we serve "

Vice Principal, Beverly Smith, expressed gratitude on behalf of the school community



Managing Director, Marvin Jackson, interacts with a student of Bustamente High School in the new literacy lab.

noting that the investment was a clear recognition of the potential in every child "Jamalco has demonstrated that they believe every child can learn, regardless of where they are academically," she said.

Representing the Ministry of deserves the opportunity to master these Education Education Officer Omar Allen commended the initiative and urged students and teachers to maximize the opportunity. "Experiment, innovate, and nush the boundaries of what is possible. This partnership between the Ministry of Education and corporate Jamaica shows what can be achieved when resources and expertise are combined to expand opportunities for our students," he encouraged.

Back-to-School Support Boosts Literacy at Harmons Primary School make a tangible difference in students'

Students at Harmons Primary School are now better equipped for the new academic year. Thanks to Jamalco's annual Back-to-School Programme, which provided funding for the purchase of textbooks and learning materials.

Each year, Jamalco allocates funds to support the needs of qualifying students in its operational areas. On average, between four to six students per institution benefit directly from the company's sponsorship annually across several institutions

At Harmons Primary, this year's contribution was used to nurchase new textbooks, including Mathematics, Reading, Language, Phonics, and Social Studies, a move that school administrators believe will help strengthen literacy, improve reading levels, and increase examination success



Community Relations Officer. Jermaine Foster (right) stands with some of the outstanding students Harmons Primary School who will benefit from the donated books, while teacher Kerrian Simpson

Principal Derval Wright expressed his gratitude for the ongoing support, noting that Jamalco's investment continues to

academic growth. "We are truly elated by Jamalco's support of our school and students. This partnership plays a vital role in our continued development and success" Mr. Wright said.

Community Relations Officer, Jermaine Foster, commended the school for its commitment to excellence and for prioritizing students' educational advancement "Harmons Primary has an exemplary education model." he said "With its vision and dedication, the school is well on its way to becoming one of the leading primary institutions in

Through initiatives like the Back-to-School Programme, Jamalco continues to demonstrate its commitment to education and community development, ensuring that students have the tools they need to

IN THE NEWS

Jamalco's Leadership Team Harmonizes for Success

In a powerful display of collaboration and commitment, Jamalco's leadership team, convened for the second Strategic Vision Engagement Session of 2025 Managing Director, Marvin Jackson and the directors highlighted the company's achievements in Q2 and O3 of

Mr. Jackson's opening remarks emphasized the importance of clear communication and collective ownership. "Management is our responsibility, and we need to sing the same tune," he declared. He called for a cultural shift, where information flows seamlessly, and everyone takes ownership of their part "When we make a plan, it's our plan. We are all a part of the process," he stressed.

Continuing, Mr. Jackson urged everyone to "be accountable, play your part and trust each other. Stop watching each other, you know your role and what vou have to do, so just do it." He underscored the need for teamwork and a cohesive approach to drive success, stating, "We are all in this together, and open discussion, where the team identified accountability is our foundation." areas for improvement, including operational

The team celebrated numerous achievements, including impressive safety records, operational milestones, strategic advancements, and record disbursements of education support to employees and the community. Some notable highlights include:

· Health, Safety, and Environment: Zero DARTS and remarkable ROWS level of 132 feet, three consecutive months of zero incidents, and successfully earned the

prestigious ASI certification

inventory at 500,000 CWT at CAW

· Refinery operations: Surpassed plan

for digester flow, while also identifying

opportunities for further improvements

to meet production targets by year's end.

The session also provided a platform for

 Mines and Lands: Bauxite stockpiles -cesses. Strategic issues such as land reaching 240,000 tonnes and total titling for the Denbigh Krawle sub-

division were also discussed alongside opportunities to streamline maintenance systems and reinforce leadership synergy. Mr. Jackson reminded the team that "equipment doesn't fail themselves, we fail them." stressing the need for greater responsibility and proactive leadership



reliability, clearer communication regarding salary adjustments, and faster approval pro-**Upgrades on Boiler 5 Successfully Completed**



In a major milestone to achieve operational excellence, Jamalco has successfully completed upgrades on Boiler #5. The equipment, which is a critical component of its refinery operations, is expected to significantly enhance the plant's efficiency, reduce energy costs, and increase alumina production capacity.

The overhaul addressed a key constraint caused by insufficient combustion air flow to the burners. which had limited the boiler's ability to deliver its rated capacity. The solution involved a comprehensive overhaul of the rotary air heater, installation of new burners, gas infrastructure, seals, and heating elements. These improvements will optimize heat exchange, reduce air short circuiting, and increase steam production

According to Maintenance Director, Joseph Williams. "This upgrade will enable us to increase steam generation supply, sustaining higher alumina production and power generation. In addition if there are planned or unplanned outages on one of the steam generators, steam supply to the Refinery and for power generation will not be impacted." We will also enjoy improved energy efficiency and lower energy costs," Jamalco's investment in this improvement work demonstrates our commitment to improving cost and sustainability of the business.

Boiler 4, which is scheduled for a similar upgrade, is slated for commissioning in November, Upon completion, the refinery will have a steam generation canacity of 1,200,000 pounds per hour. The increased capacity will enable us to respond more effectively to fluctuations in demand, while maintaining our commitment to quality and reliability. "

The project was undertaken by a combination of local contractors and Zeeco an external contractor "I'm proud of the team's efforts in delivering critical upgrade," said Mr. Williams, "We are excited about the benefits this will bring to our organization."

The Burners for Boilers 4 & 5 were upgraded to dual fired burners (gas and oil) last year to improve the Refinery's agility.

Vox Pop Vox Pop

We asked Jamalco team members: How did you fare during Hurricane Melissa, and how do you feel about what's happening now?

Beverlu Hulton

Cantoon



For many of us in hurricane did not have a major impact. but it is truly heartbreaking to see what people in the affected parishes are through. Moving forward, I hope we focus on rebuilding proper drainage systems and promoting stronger, safer building prac-

I was very

material

concerned for my

grandmother, especi-

ally since the hurri-

cane was projected to

hit Clarendon This

experience has taught

me to value life more

possessions. I feel

worried for the people

in the hardest-hit

areas who are still

struggling to recover.

than



rendon, but my heart goes out to those suffering in the hardest-hit areas. It was still a frightening experience for me as the winds were incredibly strong, unlike anything I have ever felt before

In Mineral Heights.

I am grateful the

hurricane did not

directly impact Cla-



Conroy Rowe

anxious. The strong winds the day before made me even more worried, but I made sure to prepare as best as I could. Now, seeing the damage it caused in other parts of the

When I heard the

hurricane was heading

toward Jamaica and

possibly Clarendon, I

was really scared and

island, I feel very sad for those who were

affected

Hurricane Melissa and even now I feel unhappy. I am originally from St. Elizabeth. so I am worried for my relatives in Brompton and the tremendous impact that they are experiencing.

In my community of

Kennedy Grove, I was

blocked in as a pond in

the area flooded the

community impeding

entry and exit. This is

the least in comparison

the need to reach

I was naturally

fearful of the potential

damage this hurricane

could have caused. The

current damage in

Western Jamaica is

worrying, and I am not

sure how we are going

hoping that all the help

and relief flowing into

to get over it. I am

I was fearful during



Lands Department

long and challenging.

especially feeling a sense of hopelessness.

It's clear that the rebuilding process will be



As we speak my

heart is broken for

the affected per-

sons. I lost some

of my zinc sheet-

ing and had water

damage, but I am

giving thanks as it

could have been

As storms approached.

I normally do not believe

the projection, but I

worst





one of the most devastating natural disasters to impact parts of Jamaica I was shocked by how slowly it moved across the island, and I knew that would make its effects even more severe I worked at Jamalco throughout the storm and, though I was worried about my

The impact on St.

My family and I

were severely impact-

ed by the hurricane

While we are grateful

to be alive, our home

in Black River was

completely destroyed.

The sea came over the

seawall, swept through

the house, and moved

the vehicles and

everything in its path.

vet the seawall itself

Elizabeth is really

The hurricane was

home. I am proud that I was able to contribute to the company's efforts during that time. I have no regrets, and I would do it all over again. My heart goes out to those in Western Jamaica who have lost loved ones or suffered severe damage



River who were severely affected. In my community of Lionel Town, we had leaking roofs, damaged trees, and we're still without electricity. I even had to purchase a generator for \$170,000 to prevent everything in my fridge from Gifford Cohen Ram Materials spoiling.



Jeffrey Rowe

a lot of water came into my house through the windows. I spent three days on my feet trying to keep the house dry, with water pouring through the French windows and hardly any sleep. Despite that I am counting my blessings as I have heard the reports from the worst-hit areas, and I am grateful that I and my family are safe.



I am happy that I did not get worp affected.

much damage, as I was very worried. I am gathering a few items to send to Westmoreland as my father and other relatives badly

D'Sean Maitland

Reliability







Management Services



Half of the country was affected, which is very worrying. I'm encouraged to see the mobilization and support for those impacted. I'm also grateful that the Refinery was spared any damage.



I am still affected as I live in the community of Cornpiece and we do not have any electricity or water. This is disappointing as I do not see any damages which could be causing





believed this one as I really felt it was coming. As I watched it, I knew it would cause significant aroac Security





they get the help they need. De-Vaughn Watson





remained intact Everything facing the sea along that road was wiped out. Rebuilding will be difficult as we have lost everything, and we are now trying to salvage whatever memories we can, like old photos, from the wreckage.



Kachief Allen

Tanua-Kaue Farauharson

I was terrified about the hurricane Where I live only the fruit trees were damaged It is very overwhelming to see the destruction in some parts of the country and hope they get the help they need





I prayed a lot and made my preparations. and thankfully, things worked out well for me. I am glad to see relief reaching the areas. that were hardest hit. Going forward, we must prioritize building stronger infrastructure to better withstand tropical disasters. Individuals can also take the responsibility of being reliably informed and proactive. Try to prepare ahead of time to prevent personal injury or loss of life/property.



Jamaica, will reach the persons who need it most. I am eager to see the affected persons start rebuilding

hands to give, care, and help rebuild lives.