



2025 Sustainability Report

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## Overview

Jamalco is a bauxite mining and alumina production operations, located in the southern region of Jamaica, West Indies. The company is owned by General Alumina Jamaica Limited (Century Aluminum) and Clarendon Alumina Production Limited (Government of Jamaica). It begun its operations in 1959 as a bauxite mining and shipment operation, and in 1971 the alumina refinery was commissioned and since then has being shipping quality alumina to the overseas global market. Jamalco continue to operate at worldwide standards, and best practices in product quality alumina, safety, environmental protection and community engagement.

Century Aluminum has been the operating partner of Jamalco since May 2023.

Century Aluminum Jamalco received its ASI 2023 Provisional Certification in September 2025, after its initial audit in May 2025. The organization is the first in Jamaica to be certified by the ASI 2023 standards. Jamalco management systems continue to improve with ongoing external audits of its ISO management system for Environment, Health and Safety and Quality processes.

Operational challenges were experienced at the alumina refinery in the last quarter of the year following the impact of the Category 5 Hurricane Melissa on October 28, 2025. There was minimal structural damage to Jamalco's operating facilities during the passage of the hurricane, however, the storm caused catastrophic damage to the southern and western sections of the country.

The alumina refinery operation was negatively impacted by the electricity outage resulting in failures in critical operating equipment. The recovery plan was established and successfully resulted in the restoration of the alumina refinery operations. The bauxite mining and port facilities suffered no negative impacts and resumed operations after minimal site cleanup activities.

Jamalco provided support to communities and organizations affected by Hurricane Melissa by providing water, tarpaulin, food, and other critical emergency supplies. This includes communities within the operating areas and in southern and western Jamaica.

**Century Aluminum Purpose**

Responsibly producing the aluminum, the world needs

**Century Aluminum Mission**

From bauxite to aluminum, Century delivers excellent products that create value for our customers, employees, shareholders and communities.

**Century Aluminum Values - CARE**

**CARE**

Our health and safety always come first. We take care of our people, communities and the planet.

**AGILITY**

We work efficiently and focus on what is important. We work together to overcome obstacles and embrace change.

**RESPONSIBLE**

We have the courage to do what is right, even when it is hard.

**EXCELLENT**

We deliver superior products and results. We find new ways to create value and work safer.

### Health, Safety and Environment Policy

It is Jamalco's policy to operate in a safe, responsible manner which respects the health of our workforce, the communities and the environment. We will engage our workforce through consultation for the elimination of hazards reducing risks. We will work together in efficient and focused teams to improve the health, safety and environmental management system and prevent incidents. We will not compromise our CARE values for profit or production.

### HSE Value - CARE

**Our health and safety always come first. We take care of our people, communities and the planet.**

### Social Policy

Jamalco will work to deliver long-term benefits to its shareholders, employees, customers, suppliers and the communities where we operate.

Jamalco will work in teams using our Values, our People, Processes and Product to simultaneously achieve the three pillars of the sustainability processes.

- Environmental Excellence
- Social Responsibility
- Strong Governance

Jamalco will live its values and partner with stakeholders to achieve and sustain its objectives of operational excellence and business sustainability.

### HSE & S Principles

- We value human life above all else and manage risks accordingly.
- Jamalco is committed to the responsible use of resources in meeting our needs and ensuring a sustainable future for generations.
- We comply with laws and set high standards for ourselves and our suppliers where high risks are identified.
- We supply and use safe and reliable products and services.
- We use our knowledge to enhance the safety of our communities and our stakeholders.
- We relentlessly pursue and continually improve the Health Safety, Environment & Social systems and processes to achieve an injury free and sustainable business
- We measure and assess our performance and are open and transparent in our communication.

- We are all accountable for conforming with and deploying our HSES policies, CARE Value and principles.

*Jamalco Quality Policy*

**Jamalco is committed to being “The Best Alumina Producer”.**

**This means that Jamalco will relentlessly pursue continuous improvement to:**

- Consistently delivering world class alumina
- Enhance customer satisfaction by consistently meeting and exceeding their expectations
- Be cost effective and remain competitive in the global market
- Operate in a safe, environmentally and socially responsible manner.

## Governance

Jamalco Governance Structure is as follows.

### Jamalco Executive and Operation Leadership

- **Executive Committee**
  - General Alumina Jamaica Limited
  - Clarendon Alumina Production Limited
  
- **Operating Committee**
  - General Alumina Jamaica Limited
  - Clarendon Alumina Production Limited
  - Jamalco leadership team

### Jamalco Operations Leadership

#### Century Aluminum Lead Team

Levi Chafin, Vice President of Operations, Americas

Steinunn Steinsen, Vice President of Health, Safety, Environment & Management Systems

Kenneth Calloway, Vice President of Human Resources

John Dee Zee, Executive Vice President of Legal

Jeffery Mahoney, Finance Director, North America

Tammy Tousseus, Lands Acquisition Manager

Elise Hopper, Corporate Project Delivery Director

Ross Hardy, Senior Procurement Manager, Americas

#### Jamalco Lead Team

Marvin Jackson                      Managing Director

Andrea Spence                      Environment, Health and Safety, Sustainability Director

Tannika Housen                      Land, Mines and Land Legacy Director

Lloyd Coke	Finance Director
Sonia Mitchell	General Counsel
Christopher Buckmaster	Human Resources, Security and Corporate Services Director
Johann Dacosta	Procurement, Financial Planning & Analysis Manager
Joseph Williams	Maintenance Director
Alicia Marshelck-Hendricks	Technical, Research & Development, Snr. Manager
Art Banton	Refinery & Port Operations, Snr. Manager

### Launch of Purpose, Mission and Values

In 2025, Century Aluminum embarked on a transformative journey to integrate its refinery, smelters, anode plant and corporate and satellite offices into a unified, high-performing organization. By aligning all operations around a shared purpose, Century aimed to create a cohesive, collaborative and galvanized team, fostering a culture of care, excellence, innovation and shared success.

In June, the company rolled out the full integration of its teams under its One Century banner with a shared Purpose, Mission and core Values.

**Purpose** - Responsibly producing the aluminum our world needs.

**Mission** - From bauxite to aluminum, Century delivers excellent products that create value for our customers, employees, shareholders and communities.

### Values

- **Care:** Our health and safety always come first. We take care of our people, communities, and the planet.
- **Agility:** We work efficiently and focus on what is important. We work together to overcome obstacles and embrace change.
- **Responsible:** We have the courage to do what is right, even when it's hard.
- **Excellence:** We deliver superior products and results. We find new ways to create value and work safer.

## Legal Compliance

The Legal Department under the leadership of the General Counsel is responsible for legal compliance of the organization. The department oversees and manages all legal matters, interactions associated with the Government of Jamaica, and regulatory framework for the operations. The Legal department monitors the development of regulatory changes that may have impacts to the Jamalco operations. The department works closely with other areas who have some roles and responsibilities in ensuring legal compliance. Internally, the Legal Department provides support to the Procurement, Finance and Accounting, Land Legacy, Environment Health and Safety and Human Resources & Security Departments.

There was no legal non-compliance case.

The Legal Department continued its focus on improving employees' awareness of the Century Aluminum Ethics Hotline for the reporting of grievances and issues of concerns.

The regulatory review meeting was held with affected agencies, assessing the environmental compliance performance. Jamalco environmental management leadership participated in a bauxite and alumina industry workshop sponsored by the Natural Resource Conservation Authority (NEPA) and The Jamaica Bauxite Institute (JBI), for the new Jamaica Ambient Air Quality Standard for Particulate Matter. The new ambient air quality standards will be formally communicated with an effective date for compliance.

## Our Product

- Smelter Grade Alumina

The product quality management system was sustained and effective with zero non-compliant alumina shipment to customers.

## Policy and Management

- Code of Conduct Policy
- Employment Selection Process
- Employment and Compensation
- Human Rights Policy
- Collective Labour Agreements
- Data Privacy
- Racial & Sexual Harassment policy

- Substance Abuse
- Personal Protective Equipment Policy
- Computer Use Policy
- Health, Safety, Environment and Social Policy
- Quality Policy
- Procurement Policy
- Biodiversity Policy
- Water Management Policy

The Data Privacy policy awareness and training was an essential focus during the year, to complete the full deployment and workforce knowledge of the organization commitment to legal compliance and the confidence in the management of workers personal data.

There was no RASH case reported, and all employee grievances were addressed according to organization policies and procedures.

Further improvements were made to the responsible sourcing policy and suppliers' engagement process. This included suppliers/contractors' leadership discussion of the human rights and labour laws policies and procedures. The Procurement policy statement was revised to include new requirements from the ASI 2023 standards.

The ISO management systems were sustained at a high level with surveillance audits successfully completed without non-conformances.

Jamalco continued work in improving its gender equipment and women empowerment program with the incorporation of various initiatives and processes, establishing improvement goals and performance metrics. There is annual review and updating to consider best practices and implementation of new initiatives.

The human rights process was improved to include Modern Slavery commitment and further assessment of human rights risks.

## Employee Engagement and Participation

Our employee engagement and participation showed continue involvement in performance improvements and community development. There were scheduled events throughout the year for leadership interactions and dialogue at all levels. The leadership team participation includes.

- Field audits in workplace housekeeping,
- Crew start of shift toolbox meetings
- Monthly performance review meetings
- Monthly department EHS Committee meetings
- Managing Director's workforce communication sessions, and
- Strategic plan deployment session.



*Managing Director, **Marvin Jackson**, addressing employees during an MD Communication session.*



*Members of Jamalco's leadership team discuss strategies to deliver the 2025 goals.*

Throughout the year, the Employee News features in the monthly newsletter – NewsLink, highlighted Jamalco employees whose personal journeys reflected resilience, purpose and a deep commitment to excellence. Many stories showcased individuals who overcame significant obstacles to carve a meaningful career path within the company such as employees who navigated academic challenges, shifted careers to find their true calling, or persevered through life-altering experiences before rising into roles that allow them to support Jamalco's operational success. These narratives consistently demonstrated how determination, mentorship and continuous learning shape the personal and professional growth of Jamalco team members.

A second major theme across the year was the deep sense of community, both inside and outside the workplace. Featured employees often describe strong departmental bonds, supportive supervisors and teams that rally around colleagues in times of crisis. This culture was especially evident during and after Hurricane Melissa, as employees mobilized to rebuild homes, restore safety and support families across multiple parishes. These stories revealed not only the character of the individuals involved but also how Jamalco's culture fosters empathy, teamwork and shared responsibility, creating a workplace where people feel valued, protected and uplifted by their peers.

Finally, the Employee News features emphasized the spirit of service; employees giving back through mentorship, volunteering, leadership and community advocacy. Whether spearheading improvement projects, supporting youth programs, leading technical initiatives, or inspiring the next generation through scholarship and outreach, these employees embodied Jamalco's values of care, agility, responsibility and excellence. The recurring message from their stories was clear:

Jamalco's strength lies in the character and heart of its people. Their achievements, resilience and generosity not only enriched the company but also created lasting positive impact in the communities they serve.

### **Summer Employe Program**

The 2025 Summer Employment Programme commenced on June 3, 2025, and spanned three months. The initiative engaged 79 university students from diverse academic disciplines. The programme provided practical workplace experience and fostered the development of key professional and interpersonal competencies.

Participants were assigned across departments, contributing to departmental operations and gaining insight into organizational processes and workplace expectations. The cohort included students from the Company's operating communities and the children of employees, underscoring the organization's commitment to talent development, youth empowerment and community engagement.

As one of HR's flagship initiatives, the programme continues to strengthen the talent pipeline, enhance workforce capability and advance community and stakeholder partnerships.

**Interns Speak about their Jamalco Experience**



**Teshavn Bartley** - Mines

My internship experience allowed me to deepen my knowledge by applying the theories taught at university to real-life challenges in the field, while also gaining valuable hands-on experience. The internship strengthened my communication, teamwork, and

punctuality skills. Working in teams required me to share and disseminate information effectively, identify problems, propose solutions, and respect meeting times and deadlines, all of which enhanced my overall professionalism.

Among the most important lessons I learned were the value of safety in the workplace and the critical role of teamwork. Reading incident reports highlighted how negligence in following safety protocols could lead to serious injuries, which reinforced my appreciation of the importance of occupational health and safety. Teamwork also stood out as I realized that each department is interconnected, and the efficiency of one relies on the contributions of the others in order to achieve the company's overall goals.

Overall, this internship has been highly impactful and will strongly support my future goals. It provided me with a realistic understanding of the professional work environment, helping me to better prepare both mentally and physically for the demands of my career path.



**Caleb Fubler** Raw Materials

As an Electrical and Electronic Engineering major, this internship was my first official experience in such an industrial setting. Rather than feeling discouraged, I find this realization exciting as it confirms that the world of engineering is vast,

and I look forward to the discoveries and growth that lie ahead as an upcoming engineer.

One of the most valuable lessons I learned is the importance of total awareness and critical analysis. In this environment, even a single moment of lost focus can cause you to miss a critical detail in the job puzzle. I recognized that one of my areas for improvement is learning to concentrate fully on the present task rather than jumping too far ahead. The most proactive step I can take is to remain 100% focused at all times.

In terms of achievements, I am especially proud of contributing to the team that successfully restored critical equipment to operation. Beyond this, I gained hands-on knowledge of both fundamental and complex devices that power large-scale industrial operations, a foundation that I know will serve me well throughout my career.



**Shola Ismail** Technical

My time at Jamalco solidified both my technical and inter-personal toolkit. Understanding the intricacies of the Bayer process, coupled with hands-on involvement

in safety, operational procedures, and continuous improvement, positions me strongly for a future career in process

engineering especially within the alumina and broader mining industries. Moreover, the real-world applications of Lean Six Sigma, experience collaborating across functions, and delivering solutions based on KPIs have collectively prepared me to drive efficiency and innovation in any industrial setting.

Looking ahead, I aim to contribute to sustainability-driven process advancements, operational excellence, and data-informed decision-making in the resources industry.



**Carlisha Johnson** Human Resources - Labour Relations

During my time at Jamalco, I have gained invaluable lessons that have significantly contributed to both my personal and educational growth. Being immersed in this professional environment has given me first-hand exposure to the real-world applications of

the theories and concepts studied at university. I am proud to have contributed by drafting policy reminders, assisting with policy development, disseminating safety shoe requests, assisting with the canteen, collaborating on the MS365 training sessions and collecting key data.

This experience has given me greater clarity about my career path and reaffirmed my passion for Human Resources to support employees' growth and development within organizations. I look forward to building on this foundation and hopefully returning to Jamalco in a full-time capacity.



**Tonique Haywood** Information Services

My internship experience has been both rewarding and transformative. It allowed me to directly apply the knowledge I gained in my field of study while also acquiring new skills through hands-on experience. It also

gave me the opportunity to understand how technology supports the company's operations and contributes to overall efficiency.

During this experience I improved my problem-solving skills and adaptability. I also gained confidence in my technical abilities, particularly in troubleshooting, project collaboration, and applying theoretical concepts to practical situations. The exposure I received has reinforced my passion for IT and provided clarity about the areas I want to specialize in.

I am truly grateful to the company and the Information Systems Department for welcoming me into their space and allowing me to grow through this experience.

**Interns Speak about their Jamalco Experience**



**Sydney-Shea Dingwall**  
Corporate Services

My time at Jamalco was nothing short of unforgettable. From the very first day, I felt like I was welcomed into a family rather than just a workplace.

Corporate Services guided me when I needed help but also trusted me enough to manage projects on my own, which was both exciting and empowering. I learned so much, not just about the work itself, but also about teamwork, responsibility, and what it truly means to be part of something bigger than yourself. JAMALCO gave me more than just an internship; they gave me an experience that felt real, valuable, and inspiring. If I had to rate it, I'd honestly give it a 10/10 (and that's not just the intern in me trying to secure a job, it's genuinely well deserved!). I speak very highly of JAMALCO because they've showed me what true work experience is supposed to look and feel like.



**Hailey Gordon**  
Laboratory

I must express sincere thanks to Jamalco for affording me the opportunity to work in the Laboratory this summer. During my

high school years, I excelled in Chemistry and this opportunity allowed me to gain hands-on experience with various techniques and equipment, deepening my understanding of scientific concepts. Through experiments and investigations, I developed critical thinking and problem-solving skills. The lab experience was fantastic, allowing me to apply theoretical knowledge in a practical setting and collaborate with the dynamic Lab team. Overall, it was an engaging and enriching experience that enhanced my learning and sparked curiosity.



**Maurice Miller**  
Laboratory

This was my first experience working alongside professionals in the field of STEM, so I knew it was a great opportunity to finally apply theoretical knowledge gained within the classroom. It was

clear from day one that safety was of utmost importance as at every turn there was a protocol or guideline putting keen emphasis on prioritizing safe practices not only in the Lab, but all around the Plant.

My expectations coming into the internship were that I would just sit around and observe not really being given the chance to do too much, but it was quite the opposite. It was a dream come true, and with proper guidance they allowed us to take part in all activities that we had the capability to do. I felt like a true professional and was grateful to be a part of something bigger than myself. We observed and emulated how the workers interacted with each other on a daily basis, which mirrored that of a functional family.

It was easy to form interpersonal relationships and within a month it felt like we knew each other for years. It was truly an environment conducive to learning and growth. Going forward, I now have a good idea of exactly what is required from a professional in my field of study, and what it will take to truly excel and add value.



**Marcus McIntosh** -  
Maintenance Shop  
Powerhouse

My three months spent here have been very beneficial. I worked closely with the Maintenance Shop for the Powerhouse, observing and helping all around the department.

From working with boiler soot blowers to cooling water pumps, air compressors to boiler overhauls; I have not only learned about the processes that contribute to the successful operation of the Powerhouse but also gained extensive real-world knowledge.

This experience has shown me the practicality of the information I learnt in school and has motivated me to take even more steps to educate and equip myself with the skills necessary to be as competent as possible in my field of study.

My supervisors and coworkers are constantly willing to teach and share all they know and that has benefitted me greatly. I am all the wiser and more prepared for the working world and for that I am truly grateful.



**Jhada Smith**  
Laboratory

My internship at Jamalco was an incredibly eye-opening experience, especially working in the Digestion Department. I got to see the bauxite process-

ing firsthand and understood how each step—from careful monitoring to precise handling—directly impacts efficiency and safety. One of the most exciting moments was participating in a mercury safety training alongside my superior, which gave me practical insights into occupational hazards and preventive measures for both myself and my team. Beyond the technical

knowledge, I was inspired by the dedication, brilliance, and teamwork of my colleagues, and how a supportive work environment makes complex tasks manageable and even enjoyable. These lessons in safety, process understanding, and professional collaboration have deepened my curiosity, strengthened my sense of responsibility, and will be invaluable as I continue my journey as a medical student.

*all  
the  
best*

### Employee Recognition Program

Operating departments continued to recognize outstanding performance through two primary programmes:

- **Crew Performance Recognition**

Departments apply operating and people-based metrics to identify a top-performing crew each month. Each member of the selected crew receives a J\$10,000 award, subject to established conditions. On average, approximately **50 employees** are recognized monthly through this programme.

- **Employee of the Month**

Several departments also utilize an Employee of the Month programme, identifying individual employees based on departmental and personal performance metrics.



*Congratulations to **Karl Simms**, Laboratory Technician, for copping the Employee of the Month for March.*

*Karl consistently goes above and beyond, ensuring full characterization of alumina ship samples while staying on top of his routine responsibilities. His dedication and work ethic are truly commendable.*

*Pictured here, Karl receives a token of appreciation from Lab Superintendent, **Denise Dawkins**.*

*Well done, Karl, keep up the great and thank you for your outstanding service.*



*Congratulations to **Marcel Parchment**, Powerhouse Employee of the Month for March 2025.*

*Marcel demonstrated exceptional productivity and creativity in Autonomous Maintenance (AM) projects. His efforts added great value to the department and enhanced various operational activities.*

*The Powerhouse leadership team commends Marcel for his outstanding performance and dedication. Well done!*

*In photo above, Marcel collects a token from Powerhouse Superintendent, **Leighton Campbell**.*



*The Precipitation Leadership Team congratulates Crew 3 for copping the Crew of the Month for March 2025. The Crew's outstanding commitment, diligence, and willingness to go above and beyond have not gone unnoticed. They exceeded expectations in housekeeping to consistently performing tasks beyond assigned duties.*

*Crew 3 led the way in key areas of compliance, including Operator routines, OBM checks, toolbox meetings, EHS safety inspections, PPE compliance and excellent attendance.*

*Well done, Crew 3 and keep up the great work! Pictured above (l-r): **Lindon Ormsby** (Unit Supervisor), **Richard Davy**, **Brian Morris**, **Nicholas Cole**, **Howard Biggs**, and **Norman Scott**.*

### Instant Recognition

Throughout the year, **more than 70 employees** received instant recognition awards for demonstrating exceptional initiative, technical expertise, and strong alignment with company values.

Awardees were recognized for:

- Preventing safety incidents, environmental risks and production disruptions.
- Executing urgent repairs to critical equipment, restoring plant flow, and averting spills, fires and potential derailments.
- Proactively addressing HSE concerns through hazard mitigation, improved housekeeping, roadway and work-area repairs and early leak detection.
- Delivering high-impact technical solutions that reduced downtime, prevented major equipment failures and generated significant cost savings—sometimes avoiding losses in the tens of thousands of dollars.
- Exhibiting outstanding teamwork and commitment, including responding during emergencies, returning from scheduled time off to support operations and exceeding normal job responsibilities.
- Supporting engagement initiatives, corporate events and morale during high-pressure operational periods.

### Suggestions System

Three employee improvement suggestions were submitted across **Clarification, Reliability/Planning/Field Maintenance** and **JBS**, reflecting a strong culture of continuous improvement.

- The first proposal recommended installing a fixed beam with a chain fall and replacing a valve with an elbow and flange at the Diastar building, eliminating the need for a 65-ton crane during feed tank changeovers and generating significant annual cost savings.
- The second suggestion focused on improving digester reliability by converting C-24 into the first washer in Train #2 through slurry feed line modifications, delivering enhanced reliability and estimated annual savings exceeding **US\$10,000**.
- The third recommendation addressed employee well-being by proposing additional health-focused overtime meal options, including energy-boosting and nutritionally supportive items, while maintaining parity with existing meal allowances.

## 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, Williams, Adrian Scafe, Ranford Golding, Basil Scille, Dwayne Hutchinson, Trixton Turner, Roy Johnson, Novlette Morrison, Jeffrey Powell, Churchill Bailey, Ian Pinnacle, 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 Jamalco spirit and demonstrates the meaningful impact we can make when we step up where it matters most.

## Jamalco's Technical Services Team Champions Safety Through Innovative EHS Programme



Senior Process Engineer, **Chad Gayle**, presents the EHS Champion Trophy for May 2025 to Process Engineer, **Geo Vanni Ferguson**.

Safety first is more than just a slogan at Jamalco, it is a way of life, and the Technical Services team has fully embraced this principle with the successful roll-out of their 'EHS Champions' Programme. The programme was launched earlier this year to motivate employees to exceed expectations and reinforce Jamalco's leadership in health, safety, and environmental (HSE) best practices.

The programme recognizes individuals who consistently demonstrate a commitment to safety by actively participating in weekly GEMBA walks, engaging in safety training, and excelling in safety audits. Since its launch, four team members, **Monique Delaney, Juline Asquith, Gio Vanni Ferguson, and Vanessa Singh** have been honoured as EHS Champions for their outstanding contributions.

So far, the initiative has proven highly effective in strengthening the

department's safety culture. Key performance indicators remain on target, with zero injuries recorded to date and Risk Notification and Inspection closure rates consistently maintained.

June's EHS Champion, **Vanessa Singh**, who earned the title for submitting the highest number of stop stories, underscored the importance of collective responsibility in safety. "It is not just about personal safety, but the safety of everyone within the environment. Given the hazards that exist on the plant, it is important to be an advocate not just for yourself but for everyone and to exercise initiative when it comes to safety," she said.

With positive feedback from participants the Technical Services team hopes that sharing their success story will inspire other departments to adopt similar approaches to strengthen workplace safety across Jamalco.

## Outstanding Volunteers Recognized



Volunteer of the Year **Shawn-Dean Hutchinson**, Consistent Attendance Award recipient **Courteney Prescod**, and Most Reliable and Supportive Volunteers, **Davia Lamey** and **Keon Sutherland** show off their prizes.

Jamalco has strengthened its commitment to community development with the rollout of its revamped Volunteer Impact Initiative in January 2025. The programme, designed to boost employee participation in outreach activities, has already begun to spotlight individuals and departments that consistently demonstrate exceptional service.

As part of this renewed effort, Jamalco recently honoured its top volunteers for 2025. **Shawn-Dean Hutchinson** was named Volunteer of the Year for his exemplary dedication. **Keon Sutherland** and Davia Lamey received

the Most Reliable and Supportive Volunteer Awards, while **Courteney Prescod** was recognized with the Consistent Attendance Award for her unwavering involvement.

The Mines Department received the Volunteer Award, acknowledging the team's outstanding contribution to community initiatives. During the handover of tokens to Mines team members, Corporate Communications and Public

Relations Manager, **DonnaMarie Brooks**, applauded the department for its steadfast commitment to service. She highlighted the team's rapid response following the impact of Hurricane Melissa, noting that their efforts to clear the Comfort Hall Main Road helped to restore access to communities that had been cut off. She commended the Mines Department for consistently rising to the occasion whenever the company mobilizes support for community outreach.

Mines Technical Manager, **Glenroy Lawrence**, expressed pride in the team's

achievement, emphasizing that volunteerism has long been embedded in the department's culture. He recalled the department's involvement in projects dating back to the Alcoa Foundation partnership and noted that this is not the first time the Mines team has been recognized for volunteer excellence. Over the years, they have assisted with upgrades to health centres and supported several community projects across the operating areas.



Corporate Communications and Public Relations Manager, **DonnaMarie Brooks**, (2<sup>nd</sup> left) hands over the Exemplary Department of the Year Award to members of the Mines Department (l-r) Electrician, **Devon Johnson**, Stockpile Monitor, **Jeffery Powell**, Team leader, **Gregory Reid**, Mines Supervisor, **Nigel Simpson**, Train Loading Attendant, **Alema Bailey**.

## Training and Development

### Classroom-Based Training

Over the reporting period, **more than 120 employees** participated in a broad range of instructor-led training programmes, reinforcing the organization's continued investment in human capital development.

Training spanned multiple learning streams, including:

- **Regulatory, compliance and safety training**, such as Records & Information Management, Data Privacy, Labour Laws, Industrial Firefighting and Safe Workplace initiatives.
- **Leadership, supervisory and business skills development**, including Project Management (various levels), Supervisory Management, Problem Solving and Industrial Relations.

- **Technical and engineering training**, covering Pump Training for Engineers, FATHOM Fluid Flow Modelling, Mechanical Inspection, Lubrication Fundamentals, Vibration Analysis (ISO Categories I & III), Ultrasonic Measurement and Analysis, Experion PKS Fundamentals, and Power Transmission Solutions.
- **Operational and equipment-specific training**, including Overhead Crane Operation and Railroad Operations, which enhanced field readiness and operational safety.
- **Emergency response and life-saving certifications**, such as Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS).
- **Digital capability development**, with hands-on training in Microsoft Power Apps to support digital transformation initiatives.

### Online Learning – Udemy Platform

Between **April and November 2025**, **139 employees** completed **over 845 hours** of professional development through the Udemy learning platform.

Key areas of focus included:

- **Digital productivity and collaboration**, with strong participation in Microsoft 365 tools such as SharePoint Online, Lists, Planner, OneDrive, Teams, Forms, and Microsoft Copilot.
- **Quality and process improvement**, including Lean Six Sigma certifications (White through Master Black Belt), ISO 9001, ISO 45001 and Certified Quality Auditor preparation.
- **Leadership and interpersonal effectiveness**, covering emotional intelligence, conflict resolution, communication, motivation, delegation, team building, change management and strategic decision-making.
- **Technical and engineering disciplines**, such as reliability engineering, pumps and compressors, power protection and switchgear, industrial robotics, structural design, STAAD Pro, Autodesk Revit, cybersecurity fundamentals, SQL programming and advanced troubleshooting.
- **Operational support functions**, including procurement and supply chain, cost and inventory management, GMP, OSHA compliance, risk assessment and occupational health and safety.

- **Personal effectiveness and enrichment**, with courses in productivity, time management, creative thinking, public speaking, project management, Spanish for beginners, photography and AI and business leadership.

Collectively, these learning efforts strengthened technical capability, leadership capacity and workforce agility in support of current operations and future readiness.

## Security Team Strengthens Emergency Response Skills Through Industrial Firefighter Training



*Members of the Jamalco team who participated in the Industrial Firefighter Training: Standing (L-R): Jamar Hanson, Caldane Patterson-Jones, Milton Callaghan, Wainland Dinnall, Kevin Gardener, Deshawn Patterson, Devon Anderson, Martin Richards. Kneeling (L-R): Anthony Wilson, Melissa Brown, Garry Grant, Britannia McDonald*

Members of Jamalco’s Security Department recently completed the Industrial Firefighter Course administered by the Caribbean Maritime University (CMU). The specialized programme is designed to equip personnel working in industrial environments with essential knowledge

and techniques, as well as best practices for managing and mitigating fire within industrial settings.

Given the nature of Jamalco’s operations where several fire-prone conditions and combustible substances exist, the relevance of the course was evident. Trainees were guided on how to

and practical skills to understand, manage, and respond to fire-related emergencies.

Throughout the training, participants were exposed to the fundamentals of fire behaviour and fire hazards, including the causes and conditions that contribute to fire development. They also learned about various fire extinguishing agents

properly assess different classes of fires and determine the most effective response methods and extinguishing agents for each scenario.

In alignment with Jamalco’s strong safety culture, significant emphasis was placed on the proper use of personal protective equipment (PPE) and its critical role in safeguarding firefighters and reducing exposure to potentially fatal hazards.

The participants expressed appreciation for the opportunity to expand their knowledge and apply the techniques learned in practical sessions. The course was facilitated by Lawrence Green, a seasoned fire services professional with over 40 years of experience in airport fire operations and firefighting training.

This initiative reinforces Jamalco’s ongoing commitment to strengthening workplace safety and ensuring that team members are fully prepared to respond effectively to emergencies.

Our workforce participated in various health and wellness promotional activities throughout the year. The Corporate Services and Medical Departments sponsored events to increase workforce health and wellness knowledge.



Team members who participated in the Sagikor Sigma Run 2025

### 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, 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

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



Director, Health Promotion, **Takiese Foga** (l) and 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 lifestyle 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 1-r Jamalco intern and scholarship recipient, **Jodi-Ann Walker** and Laboratory Analyst, **Cedric Francis.**

In recognition of World Health Day, Jamalco hosted a health fair on April 9, under the theme: *Empowering a Healthier You*. The initiative saw participation from over 210 team members across the refinery, including employees from contracting companies, who benefitted from a wide range of free health services.

A team of doctors, nurses and Emergency Medical Technicians (EMTs) from the Clarendon Health Department delivered health services which included checks for blood pressure, blood sugar, cholesterol, weight, and BMI checks as part of their “Know Your Numbers” campaign. In addition, participants were offered free HIV and syphilis screening, HIV



*Davia Lamey receives a foot examination from the podiatrist, Michael Wallace.*



*Team members registering for health services.*

**Environmental Awareness Promotion**

Over the past decade, Jamalco has demonstrated a deep commitment to clearing our coastal shorelines and waterways of harmful trash and protecting and promoting ocean health. A critical part of our effort has been our leadership on numerous Coastal Cleanup projects. Through these Cleanup activities, we have inspired hundreds of volunteers across Jamalco’s locations including Mining, Port and Alumina Refinery, our neighbouring communities and local NGOs to become part of a global movement, that has made the world’s ocean and inland waterways cleaner, safer and more prosperous.

In 2025, at the heart of coastline clean-up efforts Jamalco’s Health Safety and Environment team sponsored **World Environment Day on June 5, 2025, and cleaned up the Port Site.**





The Jamalco team marked the day with a cleanup activity at the Port coastline supporting the theme **“Beat Plastic Pollution”** utilizing data to inform anti-pollution policy.

- **Actionable Impact:** Over 40 volunteers removed approximately 600 pounds of trash from the Rocky Point Port facility coastline.
- **Data Collection & Advocacy:** Volunteers collected data on debris types, which is tabulated to lobby for better waste management and understanding of effects of trash on coastal areas.
- **Core Objectives:** The initiative sought to protect marine ecosystems at the Port, restore aesthetics and support local fisherfolks and livelihoods within the area.
- **Behavioural Change:** The goal is to move from one-day cleanup events to lifestyle habits of reducing waste.
- **Key Focus Area:** A 1-day staging at Rocky Port facility coastal areas.
- **Sustainability Goal:** Promoting Responsibility to address the root causes of plastic pollution of the marine environment.





Additionally, 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 Lion's 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.



### Sports Club Events

Throughout 2025, the Jamalco Sports Club served as a focal point for employee engagement, camaraderie and healthy competition.

Key highlights included:

- Interdepartmental Volleyball and Cricket Tournaments, with Lab/Technical winning the volleyball finals and Recovery successfully defending its cricket title.
- A highly competitive football season featuring semifinals and knockout rounds involving teams such as FC Reynolds, Lab/Technical and Instrumentation.
- The Interdepartmental Domino Competition, which culminated in Team Lab emerging as first-time champions after a closely contested final. Notable performances included standout play by Jermaine Wright and Kemoyer Brown, and special recognition for Debbie Chambers as the tournament's only female competitor.
- The Interdepartmental Cricket Competition later in the year, featuring record-breaking performances, including Rocky Point posting the highest total in the competition's history.

Beyond competitive play, the Sports Club hosted recreational and community-building activities that fostered inclusion, teamwork and employee well-being.



## Responsible Sourcing and Contractor Engagement

Jamalco is committed to ensuring that responsible sourcing is executed in accordance with Jamalco's Procurement Aluminum Stewardship Initiative (ASI) and Charter as a shared organizational responsibility.

Our team strives to continuously improve our practices in acquiring goods and services for the organization; while ensuring we utilize suppliers who model our own vision and values. Efforts have been made to improve our supplier selection process, increase our contract and relationship management practices while ensuring compliance with principles on which we operate. The framework on which we have built our practices relies heavily on high legal, ethical and safety standards while denouncing modern day slavery practices. Jamalco is also passionate about community, and we try to involve the contractors who operate within the community as a strategy to build talent and offer employment to these entities. Our team is driven and will continue to improve on sustainable legal and humane practices whilst fostering transparency, trust and reputation.

Contractor workers were recognized for outstanding contributions to the Hurricane Melissa response and recovery plan, improved efficiencies in maintenance activities and outstanding safety performance in bauxite mining.



*NARSAB Contractors and members of the CMS team pause for a photo, front row (l-r): Kenneth Mitchell, Ian Francis and Marklan Francis, second row, (l-r): Shemeir Senior, Horace Edwards and Evon Brown. back row (l-r): Lloyd Whitter, Curtis Duncan, Tristan Bishop, Kirk Bailey, Linton Cooper, Patrick Williams, Trimaïne Porter and Rohan Allen.*

### Environmental Management

The Environmental Management System continues to show improvements in key performance indicators and external ISO 14001 certification audits. The system scope was extended to another bauxite mining site.

### Greenhouse Gas (GHG) Emissions Reduction

Jamalco saw a reduction in the quantity of CO2 emissions compared to 2024 by 5.1 % to have total amount of 691,482MT. There were reductions from heavy fuel oil (HFO), gasoline and natural gas. Emissions from diesel fuel saw an increase due to higher consumption. Jamalco is actively seeking to reduce its carbon footprint through some projects that are expected to yield positive results in 2026. The projects include replacing diesel air compressors with electric air compressors and installation of a new steam turbine generator to reduce power purchase and improve efficiencies in fuel oil consumption.

Year	Greenhouse Gas Emissions (tonnes)	Water Consumption (m3)	Landfill Waste (tonnes)	Waste Sold (tonnes) Scrap Metal
2025	691482.0	2314623.0	1851.57	273.9
2024	728815.0	1857781.0	2302.0	475.8
2023	512326.0	18558856.0	2088.4	226.6
2022	78042.0	1459002.5	2876.3	259.9
2021	497861.0	2337675.0	2767.5	334.6
2020	766545.0	3509796.0	2511.7	236.1

### Waste Reduction Improvement

An overall reduction in waste of 14.4 percent was seen in 2025 compared to 2024 and as total hazardous and non-hazardous waste totaled 4776 MT. Landfilled waste fell 19.6% and hazardous waste dropped by 10.7%. Initiatives to reduce bulky waste to the landfill, recycling and repurposing of some materials will be pursued in 2026. Jamalco will reinitiate plastic recycling as a part of its waste management programme in 2026.

*Plastic Recycle Program*

Year	Quantity (Plastic Bottles)
2021	12204
2022	19000
2023	0
2024	30000
2025	0

**Water Management**

Water consumption experienced a slight increase of 24.5% to 641.26 million gallons compared to 2024. The increase in water consumption relates to the distribution of water to affected communities, and institutions in the parishes of Clarendon and Manchester, after Hurricane Melissa. Focus on the reuse of water in the Bayer Process and the correction to water leaks will continue. There is comprehensive water quality management programme, which assesses ground and surface water quality.

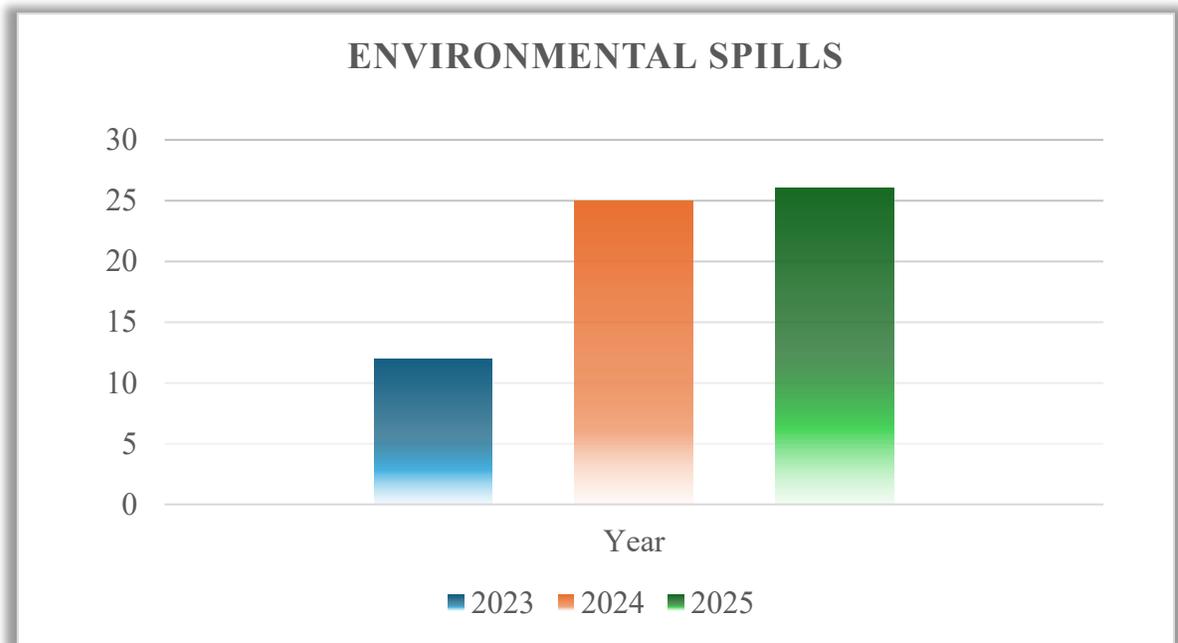
The water stewardship focus is on the improvement of water use and stormwater management across the alumina refinery, including the residue storage area.

Jamalco is a zero-discharge wastewater to environment.

Wastewater is managed through an internal closed loop system at the alumina refinery. The bauxite mining operation wastewater is treated and reused within the facilities.

**Spills Reduction and Prevention Improvement**

The reduction in spills was a challenge during the last quarter of the year for the alumina refinery recovery process, post Hurricane Melissa. The operations recovery plan was challenged by power and compressed air instabilities, which contributed to chemical spills to compact limestone materials at the alumina refinery. These incidents had no pollution impact on the external workplace and there were no spills that impacted the communities.



During the passage of Hurricane Melissa, the volume of stormwater collected in the storm lake overwhelmed the facility and low concentration caustic solution stormwater impacted the nearby surface water gully. There was minimal impact on surface water quality and ecosystems. A spill reduction plan has been developed to better control the number of environmental incidents.

## Conductivity Meters Set to Identify Spills at Jamalco

Jamalco has installed online conductivity meters at the inlets of the storm lakes, revolutionizing our approach to liquor ingress into this body of water. This approach has enabled real-time notification of conductivity levels, allowing the team to identify and resolve issues with unprecedented speed and efficiency.

“The impact has been substantial,” said Acting Senior Manager, Strategic Development & Technology, **Alicia Marshalleck**. “With the ability to receive instant alerts when conductivity levels exceed the target, department personnel can swiftly investigate and troubleshoot the source of the issue, minimizing losses and preventing further spills. The results have been impressive, with a notable reduction in volume losses and a significant decrease in



A conductivity meter

the peak of spills to the storm lake.”

This innovative solution marks a major turning point for Jamalco as it seeks to reduce liquor loss, demonstrating the facility's commitment to embracing new technologies and driving continuous improvement. The installation of online conductivity meters in the storm lake has set a new standard for operational efficiency and environmental responsibility, and the team is eager to build on this momentum.

## Biodiversity and Ecosystems Management

Jamalco conducts environmental and social impacts with baseline data for its operations. This information is critical in the development and sustainability of the environmental and social risks assessment programme of its operations. The potential impacts of operations on biodiversity and ecosystems are assessed against Jamaica standards and best practices for the industry. The process evaluates those ecosystems that are considered priority and to ensure mitigation measures are implemented and sustained. The programme was updated with the annual revision of the risks assessment, the policy and Biodiversity Action Plan. There are ongoing assessments and improvement actions in the plan that is designed for improvements.

The Port facility operates within a marine environment, and there are focused processes and actions for risks mitigation and ecosystem conservation.

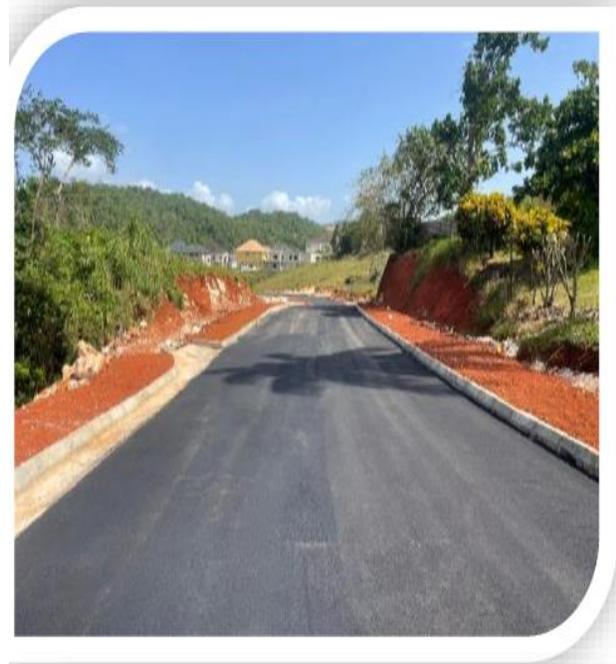
## Lands Management

The Land management focus continues with improvements to the Land assessment, biodiversity and ecosystems management, Land titling and sub-division programmes.

The land assessment programme improvements included a comprehensive revision of the biodiversity and ecosystems risks and implementation of a species management process.

The Land Titling Programme continuous with increased number of titles issued and sustained work with stalk holders for continued improvements.

The subdivision team achieved improvements in completion of development works in the Blenheim 1B2 and Kingsland projects. Improvement works were also completed for Belle Plain and Senior Oliphant developments. Infrastructure improvements will continue in existing projects and revised strategies for new developments.



The Land Titling Programme achieved significantly improved results over prior years, showing distribution of land titles exceeding plans. There was improved engagement with other stakeholders that yielded improvements and sustained the process for ongoing good results.



*Managing Director, **Marvin Jackson** (3rd right), presents the Certificate of Title to homeowner, Roslyn Weathers-Shaw. Sharing the moment are (l-r: Vice President of Operations, Americas, Levi Chaffin; Director of Mines, Lands and Lands Legacy, Jamalco, **Timothy O'Driscoll**, then Managing Director of JBI, Yolanda Drakopoulos; and Director of Bauxite Lands, JBI, Kemoy Lindsay.*

**Mine Rehabilitation**

Mine rehabilitation programme was expanded in the year with the addition of new contractors involved in the reclamation process. Improvements were achieved in the South Manchester areas, where priority was given based on proximity to residents and public spaces. There is further engagement with affected communities on progress of reclamation activities.

Year	Mine Reclaimed (ha)
2022	77.14
2023	4.01
2024	60.32
2025	107.74



*Pauline having discussions on reclamation with a resident.*

The Mine Rehabilitation process was also updated to include recommendations from biodiversity and ecosystem management, including removal of alien species in the programme. Jamalco is committed to integrating best practices in the Mine Rehabilitation Programme, with focus on restoring lands to productive economic uses, biodiversity and ecosystems enhancement, and community development.



*Pit 623 has been fully reclaimed.*



Land restoration and community tenant farming practices.

### **Bauxite Residue Management**

The farming of bauxite residue continued in tailings storage areas with a 10% increase in solids concentration in the mud thickener operations. The facility operations were stable during the year with no structural failures. During the passage of Hurricane Melissa, there was erosion on some external embankments and stormwater drainage channels. The annual facilities inspections and safety review were completed. The sleep-collection system on RSA 2 remained in controlled operations and stable.

Team members participated in the annual ISOBA conference and added lessons learned to the strategic, operating and maintenance programs for bauxite tailings management.

Mud residue increased by 8% to 1,496,511MT in 2025, where it is transported to the residue storage area. Jamalco continued its initiative to increase the solids concentration of the mud residue stored through its accelerated mechanical consolidation (AMC) process, mud farming. The process continues to reap success allowing stacking of relatively dry mud residue, which will extend the life of the residue lakes and increase stability. Lake water management from tailings storage during mud farming was effective and improved with the commissioning of four turbo-misters realizing a 50% increase in performance.





**Turbo-Misters operating in the Runoff Water Storage, for enhanced evaporation from lake system.**

### **Emergency Preparedness and Response Plan**

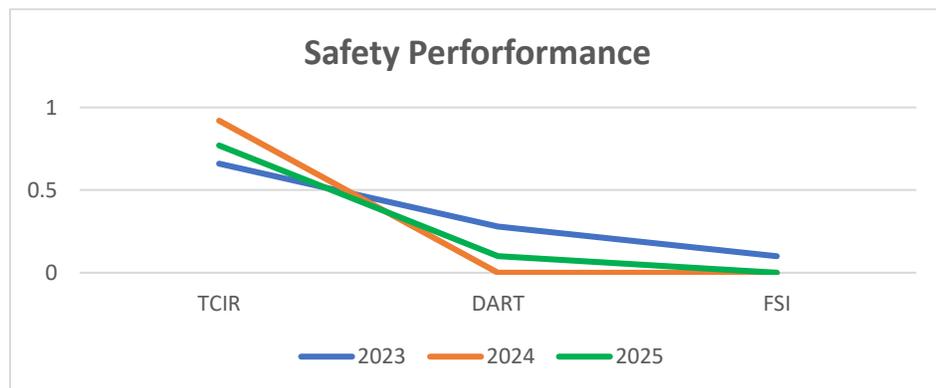
The ERAP was activated for two events during the year. At the port, oil leaks from a damaged pipeline resulted in the activation of the facility spill response plan, to contain, stop and clean up the contaminants from environment. The impacts were minimal and was short lived.

The emergency preparedness and response plan was activated for Hurricane Melissa, which made landfall on the southern and western sections of the island on October 28, 2025. The Jamalco operations were placed on hurricane shutdown mode and full restoration of operations post Hurricane Melissa. The operations experienced some delays due to loss of electricity, which impacted the alumina refinery recovery plan. There were minimal structural impacts on all facilities. However, there was the need for site cleanup, restoration of electricity and normal communication systems. The alumina recovery plan was initiated with changes to the organization structure, work rule policy and safety health and environmental risks management processes.

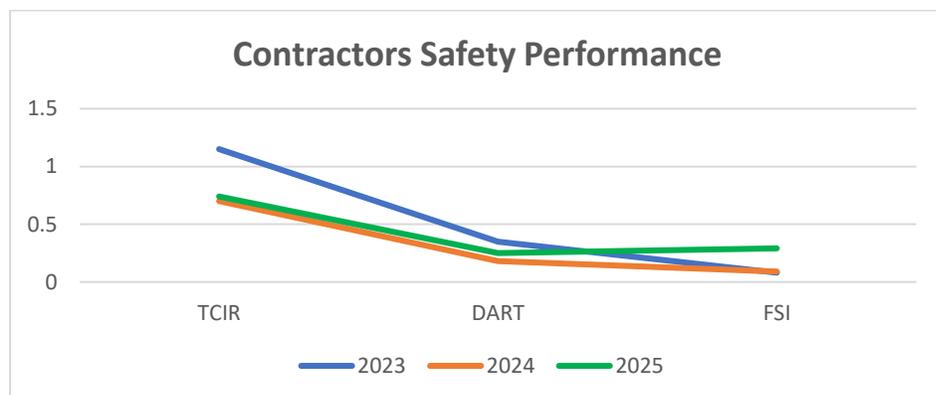
Lessons learned from both events are being incorporated in the 2026 ERAP for spill prevention and hurricane management plans.

### Safety and Health Management

The operations safety and health performance continue to show improvements with below industry average in incident rates, for fatal and serious cases, recordable cases and total incident rates. The organization continues to be a fatality free workplace, with sustained focus on high risks reduction and elimination, and high employee engagement. The safety and health management system focused on increasing the hazard and risks identification and assessments and improvement to the plant housekeeping standard.



The bauxite mining contractor’s safe performance showed significant improvement with zero FSI and recordable cases in the year. Generally, the overall contractor’s safety and health performance has opportunities for reduction in FSI cases, with emphasis on the contractor groups within the alumina refinery. There will be increased focus on hazard and risks identification training and supervision safety awareness.



## Community Engagement & Development Program



Century Aluminum and Jamalco spent approximately Four Hundred Thousand US Dollars (US\$400,000) on Community Development activities in 2025.

The activities that received support include:

- Education Assistance:** Jamalco and Century awarded some US\$158,000 in scholarships, bursaries, grants and back-to-school supplies to students at all levels of the education system in Clarendon and Manchester. Some 100 tertiary and 350 high, primary and early childhood students benefitted from the programme.

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### Mentorship

Jamalco continued its sponsorship of the Mentorship Programme across at three schools, Winston Jones High, Lennon High and Vere Technical High Schools, to support at-risk students with varying needs totaling US\$3500. Under the programme, J\$15,000 per month is provided to each school to assist students who may be experiencing academic or behavioural challenges. Teachers are assigned as mentorship coordinators at each institution identify and support students who exhibit signs such as low self-esteem and motivation, declining academic performance, disruptive behaviour in class, or noticeable changes in attitude, helping to guide them toward positive personal and academic development.



- Computers in Schools Programme**

Jamalco donated computers and projectors valued at some US\$30,000 to 12 schools in Clarendon and Manchester, enhancing students' access to technology and digital learning resources. The donation was made under the company's Computers in Schools Programme. The initiative reflects

Jamalco’s continued commitment to empowering students and strengthening education through improved access to critical digital tools, aimed at supporting education and digital literacy in the company’s operating communities.

- **Renovation of Bustamante High School Literacy and Numeracy Laboratory**

Jamalco partnered with Bustamante High School to transform two classrooms into state-of-the-art literacy and numeracy laboratories at a cost of US\$13,500. The labs were 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.



- **Jamalcoans in Action (J-Action)**



Through its Jamalco in Action (J-Action) project, Jamalco provided approximately US\$2,000 to support each of three school projects within its operating areas. At Pleasant Valley Primary and Infant School, the grant facilitated the creation of a new outdoor reading and activity space, along with a multipurpose outdoor area designed to enhance the learning environment and benefit the wider school community. Mile Gully Primary School received upgraded bathroom facilities, while Comfort Hall Basic School benefitted from repainting works that improved the school’s appearance and learning atmosphere.

### Peace Day in Schools



Students in Clarendon and Manchester participated in an essay competition which encouraged them to reflect on the importance of peace in building a better tomorrow. The Peace Day Essay Competition was organized under the theme: **“The Power of Peace: Building a Better Tomorrow,”** and it celebrated the dedication and creativity of students who shared thought-provoking ideas on promoting peace. The students were recognized at an awards presentation for their creativity and thought-provoking ideas in promoting peace. This was done at a cost of US\$3,000.

- **School Wardens Programme**

Through its US\$25,000 sponsorship of the Road Safety Wardens Programme, launched in 2009, Jamalco supports wardens at 10 schools, helping to ensure the safe movement of students at high-traffic crossings. In recognition of Road Safety Awareness Month, Jamalco conducted specialized training for the 30 sponsored School Crossing Wardens from its operating communities in Clarendon and Manchester. The initiative reflects the company’s continued commitment to promoting road safety and reducing risks to children within school communities.



## Jamalco Inspires Career Aspirations of Mentees



Mines Supervisor, **Negus Meikle**, addresses students at Winston Jones High School.

Jamalco's commitment to empowering young minds was on full display at Winston Jones High School where members of the Mentorship Club participated in a "Vision Board Planning" session, aimed at helping students set SMART goals and explore career choices that align with their academic pursuits and interests. Guest speaker and Jamalco's Mines Supervisor, **Negus Meikle**,

encouraged students to think critically about their future paths. Mr. Meikle, an alumnus of Winston Jones High, shared his experience of not being aware of the various career opportunities available in his field of study during his time at the school. "I wish I had known about the many good-paying jobs in the technical field," Meikle said. "I would have worked harder during my school time." He emphasized the importance of hard work in achieving goals.



Rushane Forbes, a mentee, was thrilled to discover the numerous career opportunities available at Jamalco. "I wasn't aware of all the job options at Jamalco. Now that I know about them, I will definitely prepare myself to gain employment at the company," she said.

The Jamalco-sponsored School Mentorship Programme and Excellence Club was relaunched at Winston Jones High School for the 2024-2025 academic year, with 30 registered mentees. The programme offers guidance, support and to the mentees.

As the students continue to map out their future path, they are being equipped with the knowledge and inspiration to strive for excellence and achieve their goals.

**Volunteer Today!**

7

## Community Health Promotion

- **Health and Information Fairs**

Jamalco invested approximately US\$10,000 to provide free medical care for over 300 residents in York Town, Broadleaf and Harmons Valley communities. A team of medical personnel including doctors, nurses and Emergency Medical Technician (EMT), were on hand to provide health checks which included blood pressure, blood sugar, cholesterol, weight and physical examinations.



## Jamalcoans in Motion

Jamalco supported educational institutions and community groups through its Jamalcoans in Motion (JIM) fitness event. Jamalco donated a grant of US\$1,600 each to the Mile Gully High School, Snowden Primary School and the Alexander Basic School. The JIM programme is organized to get Jamalco volunteers and residents of our operating communities to exercise while raising funds for selected charities.



**Refurbished A &E Waiting Area at Lionel Town Hospital**

Jamalco renovated the A&E Waiting Area at the Lionel Town Hospital. The renovation was completed in partnership with Cousins Construction at a cost of US\$43,000. Of this amount, **US\$23,000** was contributed by Jamalco. The facility features a modern fully enclosed space with new windows and doors, a restroom, improved air conditioning, energy-efficient lighting, freshly painted walls, and a smart television. The upgraded environment now provides a more comfortable, calming, and weather-protected space for patients and their families awaiting care.

comfortable, calming, and weather-protected space for patients and their families awaiting care.

- **Jamalco Indigent Support Programme**

Jamalco continues to reach out to the needy, elderly and indigents in its operating communities through its Jamalco Indigent Support Programme (JISP). Jamalco donated monthly grocery supplies of food and toiletries valued at US\$14,000 to approximately 200 elderly and vulnerable residents in Clarendon and Manchester.



- **Hurricane Melissa Relief Assistance**



Following the impact of Hurricane Melissa, residents across Jamalco’s operating communities received care packages, which included groceries and sanitary supplies valued at US\$19,000. In addition, severely impacted communities in Vineyards, St. Elizabeth and Cave Mountain, Westmoreland received critical relief assistance valued at approximately US\$31,000, reaffirming our

commitment to standing with communities in their time of need. The support included food, tarpaulins, drinking water, toiletries, and portable lights, along with toys, clothing, and essential items generously donated by our team members.

**In photo:** Century Aluminum’s Executives Eliezer Batista (second left) and Kenneth Calloway (centre) along with Jamalco Equipment Operator, Keon Sutherland (right), distribute tarpaulins to residents of Vineyards, St. Elizabeth. They were part of a 30-member Jamalco team that delivered 350 care packages, 60 tarpaulins, and 200 cases of drinking water, toiletries, and other essential supplies during Jamalco’s outreach initiative for victims of Hurricane Melissa.

- **Labour Day**

In a demonstration of community unity, residents, local leaders and Jamalco volunteers came together, not just to work, but to contribute to a shared vision of advancing projects in several key locations in its operating areas. Jamalco sponsored four projects to the tune of US\$9,000. In Lancaster, Manchester, work began to construct a new bus stop, while the male dormitory at Vere Technical High School, the Porus Police Station and the Mocho Community Centre received a much-needed face-lift.



### Community Sports Development



Jamalco supported community development through the sponsorship of two major sporting initiatives. These included the 2025 Harmons Cup Football League and the Community Boom Ball Cricket Competition in South Manchester. Both events were widely praised for promoting youth engagement, unity and community spirit. The cricket tournament, which featured 12 teams, ran for seven weeks. The activities were described as unifying with strong recommendations for them to become annual events due to overwhelming participation and support. The cost of both sponsorships is US\$10,000.

## Jamalco Harmons Cup Football Boosts Community Talents



Community Relations Officer, **Jermaine Foster**, hands over trophies to the captain of the winning Reeveswood team (l) and the captain of Stars Academy, 2<sup>nd</sup> 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.

## Jamalco Wins National Netball Tournament



Congratulations to the Jamalco team who emerged as champions of the Netball Jamaica Supreme Ventures Major League last Saturday, clinching a thrilling 46-45 victory over Rockertz at the Stadium Courts in Kingston!

Well done ladies and coaching staff!

### Promoting Environmental Stewardship

#### Christmas De-bushing Project

The roadway stretching from Top Halse Hall to the Sports Club as well the train lines at Bullard’s Content and the Bus stop at Salt River/Dawkins intersection, received a much-needed face-lift through Jamalco’s annual de-bushing exercise at a cost of US\$11,500. The initiative significantly improved visibility, safety and accessibility, benefiting both motorists and pedestrians.



#### Restoration of Greenhouse



Jamalco assisted Vere Technical High School with the restoration of its greenhouses, which were severely damaged during Hurricane Beryl in July 2024. The US\$3,700 rehabilitation project involved critical repairs to greenhouse structures, replacement of torn coverings and full restoration of the irrigation systems.

## Munjo Residents Welcome Road Rehabilitation



*Rehabilitation work underway on the roadway in the community of Manjjo.*

### Sponsorships and Charitable Donations



Jamalco made charitable donations totaling US\$25,000 to individuals, schools, churches, police stations and non-governmental organizations within its operating areas. The charitable contributions supported a wide range of needs and included stoves, medical supplies and examinations, tents, computers and other infrastructure-related materials and supplies.

## 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 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 s



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

settings.

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.

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.