

# **Frequently Asked Questions by Residents in our Operating Community**

## **Mining & Operations**

### **What notice does Jamalco provide before mining begins in specific communities, and how are residents informed?**

- Before mining begins, Jamalco engages residents through community meetings and posts “No Trespassing” signs in areas designated for immediate mining to keep the community informed.

### **What is Jamalco’s process and timeline for reclamation of mined-out lands?**

- After government certification of mining completion, Jamalco has three years to complete reclamation.

### **Why does reclamation take several years after mining is completed?**

- Reclamation can take several years due to several factors such as pit depth and size, backfilling needs, weather conditions, regulatory requirements, and, in some cases, historical backlogs.

### **How will mined lands be returned to safe, productive, and usable condition?**

- Mined lands are returned to safe and productive use through a formal reclamation process. Government inspectors, including experts in agronomy, biology, forestry, water resources and geology, then verify that reclamation meets all regulatory standards.

### **How are farmlands protected during mining activities?**

- Farmers are notified in advance or compensated if affected. Jamalco is also developing a tenant farming program to provide alternative land for farmers relocating from mining areas.

### **How does Jamalco assess and address blasting-related damage?**

- Blasting has not occurred in several years; if reintroduced, all activities would comply with applicable laws and regulations, with appropriate measures to address any claims or concerns.

### **Who oversees and ensures compliance with environmental, health, and safety standards in mining operations?**

- Government regulatory bodies monitor and enforce environmental, health, and safety standards in Jamalco’s mining operations. In addition, Jamalco employs dedicated HSE professionals to manage and monitor compliance with all applicable mining laws and permit requirements.

### **What is the status of reclamation for all the areas that Jamalco has mined?**

- Jamalco has made significant progress in land reclamation. In 2025, over 100 ha were reclaimed - the best performance since 2016. This year, the target is 160 ha, supported by engaging additional contractors to accelerate the pace and scale of reclamation.

**Why is Jamalco unable to rehabilitate roads while equipment and material are already in mining communities?**

- Jamalco's equipment in mining communities is dedicated to mining operations and the reclamation of mined-out areas, both carried out by qualified local contractors. Using this equipment for other purposes, such as road repairs, would compromise both production targets and legal compliance with mining regulations.

## **Compensation, Claims & Finance**

**How are compensation rates determined and reviewed?**

- Compensation rates are determined and reviewed by Jamalco's management and finance teams, taking into account factors such as market conditions, operational impacts, and community considerations.

**When will the rates for dust compensation and crop compensation be increased?**

- Crop compensation rates were updated in 2025. Dust compensation rates are currently under review to ensure they remain fair and appropriate.

**Who is responsible for determining and reviewing compensation rates?**

- Jamalco's management and finance teams are responsible for determining and reviewing compensation rates.

**How are claims processed, and what are the expected timelines for resolution?**

- Claims are reviewed by Jamalco's Complaints Review Committee. Timelines for resolution depend on the complexity of each case, but the committee ensures that all claims are addressed in a timely and structured manner.

**Why has clearance compensation remained unchanged for several years?**

- Clearance compensation has been influenced by several factors, including the impact of the refinery fire and market volatility. Both circumstances have affected operations and financial planning.

**Why is Jamalco's land and mines budget not shared in detail during community meetings?**

- As an unincorporated joint venture operating in a competitive global market, Jamalco is unable to share commercially sensitive information publicly, but we remain committed to keeping the community informed about our activities.

## **Governance, Trust & Grievance Management**

**Jamalco has made so many unfulfilled promises to us in the past, how will we know Jamalco will do what it is telling us now?**

- Jamalco's management team is now guided by Century Aluminum Company's values which has strengthened oversight and renewed commitments to community engagement and operational accountability. These changes provide a fresh approach, ensuring that commitments made today are actively managed and followed through.

**How does Jamalco ensure transparency, accountability and follow-through on commitments made to the community?**

- Jamalco ensures transparency and accountability through regular community engagement, and clear communication of plans and timelines. Progress is tracked and shared with the community to ensure follow-through on all agreed actions.

## **Land Legacy & Titles**

**Why does it take so long to complete subdivisions, obtain titles, and finalize land ownership?**

- The timeframe for completing subdivisions, obtaining titles, and finalizing land ownership varies depending on several factors, including obtaining approvals from the Municipal Corporations and Government Agencies, survey requirements, and administrative processes which generally take years to be completed. For information relating to a specific subdivision, please contact the Lands Department at 876-578-4690 for further assistance.

**What is the current status of outstanding land titles, including those in Mocho?**

- A dedicated team is responsible for managing and advancing all outstanding land titles, including those relating to Mocho. For specific updates or parcel-level information, please contact the Lands Department at 876-578-4690.

**Are there plans or mechanisms to accelerate title issuance, including vesting orders?**

- In addition to pursuing the standard titling process, Jamalco is actively utilizing alternative legal mechanisms to accelerate the issuance of titles. These include, but are not limited to, Section 5 waivers and Vesting Orders.

**What is the process for resolving land matters involving deceased owners?**

- We encourage individuals with whom we are conducting business to obtain a Grant of Probate or Grant of Administration to ensure proper legal authority to act on behalf of a deceased owner's estate. For specific updates or parcel-level information, please contact the Lands Department at 876-578-4690.

**Who is responsible for property taxes while awaiting title transfer?**

- Upon acceptance of the resettlement lands and transfer of possession, landowners assume responsibility for the payment of property taxes.

### **What policies exist for grave relocation when next of kin cannot be identified?**

- Grave relocations are carried out in accordance with our internal policy and applicable legal and regulatory requirements. Where next of kin cannot be identified after reasonable due diligence, the relocation proceeds under the approved protocol, with full documentation maintained. Detailed records are retained to ensure traceability and facilitate any future inquiries.

### **Who should residents contact regarding unresolved land title or land acquisition issues?**

- For any unresolved matters regarding land titles or land acquisitions, residents are advised to reach out to our Lands Department at 1-876-578-4690.

### **If I have land for sale, would Jamalco be interested? Who can I speak to about it?**

- Individuals or parties interested in offering land for lease or sale which may be needed in our bauxite mining operations, are encouraged to contact our Lands Department at 1-876-578-4690.

## **Employment Opportunities**

### **What employment, internship, and training opportunities are available, and how can residents apply?**

- **Employment is available through full-time and temporary/seasonal arrangements.**

#### ***Full-time Employment***

- Jamalco offers direct employment across a wide range of roles, including administrative, technical, and high-level skilled positions. Vacancies are advertised on the Company's website, Sunday Gleaner, LinkedIn, and the Company's Instagram page. Residents may also submit general applications, which are kept on file for consideration should a suitable vacancy arise. Minimum requirements vary by role and range from high school-level qualifications to tertiary-level education. All applications and résumés must be submitted to [hr@jamalco.com](mailto:hr@jamalco.com)

#### ***Temporary/Seasonal Employment Opportunities***

- Jamalco offers a range of temporary and seasonal employment opportunities, both directly and indirectly through the Community Councils and contracting partners, to support the operations during peak periods. These roles typically include hands-on work such as stone picking, de-bushing, and assisting with major overhauls or project-related activities. Seasonal positions focus on land maintenance, site preparation, and general labour in support of broader operational needs. Most roles involve outdoor work, teamwork, and adherence to established safety procedures. Additional temporary opportunities include Train Crossing Attendant positions

across various locations, as well as Observer, Flagmen, and Spotter roles within our mining operations.

### ***Internship Opportunities***

- *Summer Internship Programme*  
This programme is open to university students who have successfully completed at least one year of study. It runs annually from June to August, with students placed according to their area of study or specialization. Applications typically open in January each year. Interested applicants should submit an application letter and résumé to [hr@jamalco.com](mailto:hr@jamalco.com).
- *Work-Study Programme*  
This programme is available to final-year university students who require internship hours to complete their academic programme. The duration is dependent on the number of hours required by the university. Applications must be submitted by the university on behalf of the student to [hr@jamalco.com](mailto:hr@jamalco.com). Acceptance is subject to the student's area of study and the Company's ability to accommodate the placement during the requested period.

### **Training Opportunities**

- The Company provides training opportunities to community members annually, based on identified needs assessments or recommendations from the Community Council. These programmes include the Heavy-Duty Equipment Training Programme, delivered in partnership with HEART Trust NSTA.
- Additionally, as part of Jamalco's established Apiary Projects across its operating communities, training in beekeeping is offered as an income-earning initiative.
- Other training programmes may be introduced based on identified community needs and Community Council recommendations. Residents may apply for available training opportunities through their respective Community Council body.

### **How are residents prioritized for employment, training, and contracting opportunities?**

- Residents are prioritized in accordance with the Company's community engagement and local participation framework. Priority consideration is given to individuals who reside within Jamalco's operating communities, provided they meet the required qualifications, skills, and suitability criteria for the role, training, or service.
- For training opportunities, selections are guided by community needs assessments and recommendations from the Community Council to ensure equitable participation and meaningful community development.
- For employment and contracting opportunities, local residents are encouraged to apply and are given consideration alongside other applicants, subject to competency requirements and operational needs of the Company.

## **Community Development & Social Investment**

## **What forms of assistance are available for schools, community groups, and vulnerable residents?**

- Jamalco provides a wide range of support programmes aimed at strengthening education, improving community groups, and assisting vulnerable residents across its operating communities in Clarendon and Manchester. These initiatives are guided by the company's commitment to sustainable development and strong community partnerships.

### **Support for Schools and Education**

Jamalco invests significantly in education and capacity building. Over the past five years, the company has contributed more than J\$100 million in educational support to local communities.

Key initiatives include:

- School Crossing Wardens Programme at ten schools in high-traffic areas to promote road safety.
- Jamalco Mentorship Programme for at-risk youth at Vere Technical, Lennon, Winston Jones, and Porus High Schools.
- Annual Scholarship and Back-to-School Programmes, benefiting over 300 students each year through tuition support, financial assistance, and school supplies.
- Computers and Tablets in Schools Programme, including the refurbishment of the Garvey Maceo Computer Lab and the provision of computers to schools such as the Milk River Resource Centre and the Mile Gully High School Computer Lab.
- Jamalco in Schools Programme, where Jamalco employees support curriculum enhancement.
- School infrastructure support through the *Jamalco in Motion* and *Jamalco in Action* programmes.
- Refurbishment of educational facilities, including the Bustamante High School Literacy Laboratory in 2025.

### **Support for Community Groups and Vulnerable Residents**

Jamalco's corporate responsibility model is rooted in advancing community development and supporting those most in need.

Central to this effort is the ***Jamalco Indigent Support Programme (JISP)***, which assists low-income elderly and indigent residents who lack access to essential services.

Support includes:

- Monthly delivery of care packages and meals
- Housing solutions for elderly and indigent residents
- Provision of wheelchairs and supportive mattresses
- Linking residents to additional community and social support services
- Emergency assistance during crises, including the COVID-19 pandemic and after Hurricanes Beryl and Melissa

### **Health**

- Health and Information Fairs offering free services such as pap smears, prostate and cervical screenings, dental and vision care, BMI, cholesterol, blood sugar, and blood pressure checks are held annually in selected operating areas.

### **Water Support**

- Distribution of water to schools, health centres, community tanks and households during periods of severe drought, particularly in mining areas.

## **Healthcare Infrastructure Development**

Jamalco has also invested in strengthening healthcare facilities, including:

- Refurbishment of the Manchester Infirmary
- Renovation of the Raymonds and Mile Gully Health Centres
- Refurbishment of the Prattville Health Centre
- Ongoing construction of a new health centre at Windsor Forest, South Manchester
- Renovation of the Lionel Town Hospital Waiting Area to improve comfort for patients and vulnerable residents

Jamalco also provides charitable donations and sponsorships to community institutions that are in need and which meet the established guidelines for receiving such grants.

## **What long-term community development projects are supported by Jamalco?**

- Jamalco supports a range of long-term community development projects designed to build capacity, strengthen social infrastructure, and improve quality of life across its operating communities in Clarendon and Manchester. The company's approach focuses on sustainability, empowerment, and lasting impact.
- A key pillar of Jamalco's community development strategy is education and capacity building. Since 2019, the company has donated over 400 computers and other equipment to schools, supporting digital learning and strengthening educational outcomes. Jamalco has also sponsored three multipurpose community resource centres at Wembley, Harmons Valley, and Mocho. These centres serve as hubs for community events and activities, internet access, homework support, counselling, skills training, sports, as well as providing long-term benefits for residents.
- Jamalco also invests heavily in sports development as a means of promoting social harmony, discipline, and youth development. The company has supported netball programmes in schools and sponsors football programmes in several of its operating areas, helping to nurture local talent and positive values among young people.
- In support of social protection and inclusion, Jamalco introduced the Jamalco Indigent Support Programme (JISP) in 2016. Coordinated through community councils, this programme provides ongoing support to elderly and indigent community residents through monthly care packages and meals, housing solutions, wheelchairs and mattresses, and linkages to social support services. Emergency assistance is also provided during national crises, including the COVID-19 pandemic and Hurricanes Beryl and Melissa.
- The company further promotes economic empowerment through income-generating initiatives such as community apiary (bee-keeping) projects, which provide training, employment, and sustainable revenue for the community councils. These projects, supported by Jamalco through the donation of beekeeping equipment and materials, are supervised by the Community Councils and the Rural Agricultural Development Authority (RADA), with profits reinvested to ensure long-term sustainability.
- Another flagship initiative was the Advancing Childhood Education Programme (ACEP), one of Jamalco's most impactful and nationally recognized projects. Through ACEP, approximately 500 early childhood teachers were trained, benefiting every early childhood institution in Clarendon and Manchester. Originally planned as a two-year programme, it was extended by an additional three years due to its

success and strong endorsement from the Ministry of Education and the Early Childhood Commission. Jamalco intends to continue this programme, reinforcing its commitment to early childhood development.

- Complementing these initiatives, Jamalco's community employment policy gives preference to residents in operating communities for unskilled jobs through a transparent, random selection process, ensuring fairness and equitable access to employment opportunities.
- Together, these initiatives reflect Jamalco's long-term commitment to community development, while strengthening partnerships with its host communities and supporting sustainable development.

### **What support does Jamalco provide for housing, water storage, and basic infrastructure?**

- Jamalco offers relocation options through company-developed subdivisions near mined areas and maintains water supply and infrastructure in these communities until handover to municipal authorities. Support also includes leasing or sale of company lands for housing, scheduled potable water delivery with tank support and quality monitoring, and basic upgrades such as school repairs, plumbing works, and occasional road repairs where haulage impacts public roads.

### **How does Jamalco support local businesses and farmers?**

- Jamalco prioritizes engaging local businesses and contractors wherever the required services and skills are available locally, supporting employment and economic activity within host communities. The company also collaborates through sponsorships and community projects. Farmers are supported through partnerships with JBI, JSIF, and RADA, including beekeeping, poultry rearing, greenhouse farming, and animal husbandry initiatives.

### **What mechanisms exist for residents to raise concerns or lodge complaints?**

The Community Relations Officer (CRO) is the first point of contact for all concerns. The CRO records and documents complaints and routes them to the appropriate team for action:

- Dust and noise issues are reviewed through the Complaints Review Committee
- Water, land, crops, tanks, or property matters are referred to Lands & Mines or relevant departments

Jamalco aims to provide timely responses and ongoing updates, and residents may also raise issues at community council meetings and public forums.

### **How does Jamalco maintain open and regular communication with communities?**

- Through Community Relations Officers (CROs), regular community and district meetings, and updates shared via the Jamalco Newslink and social media platforms.

## **How does the company respond to community disruption caused by operations?**

- In the Mines the Community Relations Officer (CRO) serves as the first responder to operational concerns. Complaints are promptly investigated, documented, and escalated, with ongoing dialogue between residents and mining representatives. Updates are provided and, where necessary, formal meetings and mitigation actions are implemented to resolve issues.
- For the Refinery, Port & Railroad communities, concerns such as dust, noise, railway activity, road impacts, or other operational nuisances, the Community Relations Officer (CRO) serves as the primary point of contact. The CRO coordinates investigations, liaises with the relevant departments, and acts as a conduit between refinery teams and the community, ensuring timely feedback, mitigation, and resolution.