

## TEAM SPORTS

### Jamalco Clinches 19th Major League Netball Title



The Jamalco Netball team

Jamalco reclaimed the Supreme Ventures Major League Netball Championship on Saturday, defeating defending champion Upsetters 37-36 in a tense final at the Leila Robinson Courts. The victory marks the club's 19th title in

25 years.

In a match that lived up to its billing, Jamalco edged Upsetters by a single goal after trailing 18-17 at half-time. The Clarendon-based team shifted momentum in the third quarter, outscoring Upsetters 12-6 to take a 29-24 lead. Although Upsetters managed to win the final quarter 12-8, Jamalco held on to secure the championship.

Head Coach Winston Nevers said the result reflected careful preparation and disciplined execution.

"It was a good performance because I know the Upsetters team well, and they kept us on our toes throughout the game. It was tense, but we prevailed in the end," Nevers said.

## EAP CORNER

### What Men Want Women to Know



can cut deeply even if they do not immediately show it.

**Feel pressure about success:** They experience internal pressure around money, career, status, protecting family and being dependable.

**Successful men have concerns:** They may secretly feel inadequate, behind, replaceable and afraid of failure.

**Require support during difficult periods:** This means more than many men know how to express.

**Peace and kindness:** Men value relationships that feel peaceful, supportive, emotionally stable, affectionate and respectful.

**Relaxed and comfortable home:** They need a sanctuary, a safe space where they can be accepted.

**Often struggle silently:** They have been taught not to complain, cry, appear weak and to "manage themselves."

**Stressed:** This can be manifested through withdrawal, irritability, overworking, emotional numbness or joking about serious matters.

**Silence does not always mean that nothing is wrong:** During these times they will respond better to calm honesty, encouragement, direct communication and teamwork.

**Fear vulnerability:** As it opens them to being judged, losing respect, appearing weak

"We set a target going in. We identified Paula Thompson, Sabrina Spence, and Petal Smith as key attacking threats and focused on limiting Thompson's ability to feed the circle. If we cut down her supply, Sabrina gets fewer shots. That's what we executed."

Goal shooter Vanessa Walker-Blake led Jamalco with 15 goals from 21 attempts. Shania Martin added 13 from 20, while Gezelle Allison contributed nine from 13.

"We showed a lot of guts and determination," Nevers added. "We made tactical changes in the third quarter and built a six-goal lead. When they came back in the fourth, we managed the game. Both teams played well, but we dug a little deeper, and it went our way."

The win reinforces Jamalco's dominance in Jamaican netball, extending a legacy that has seen the team claim the league title in 19 of the past 25 seasons.

or having their emotions "used against" them later.

**Men are diverse and do not want to be compared:** Not all men are stoic, dominant, unemotional or driven by the same things.

**Not mind readers:** They genuinely miss indirect hints or subtle emotional signals and prefer clear communication as directness reduces confusion and defensiveness.

**Require emotional safety:** Need reassurance or emotional care and feel loved when there is trust, peace, loyalty, physical affection, encouragement, being believed in and feeling emotionally safe around a partner.

**Desire partnership:** Men do not want to carry everything alone and want support, shared decision-making, affection, encouragement, loyalty, mutual effort and someone who believes in them.

In conclusion, what many men want most is not perfection from women, but understanding, respect, emotional safety, and genuine partnership. A stronger understanding between men and women creates healthier relationships, families and communities. Let us celebrate with our men in June which is Men's Mental Health Month.

CALL EAP: 876-551-9796



# NEWS LINK

May 29, 2026

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### Employee News



When **Hopeton Shand** joined Jamalco in 1985 as a Trainee Millwright, he was stepping into the realization of a dream nurtured since his days at St. Catherine High School.....

Read more on page 5

### HSE Review

@May 29, 2026

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

### Production Review

@May 29, 2026

	Plan	Actual
Digester	3150	2521
Calciner	3449	2457
Digester Yield	90.3	77.5

## Turbine Generator #4 Project Reaches Key Milestone

The Turbine Generator 4 (TG4) Project has reached a significant milestone in its commissioning phase with the successful completion of steam blowing activities on May 18. The achievement marks another critical step toward the project's projected completion in mid-June.

"This steam blowing activity was carried out to remove scale and debris from the steam supply lines to the turbine," said Hugh Vantage and Power Distribution Manager, **Mark Peterkin**. "Following its completion, final high-pressure steam piping installation was undertaken, along with a short steam blow conducted on Saturday, May 23."

Once commissioned, TG4 will enhance the plant's efficiency and reliability by enabling Jamalco to generate its own electricity. This will reduce dependence on the Jamaica Public Service Company's national grid, except during scheduled maintenance



periods. The installation is also expected to contribute meaningfully to lowering the company's operating costs.

TG4 supports Jamalco's broader energy strategy by strengthening operational resilience and reducing reliance on external power sources.

A further objective is to position Jamalco within the second quartile of the global cost curve for alumina refining, an internationally recognized benchmark for industry competitiveness.

## Paediatric Beds Boost Patient Care at Mandeville Regional Hospital



At the handover of beds to the Mandeville Hospital Paediatric Unit are (from left to right): Director of HR, Security and Corporate Services, **Christopher Buckmaster**; Vice President and Chief Accounting Officer, Century Aluminum, **Rob Hoffman**; General Manager, Clarendon Alumina Production Limited, **Shawna NeasBeth-Castle**; Corporate Communications and Public Relations Manager, **Donna-Marie Brooks**; Member of Parliament for St. Andrew South, **Shirley St. James**; Information, Rhoda-Moy Crawford; Board Chairman, Southern Regional Health Authority, **Michael Stern**; Regional Director, Southern Regional Health Authority, **Michael Bent**; Senior Medical Officer, **Everton McIntosh**; and CEO, Jamaica Standard Products, **John A. Minott**.

Overcoming the need expressed by the hospital, Jamalco responded with the donation to help ease this pressure on the hospital and improve the quality of care for young patients and their families. The new beds have expanded capacity on the ward, creating a more comfortable and supportive environment for children's wellbeing and stability while enabling staff to treat more children.

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## Work Safely



In May we observed Labour Day, so take a moment to remind you of some essential safe work practices:

## 1. Plan Before You Start

A safe job starts with proper planning. Identify the task, assess the risks and assign roles before work begins.

## 2. Wear the Right PPE

Use the correct personal protective equipment for the job. Example gloves, safety boots, helmets, eye protection, or masks.

## 3. Use Tools and Equipment Correctly

Only use tools you are trained to operate. Inspect them before use to ensure they are in good condition and never improvise unsafe methods.

## 4. Practice Safe Lifting

Avoid back injuries by bending your knees, keeping your back straight and ask for assistance when lifting heavy objects.

## 5. Keep the Work Area Clean

Good housekeeping prevents accidents. Keep walkways clear, dispose of waste properly, and ensure materials are stored safely to prevent trips and falls.

## 6. Protect the Environment

Dispose of waste responsibly and avoid harmful practices.

## 7. Look Out for Each Other

Safety is a shared responsibility. Communicate clearly, report hazards immediately and do not ignore unsafe conditions.

## Jamalco Opens Reclaimed Land to South Manchester Farmers

Jamalco has launched a pilot initiative that returns rehabilitated mined land to productive agricultural use, granting eight South Manchester farmers access to parcels for cultivation.

The project marks the first time the company has opened reclaimed land for farming and forms part of its broader community engagement strategy in operating areas.

"This is something the



Jamalco employees tour vegetable farms on reclaimed land.

cabbage, callaloo, okra and string beans without commercial fertilizer, rehy using instead on chicken manure applied during reclamation. The farmers in South Manchester are encouraged by the outcome," David said. "We want more residents to get involved. Farming in this area has declined, so the plan is to work with Jamalco to expand access for others."

Jamalco views the initiative as both a community partnership and a practical

demonstration of land rehabilitation. If successful, the model could be extended to few other reclaimed areas.

Next month, we will share Part Two of this story, featuring David as he discusses the benefits of cultivating reclaimed land and his plans for expanding production in the years ahead.



String beans plants

company has never done before," according to Reclamation and Rehabilitation Supervisor, **Leonard Francis**. "Residents have long asked that once mining ends, the land not sit idle. We listened, and we are now allowing them to plant crops on reclaimed lands for both domestic use and income generation."

Leonard said early results have exceeded expectations. "Farmer David Peddie approached us about farming on the reclaimed land, it was an opportunity to demonstrate that these areas can support healthy crop growth. The initiative is a positive step for both the community and Jamalco."

David, one of the participating farmers, said his crops on the reclaimed plot are larger and healthier than those on his unmined land. He is currently cultivating sweet potato, peanut, melon, cassava, pumpkin,



A healthy sweet pepper plant

## Frankfield Primary and Infant School Boys Receive Life Lessons



Civil Engineering Consultant, Kurt Johnson addressing students at Frankfield Primary and Infant during their Career Day activities.

Jamalco reached out to the next generation of young men recently, joining Frankfield Primary and Infant's "Boys Day" to share guidance on leadership, values and goal setting.

The annual event is designed to groom boys as they transition into young men, helping them realize their full potential and

make positive choices. This year, Civil Engineering Consultant in the Mines, **Kurt Johnson** addressed students and fathers in attendance.

Speaking from personal experience, Kurt challenged the boys to think independently and choose strong role models. He urged them to stand out

from negative trends in society by knowing the difference between right and wrong, adopting good values and attitudes while focusing on long-term career goals rather than short-term material gains.

Johnson also spoke of the role of young men as leaders and providers in

"their communities. "Decide what kind of man you want to be," he told the students. "Remember, one, one coco full basket". Let your goals be your basket and let your dreams and ambition fill that basket."

The session closed with a direct challenge to the fathers present, encouraging them to be active role models so their sons can grow into responsible young men.

The engagement aligns with our ongoing commitment to education and community development in Clarendon and Manchester. The company regularly partners with schools to support youth mentorship and skills development.

Boys Day at Frankfield Primary and Infant is held annually to create a positive space for male students to receive mentorship and practical advice from role models in the community and industry.

## Paediatric Beds Boost Patient Care at Mandeville Regional Hospital

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l-r: Board Chairman, Southern Regional Health Authority, Michael Stern, General Manager, Clarendon Alumina Production Limited, Shance Neisbeth, Castle, John O. Minetti, and Vice President and Chief Accounting Officer, Century Aluminium, Rob Hoffman

General Manager, Clarendon Alumina Production Limited (CAP), Shance Neisbeth Castle emphasized CAP's responsibility to give back to its operating communities. She noted that moments like this highlight how critical strong public institutions are to the recovery of patients in our hospitals. As a government we continue to benefit from Manchester, so we must give back. "This is not our first contribution and will not be our last." She added that, "We don't only measure success by production figures or by export, we measure it by the impact we actually make

on the lives of people and the communities we serve."

Member of Parliament for Central Manchester, Rhoda Moy Crawford also thanked Jamalco for bolstering the hospital's bed capacity which will make a direct difference for families who rely on hospitals, while

allowing patients to be admitted faster and treated in a more suitable environment. A lot of what is not told often enough is the hard work and sacrifices of the doctors and nurses here at Mandeville Regional Hospital," she said.

The project was a collaborative initiative with Mandeville Regional Hospital and Southern Regional Health Authority. For Jamalco, the handover is part of a longer history of involvement in Manchester and Clarendon.

## In the Mailbox

Greetings from the Winston Jones High School family.

On behalf of the administration and staff, we wish to express our sincere gratitude to Jamalco for your generous support of our staff appreciation initiative. Your kind contribution has made it possible for us to recognize and celebrate the dedication and hard work of our team members in a meaningful way.

Your continued partnership demonstrates a genuine commitment to education and community development, and we are truly appreciative of the role Jamalco plays in supporting initiatives that uplift and motivate our staff. This gesture will significantly boost morale and reinforce this spirit of appreciation within our school community.

Thank you for standing with us and for investing in the well-being of those who work tirelessly to serve our students each day. We look forward to strengthening our partnership in future endeavors that positively impact our school and the wider community.

Shane Henry,  
Acting Principal

## IN THE COMMUNITY

### Labour Day Projects Bring Renewal to Communities Across Clarendon and Manchester

Public spaces were refreshed, roads repaired and school facilities upgraded as Jamalco volunteers and community members came together across Clarendon and Manchester for Labour Day 2026. Working under the national theme, **"One People, One Purpose, In All Things, Jamaica Win,"** the coordinated effort touched schools, post offices, roads and a community centre, reflecting a shared commitment to strengthening community infrastructure through hands-on service.

In Hayes, Clarendon, the staff room at Hayes Primary & Infant School underwent a significant transformation. The space received a fresh coat of paint, new doors, upgraded toilet facilities, window blinds and new furnishings, including tables and sofa covers.



Before and after shots of the newly renovated staff room at Hayes Primary and Infant School

office serves nine surrounding communities. Postmaster, Eudel Anderson Thomas expressed over-whelming satisfaction with the results. Twenty-five volunteers turned out for the activity, in-



In the photo at top left: Community Relations Officer Jermaine Foster paints at Porus Early Childhood Institution, while Corporate Communications and PR Manager DonnaMarie Brooks (top right), Gio Vanni Ferguson (Technical) (bottom left) and Retiree Community Council Chairman, Lorine Cousins (bottom right) participate in refurbishing works at Hayes Primary and Infant School.

These improvements are expected to enhance comfort and functionality for teachers and staff. "It makes a real difference for us," said Enrichment Centre Manager, Georgia Bisson. "This is where we plan, meet and socialize daily. Having a refreshed and functional space lifts the entire working environment."

In Manchester, improvement works were carried out across several communities. The Pratlville Post Office in Asia, South Manchester, received a fresh coat of paint with support from the South Plateau Community Council. The post



General Manager, Operations, Richard Russell, paints a section of the Hayes Primary School Staff room.

cluding two Jamalco representatives. President Nicola Baldwin Isaacs said, "Good community spirit prevailed throughout the day." Treasurer Joan Robinson Bliden added that a lot of effort went into the project and "it was great seeing the community come out to support the betterment of our community."

At Porus Basic School, painting works were completed along with the paving of a section of the driveway, improving both

the appearance of the facility and ease of access for students, staff and parents. At Mile Gully High School, two sections of the school compound were resurfaced with concrete to repair damage caused by Hurricane Melissa and reduce the dust nuisance.

In North Manchester, the Community Council and residents repaired potholes along the stretch from Grove Place main road to Mile Gully town centre using white lime and cement. At the Mocho Community Centre, approximately 50 community members and three Jamalco volunteers assisted with debushing the compound and painting the facility.



Photos above show the Pratlville Post Office before and after it was painted by volunteers.

Corporate Communications and Public Relations Manager, **DonnaMarie Brooks** said Jamalco continues to partner with communities on Labour Day projects because meaningful progress is built together. "These projects allow us to invest directly in the spaces where our employees live and where we operate," she said. "By strengthening the social and physical infrastructure, we help create lasting impact and contribute to build a stronger, more resilient society."

Across both parishes, the projects reinforced the role of Labour Day as a platform for meaningful community development. "Labour Day is about service and working together to improve our communities," said Community Relations Officer **Antonio James**, a sentiment echoed by the hundreds of hands that made it happen.

## IN THE NEWS

### Jamalco Formalizes Gender Equity Commitment with New Programme



Jamalco has launched its Gender Equity & Women's Empowerment Programme, formalizing long-standing practices to ensure fairness, respect and equal opportunity across the company.

The Programme took effect on March 16, 2026, following the company's recent ASI audit, which recommended public disclosure of Jamalco's gender equity policy and activities. It applies to all

employees, contractors and interns and covers the full employment lifecycle. "Fairness and respect have always been part of who we are at Jamalco," Director, Human Resources, Security and Corporate Services, **Christopher Buckmaster**, "This Programme gives structure and accountability to those practices, so they are applied consistently and transparently across every role and location."

The initiative focuses on eight key areas: bias-free recruitment and promotion; pay equity based on gender-neutral job evaluation; equal access to training, mentoring and leadership opportunities; maternity protection and job-protected parental leave; zero tolerance for harassment and discrimination; support for women in leadership, technical and operational roles; inclusive procurement practices; and clear governance with regular

monitoring and public reporting.

Under the Programme, Jamalco will review and report gender-related data annually, with a full review of the Programme itself at least every five years. The company says the move aligns its operations with evolving national and international standards.

Buckmaster emphasized that the Programme is a shared responsibility. Leaders are tasked with providing direction and resources, managers with applying fair and inclusive practices daily, and employees and contractors with upholding respectful conduct and speaking up when needed.

He added that formalizing the Programme strengthens Jamalco's commitment to a fair, inclusive and respectful workplace while supporting talent retention and development.

The full policy is available on Jamalco's website. Employees seeking more information can contact the Labour Relations Department.

### Paediatric Beds Boost Patient Care at Mandeville Regional Hospital

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Paediatric Beds

Citing the current shortage of beds and space at the hospital, Guest Speaker and Chairman of the Southern Regional Health Authority (SRHA), Michael Stern said, "This donation is vital for strengthening the hospital's capacity to deliver quality care to the most valuable group, our children and the future of Jamaica." He commended Jamalco for its ongoing corporate philanthropy targeting education, health and community development.

In thanking Jamalco for its ongoing partnership with the hospitals in the region, Regional Director for SRHA, Michael Bent, noted that the beds not only replace the existing ones, but will reduce strain on hospital resources as help to modernize the ward so that the

young patients and the medical team can exist in a more comfortable setting. The beds also meet current safety and clinical standards, ensuring long-term use and contributing to improved patient outcomes.

Vice-President and Chief Accounting Officer, Century Aluminum, **Rob Hoffman** said, we believe that strong communities are built on strong partnerships. "Jamalco remains committed to being a responsible corporate citizen and a reliable partner in community development. We remain steadfast in working hand in hand with our partners to improve lives and build a brighter future for our people, especially where we operate."

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## Ethics Hotline

**Century** ALUMINUM

**ETHICS HOTLINE**

**CONFIDENTIAL ANONYMOUS SECURE**

**Click!**

You have the right and responsibility to speak up if you encounter a situation that may violate our standards of business conduct.

• Improper use of company information	• Accounting irregularities
• Inappropriate gifts, entertainment, or gratuities	• Conflicts of interest
• Theft of funds	• Dishonest communications
• Violations of company policies	• Environmental, health, or safety concerns
• Substance abuse	• Harassment or discrimination

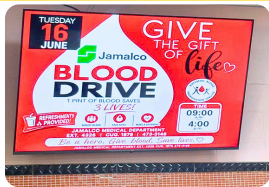
The Century Ethics Hotline is anonymous, free and always available. This is operated by Ethical Advocate, a third party provider.

**INCIDENT REPORTING WEBSITE**

<https://jamalco.ethicaladvocate.com>

## TEAMS STARS

### Digital Information Screens to Strengthen Employee Communication



Team members of Civil Maintenance and MIS install information screen in the staff canteen.

Jamalco has rolled out a new digital communication initiative aimed at improving the flow of information to employees across all operations.

The company has installed the first information screen in the staff canteen at the Refinery using the OptiSign digital signage platform to deliver timely updates directly

to the workforce. The project will be extended to all lunchrooms and some meeting rooms at all Jamalco locations in the coming months.

The project was introduced to address recurring feedback from employees who indicated they were unaware of key notices, events and operational updates. By placing digital screens in high-traffic areas, the organization intends to make important information more accessible and reduce missed communications.

Content for the monitors will be developed and managed by the Corporate

Services Team, ensuring consistency and accuracy across all sites. Employees can expect to see updates on company announcements, safety alerts, HR notices, employee activities and operational reminders.

"Keeping our workforce informed is critical to a safe and engaged workplace," said **Christopher Buckmaster**, Director, Human Resources, Security and Corporate Services. "These monitors give us a direct, visual way to reach employees where they are, every day."

The rollout supports Jamalco's broader goal of improving internal communication and employee engagement through digital tools. Future phases will explore additional content, including recognition features and real-time production updates.

### Top QMS Performance Rankings - Port and Technical Departments



General Manager, Richard Russell presents an award to Technical Services Superintendent, Rachelle Wright while Port Superintendent, Kingsley Duncan accepts his award from Kimberly Sterling Wright.

The Port Department emerged as the top Operations performer in Quality Management System (QMS) performance for Q1 2026. Port earned the highest score of 34 points securing its third consecutive victory. The department achieved an OFI closure rate of 81%, maintained 100% QMS Awareness training compliance and recorded no non-conformities or overdue corrective actions and documents.

The Technical Department led the Service Departments in QMS performance with the highest score of 27 points. The team achieved the highest OFI closure rate of 75%, maintained 100% QMS training compliance, and reported no non-conformities, overdue documents or corrective actions.

Commendation is extended to both teams for their continued commitment to quality, compliance and operational excellence.

### Digestion Employee of the Month

Congratulations to **Milton Morgan** for walking away with the Digestion Department Employee of the Month award for May 2026.

Morgan has demonstrated exceptional dedication, reliability and commitment. He consistently completed assigned tasks efficiently and safely. His ability to work independently, his positive attitude and strong work ethic make him a standout team member.

Milton continues to lead by example through his professionalism, safe work practices and commitment to excellence.

In photo above, Milton collects a certificate and token of appreciation from Department Head, **Gorton Allen**.



## TEAMS STARS

### A Journey of Growth, Grit and Lifelong Learning

#### In the Spotlight with Hopeton Shand



Hopeton Shand

When **Hopeton Shand** joined Jamalco in 1985 as a Trainee Millwright, he was stepping into the realization of a dream nurtured since his days at St. Catherine High School. At the time, he was employed as an Assistant Station Master with the Jamaica Railway Corporation. However, with the bauxite industry on the rise, and encouragement from his brother, then a Jamalco employee, Hopeton seized the opportunity without hesitation. What was intended to be a five-year journey, with plans to further his education as encouraged by his wife, would evolve into a remarkable 40-year career.

From the outset, Hopeton immersed himself in his work, earning respect for his skill, reliability and strong work ethic. He advanced from Trainee Millwright to Grade 1 Millwright, gaining valuable experience across key operational areas including Precipitation, Calcination, Clarification, Digestion and the Port. As Jamalco evolved, so did he, embracing every challenge and opportunity for growth.

Over the years, Hopeton rose through the ranks, taking on increasingly complex leadership roles. His journey saw him serve as Shift Maintenance Supervisor for Raw Materials, Area Maintenance Coordinator for Precipitation and Calcination, and Overall Maintenance Coordinator for the Refinery. He later led as Department Head for Mobile Equipment and Repairs (MER), Rail Track Maintenance, and Rail Equipment Repairs (RER), before transitioning into his current role as Railroad and Mobile Equipment Maintenance Administrator.

A defining moment in Hopeton's career came after decades of service, when, upon requesting a new assignment, he was asked whether he held a degree. Though the question was difficult, it became a powerful motivator. Determined not to be limited, he took decisive action,

enrolling at the University College of the Caribbean, where he earned an Associate Degree, and later at the University of Technology, where he completed a Bachelor's degree in Production and Operations Management, with a minor in Human Resource Management in 2016.

Beyond his technical expertise, Hopeton has also distinguished himself as a leader and advocate. He served for many years as Deputy Chief Union Delegate, Sports Club Captain and Manager of the



Hopeton at work.

that sustained him throughout his journey.

Reflecting on four decades of service, he encourages young professionals to discover their passion, work with purpose, remain disciplined and embrace the opportunities available to them. As he simply puts it, "Jamalco has been good to me." After 40 years of commitment and excellence, it is clear that Hopeton has been equally good for Jamalco.



Hopeton shares a moment with his son, Andre after his graduation.

Jamalco Cricket Team, roles that allowed him to proudly represent the company both locally and internationally. Hopeton represented Jamalco in almost all sporting disciplines: Cricket, Football, Darts, Volleyball, Lawn Tennis and was named as sport man of the year in 1995.

A devoted family man, Hopeton credits his wife and two children for providing the grounding and inspiration



Hopeton's daughter, Micaela (left), son Andre (centre) and wife Karen.