

Interdepartmental Cricket Tournament Set to Bowl Off in Exciting Showdown



The winning 2025 Port Team

Anticipation is at an all-time high as Jamalco's Interdepartmental Cricket Tournament bowls off on Monday, August 10, 2026, with 12 teams gearing up to compete for the coveted HR trophy.

Following a busy off-season marked by strategic transfers and team reshuffles, this year's competition promises to deliver

high-energy action and intense rivalries from the very first match.

Defending champion, Rocky Point will enter the tournament facing a major setback, having lost the leading run scorer of the past five years, **Kevin Duncan**, to last year's finalists, Raw Materials. This high-profile move signals Raw Materials' strong intent to go one step further this season and secure the championship title.

Among the teams generating early buzz are former champion, Precipitation. The team has strengthened its lineup with Captain **Tieno Osbourne**, hard-hitting **Anthony "Zum" Brown**, and the dangerous **Demar Duncan**. With renewed firepower, they are determined to reassert their dominance. Instrumentation is another team to watch, boasting a formidable trio in Captain **Sherwayne Dixon**, **Marcel Parchment**

and **Aaron "RJR" Graham**, whose strong chemistry could prove decisive.

Building 123 will rely on experienced players **Chad Hylton** and **Troy Nephew** to guide their campaign, while Lab/Technical is banking on **Chad Gayle**, **Remito Pryce**, and **Kemoyer "The Destroyer" Brown** to make a powerful impact throughout the tournament.

Fans are watching the highly anticipated clash between Reliability and Planning. Meanwhile, teams such as Stores, Mines and Railroad are emerging, each capable of pulling off surprises.

With 12 teams, one trophy, and plenty of pride at stake, the stage is set for an unforgettable season. The big question remains, who will rise to claim the title?

EAP CORNER

Kindness: A Small Action That Makes a Big Difference



- **Greet others warmly:** A simple "Good morning" or a friendly smile can make others feel welcome.
- **Listen actively:** Give coworkers your full attention when they are speaking and avoid interrupting.
- **Show appreciation:** Thank colleagues for their help and recognize their efforts and achievements.
- **Offer assistance:** Volunteer to help a teammate who is struggling or facing a heavy workload.
- **Be respectful:** Treat everyone with courtesy, regardless of their role or position.
- **Communicate positively:** Use encouraging, polite, and constructive language in conversations and emails.
- **Practice empathy:** Try to understand how others are feeling before responding to a situation.
- **Be patient:** Remain calm and understanding when mistakes happen or when someone needs extra time.
- **Include everyone:** Invite colleagues to meetings, discussions or social activities so that no one will feel left out.
- **Celebrate successes:** Acknowledge both individual and team accomplishments, no matter how small.
- **Give constructive feedback:** Focus on helping others improve rather than criticizing them.

- **Respect differences:** Value diverse backgrounds, opinions, and experiences.
 - **Keep your promises:** Being reliable and trustworthy is a meaningful form of kindness.
 - **Encourage others:** Offer words of support and motivation during challenging times.
 - **Lead by example:** Demonstrate kindness through your own actions and inspire others to do the same.
- Kindness is built through consistent, everyday actions. Even small gestures can strengthen relationships, improve teamwork, and create a more positive and productive workplace.

Let all be KIND!

CALL EAP: 876-551-9796



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Employee News



Growing up in the hills of Northern Clarendon, **Garry Grant** dreamed of serving his country as a police officer. However, his mother, concerned for his safety, encouraged him to reconsider...

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HSE Review

@July 31, 2026

	Plan	Actual
Recordable Injury	0	2
First Aid Injury	2	0
Non-compliance	0	0
Spills to Soil	0	0

Production Review

@July 31, 2026

	Plan	Actual
Digester	3055	2650
Calciner	3079	2304
Digester Yield	91.8	83.8

Turbine Generator 4 Hits Final Commissioning Stage



Members of the Seimens Team (Brazil) and Powerhouse Staff Engineer, **Masharo Williams** (2nd right) paused for the camera following the successful commissioning of TG4.

After more than two years of relentless engineering work, delays and setbacks, Turbine Generator 4 (TG4) is now in its final stages of commissioning, signaling one of the plant's greatest energy milestones to date.

The achievement shifts Jamalco closer to full energy independence and positions the company to become a net supplier of power.

The breakthrough came on Saturday, July 25 at 10:02 p.m. when TG4 was successfully synchronized to the Jamaica power system and generated its first power of 3 Mega-

watts. It was a critical moment that the teams had been working toward since the project was first conceptualized.

Momentum continued and on Tuesday, July 28 at 5:00 p.m., engineers achieved the next major milestone by testing the unit at its full output capacity of 45 Megawatts.

The new turbine is more than just new equipment. It's a strategic pivot. Once fully handed over, TG4 will generate all 35 Megawatts required to power the Jamalco plant, eliminating the company's reliance on the national grid for its operations.

Discussions are underway with the relevant authorities for a licence to sell the excess power to the Jamaica Public Service Company, JPSCo, turning a major cost centre into a new revenue stream.

"This is a great accomplishment for Jamalco and for the communities we serve," said High Voltage and Power Distribution

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Vice President Rallies Jamalco for Recovery Push

"Nothing is impossible." We are in a difficult time, but together we can get through it."

That was the rallying call from Vice President, Operations, **Adriaan Stridom** during his inaugural address to employees. As he set the tone for Jamalco's next chapter, Adriaan charged the workforce to drive efficiency, sharpen discipline and deliver results in the company's next phase of recovery and transformation.

Speaking at the company's recent Leadership Communications Session,



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EHS Tips to Beat the Heat

ARE YOU HYDRATED?

HYDRATION LEVEL	RISK LEVEL	PREVENTION
WELL-HYDRATED	LOW	Continue drinking water and eat salty foods.
MODERATELY DEHYDRATED	MEDIUM	Drink water and electrolyte drinks. Avoid alcohol and caffeine.
SEVERELY DEHYDRATED	HIGH	Stop work immediately. Seek medical attention. Do not return to work until cleared by a medical professional.

Here are practical EHS (Environment, Health & Safety) tips to help you stay safe and productive in hot conditions:

Stay Hydrated

• Drink water frequently, even if you're not thirsty

• Aim for small amounts every 15–20 minutes in high heat

• Avoid excessive caffeine, sugary drink and alcohol

Take Breaks & Pace Yourself

• Take regular breaks in shaded or cool areas

• Avoid overexertion during peak heat hours (11 a.m. – 3 p.m.)

• Rotate tasks where possible to reduce heat exposure

Know the Signs of Heat Stress

Watch for:

- Dizziness, headache or fatigue
- Heavy sweating or in severe cases, no sweating
- Nausea, confusion or fainting

Act quickly: Move to the cool area, hydrate and seek medical help if symptoms worsen

Cool Keep Where Possible

• Take advantage of air-conditioned spaces when available.

Plan physically demanding tasks for cooler parts of the day.

HEAT STRESS



Vice President Rallies Jamalco for Recovery Push

Cont'd from page 1

"Do things the right way," Adrian said. "Pay close attention to measurements. Meet your targets. That's how we win." He also implored employees to work safely, follow the rules and communicate openly.

The message was echoed across the leadership team who presented: raise efficiency, strengthen performance and be laser-focused on cost reduction.

General Manager, Operations **Richard Russell** gave a frank update. Production has been hit by unforeseen events, but the path forward is clear. Key drivers include better precipitation yield, full commissioning of TG#4, restoring failed washers, reducing spills and tighter control of lime and flocculant use.

"It is critical that we improve production to over 3,000 tons," Richard stated. He noted that challenges persist in the Precipitation and Clarification Departments but expressed confidence that the organization can recover. The Clarification team is working to bring the offline washers back online before the end of Q3.

With alumina prices near US\$600 per ton, Director, Accounting and Finance **Eduardo Reis**, who is doing his second stint at Jamalco, said the opportunity is



Vice President Operations, **Adriann Stydom** addresses employees at the Leadership Communication Session.

clear. Jamalco can only capitalize on this opportunity if costs remain tight." His directive was firm: "No discretionary spending will be accommodated at this time," he told employees. "Cost stability and higher output are the financial priorities."

Director of Health, Safety & Environment (HSE), **Andrea Spence** reported zero DART cases since January. However, with 7 recordable injuries in the first half of 2026, she called for renewed focus and training with a goal of zero for rest of the year.

New VP Meets with Community MPs



Vice President, Operations, **Adriann Stydom** is wasting no time getting to know community leadership. He recently met with Members of Parliament (MP) representing Jamalco's operating communities to introduce himself and listen first. The conversations focused on current community relations, key

challenges on the ground and where Jamalco can build stronger, more meaningful partnerships.

As the new leader, it was important to meet and hear directly from our MPs," Adrian said. "Our aim is to work together and ensure what we do create a win-win for both parties." Adrian added that understanding what matters most to the communities we serve is how we make sure our work has real impact.

The engagements mark the start of a renewed focus on collaboration as Jamalco continues to align its operations with community priorities.

Harmons Valley and North Manchester Corner League Kicks Off

Jamalco has reaffirmed its commitment to community development through sport with its support of the Harmons Valley and North Manchester Football Leagues, which were officially launched recently. The Harmons Valley launch took place at the Harmons Community Centre and Playfield, while the North Manchester competition also got underway with strong community participation, marking the start of what promises to be an energetic and engaging football season.

The Harmons Valley opening attracted over 250 spectators who gathered to witness the ceremonies and opening matches. Eight teams took part in the launch, including Victoria Town, St. Tools, Reeveswood, Point Hill, Stars Academy, Top Broadleaf, Bottom Broadleaf and Juicebeef. Proceedings began with a vibrant street parade, followed by the official greeting of teams by Community Relations Officer **Jermaine Foster** and Community Council Representative, Craig Pitter.

Following the formalities, the competition kicked off with two exciting matches. In the opening game, Point Hill delivered an impressive



Photo above showcase the teams from North Manchester before the Kick-offs.



Photo above showcase the teams greeting each other before the game.

performance, securing a commanding 5–0 victory over Broadleaf and setting the tone for the tournament.

Meanwhile, in North Manchester, a nine-a-side community football league is underway, featuring seven participating teams: Evergreen, Comfort Hall, Mile Gully High School, Mile Gully Community Club, Greenmount/Bushy Park, Balenure, Litchfield and Hasty Good. The launch event included remarks from Member of Parliament **Mikael Phillips**, who encouraged players to compete with discipline and sportsmanship, emphasizing the importance of maintaining good conduct throughout the competition.

Teams in the North Manchester league will compete for a top prize of \$50,000, with the runner-up receiving \$30,000. The competition is expected to conclude on the last weekend of August, while the overall league schedule runs through to September, with matches being played as Sunday doubleheaders.

Harmons Valley Community Council Extends Compassion Through Outreach Initiative



Member of the Harmons Valley Community Council, **Alicia Jones (R)**, hands over lunch to an elderly resident.

On June 23, 2026, the Harmons Valley Community Council demonstrated the true spirit of community care through an outreach initiative aimed at supporting some of the most vulnerable individuals across the operational area.

During the activity, Council members provided warm, cooked meals and beverages to approximately 30 elderly, indigent, and homeless persons. The initiative brought nourishment to recipients, while reinforcing the values of compassion and unity within the community.

What made the effort even more commendable was the dedication of the Council members themselves. Despite many being unemployed or serving as Jamalco Observers, they generously contributed their time, energy and personal resources to ensure the success of the outreach.

Chairperson of the Harmons Valley Community Council, **Alton Gregory**, expressed

expressed his appreciation for the collective effort, noting that he was deeply encouraged by the level of commitment shown through donations, labour and teamwork in support of those in need.

Community Relations Officer, **Jermaine Foster**, also praised the group for their meaningful contribution to nation-building and community development. He commended their impact and challenged the Council to continue expanding their outreach efforts to further uplift communities.



IN THE COMMUNITY

Community Spirit Shines at Boom Ball Cricket Competition

The crack of the bat, the roar of the crowd, and the unmistakable rhythm of community pride filled Sweetland Ball Field recently, as the 2026 South Manchester Boom Ball Cricket Competition bowled its final over after two months of spirited play.

After eight weeks of competitive cricket, energetic support and memorable displays of sportsmanship, Lancaster rose above a field of 11 teams to claim the championship title, defeating Hermitage in a commanding final showdown.

In the championship match, Lancaster's attack proved relentless, bowling Hermitage out for 86 runs before racing confidently to 87 runs in just eight overs, with two full overs to spare. The victory sealed a dominant campaign and sparked jubilant celebrations among players and supporters.

Earlier in the day, Ellen Street captured third place in a lively playoff that set the tone for an exciting finale, while Hermitage secured second place after a



Corporate Communications and Public Relations Manager, DonnaMarie Brooks, hands over the trophy to the winning team from Lancaster.

the Boom Ball competition exceeded all expectations."

For DonnaMarie, the tournament's success was measured not only by the runs scored or trophies awarded, but by the way it brought communities together. "Sport has a unique way of bringing people together. It builds discipline, teamwork and community pride," she added. "This competition is a perfect example of that spirit in action."

She also reaffirmed Jamalco's commitment to supporting activities that uplift communities and create positive outlets for residents. "At Jamalco,

we believe in investing in people and in the BoomBall Cricket competition allows us to contribute to healthy lifestyles, unearth new talents and strengthen the bonds that hold our community together."

Beyond the final scores, the competition became a gathering place for families, friends and supporters

across South Manchester.

It offered young people a positive recreational outlet, showcased local talent and strengthened the connections that make community life vibrant.

As the final ball was bowled and the champions celebrated, one thing was clear, the 2026 South Manchester Boom Ball Cricket Competition delivered far more than cricket. It delivered pride, togetherness and renewed excitement for what future tournaments can bring.

Thank you Letter

Good day Ms. Brooks

On behalf of the organizing committee, I extend sincere gratitude for your generous contribution and support towards our Health Fair and Back-to-School Treat. Your sponsorship played a significant role in the success of the event and helped us make a meaningful impact on the lives of many families and children within our community.

Your willingness to partner with us demonstrates a strong commitment to community development and social responsibility. Because of your support, we were able to provide valuable health services, educational assistance, and much-needed resources to those we serve.

To show our thank you, a special appreciation token will be delivered to you shortly in recognition of your contribution and partnership.

Thank you once again for your generosity and support. We look forward to continuing this valued relationship in the future.

Kind regards,
Cidonee Ashley
Event Coordinator
Royal Flat Health Fair & Back-to-School Treat



Corporate Communications and Public Relations Manager, DonnaMarie Brooks, celebrates with the winning team.

strong run throughout the tournament.

Corporate Communications and Public Relations Manager, DonnaMarie Brooks commended the teams, organizers and supporters for making the competition a standout community event.

"Thank you for showing up for the games and for the sportsmanship," DonnaMarie said. "There were good vibes and energy, an event that residents truly looked forward to. In essence,

IN THE NEWS

Jamalco Awards \$23 Million in Scholarships

Education remains the most powerful catalyst for community upliftment and national growth. Demonstrating their deep commitment to that belief, Jamalco and Century recently awarded nearly J\$23 million in scholarships and grants to 101 exceptional high school and tertiary students at its annual Education Assistance Awards Ceremony, hosted at the Wembley Centre of Excellence.

Delivering the keynote address as guest speaker, Minister of Education, Youth, Skills and Information, Hon. Rhoda-Moy Crawford, praised Jamalco's sustained educational investments despite broader economic pressures while offering inspiring words to the scholars and their families. "Success is attainable regardless of your circumstances," Minister Crawford encouraged the recipients, describing Jamalco's continued support as "a strong demonstration of confidence in Jamaica's future."

The ceremony marked 20 years of



Jamalco 2026 Scholarship Awardees pause for a photo with Jamalco Executives.

noted, commending the awardees for their dedication and academic resilience.

Adriaan highlighted that this year's effort builds on a long history of giving back. In the previous year alone, Jamalco in partnership with co-owner Century Aluminum

that targeted educational funding remains one of the most effective ways to transform lives and strengthen local communities.

Selected from a competitive pool of more than 450 applicants, this year's 101 core scholarship recipients include 61

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Century High Achievers Scholars display their commitment letters with Jamalco Executives.

Jamalco expanding educational access across Clarendon and Manchester.

Vice President of Operations, **Adriaan Strydom**, underscored that nurturing local talent is a shared national responsibility. "Supporting education is a critically important building block to nation-building," Adriaan



An elated Jamella McPherson collects her award from Director of Maintenance, Joseph Williams

distributed over J\$25 million in scholarships, bursaries and book grants to nearly 400 recipients across the region.

Reaffirming the government's alignment, General Manager of Clarendon Alumina Production, Shanice Neisbeth Castle, added

Ethics Hotline



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
- Conflicts of interest
- Inappropriate gifts, entertainment, or gratuities
- Deceptive communications
- Theft or fraud
- Environmental, health, or safety concerns
- Violations of company policies
- Harassment or discrimination
- Substance abuse

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>

IN THE NEWS

Major Overhaul of Calciner #1 Underway

Jamalco has begun its most critical maintenance project of the year with the full overhaul of Calciner #1, a 35-day operation that got underway on June 28 and is slated for completion on or before August 2.

The overhaul is the centerpiece of Jamalco's annual maintenance calendar. Each year, one of the refinery's three calciners, along with its Electrostatic Precipitator and Dust Handling System is taken offline for a complete rebuild. This cycle, the spotlight is on Unit 1.

"This is a refinery-sustaining activity. It's how we protect our production capacity, ensure stable operations, and avoid the far greater cost of an unplanned breakdown," explains Planning and Civil Shops Superintendent, **Hayden Shields**.

The work is extensive. Crews are conducting a full demolition and renewal of the calciner's refractory lining, the specialized heat-resistant material that allows the unit to operate safely at extreme temperatures.

Approximately 320 tons of refractory material will be replaced across the Furnace, Pre-heat Furnace, Holding



Calciner Unit #1

Vessel, and D1 Duct. That's up from 250 tons during the 2024 overhaul.

Because these materials erode over time, the unit must be shut down for renewal. The planned outage is a deliberate strategy to prevent costly, unpredictable failures during peak operations.

The project is being driven by a Planning and Reliability-led team of some 100 Jamalco employees including Maintenance Coordinators, Reliability and specialists in Mechanical, Electrical, Instrumentation,

Civil and Process Departments

They are supported by Technical Services, Central Shops, EHS, Medical, Procurement, Security, Stores and Traffic. The effort is further scaled by over 525 local and overseas contractors mobilized across all phases.

The team has made steady progress without encountering any significant delays, with very strong management of the EHS systems," Hayden said.

Detailed planning for the overhaul began 24 months ago. The project follows the successful completion of the Calciner #3 overhaul in November–December 2024. With more than 1000 people on site, safety remains the non-negotiable priority.

"We remain confident that all activities will be completed with a dedicated focus on employee and contractor safety, quality workmanship and strict adherence to the approved schedule," Hayden stated.

Once complete, the renewed Calciner #1 will return to service with improved reliability, supporting Jamalco's commitment to efficient, safe, and consistent alumina production for the year ahead.

Jamalco Awards \$23 Million in Scholarships

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61 returning scholars and 40 new awardees. Among them, 20 high-achieving students received prestigious Century Alumnum High Achievers' Scholarships valued at \$350,000 each totaling \$7 million.

The initiative extends comprehensive support across multiple levels of education:

- Approximately 350 students will receive direct book assistance ahead of the new school term.
- 10 primary school graduates received Primary Exit Profile (PEP) scholarships to smooth their transition into high school.

Manager of Corporate Communications and Public Relations, **DonnaMarie Brooks** emphasized that Jamalco routinely allocates more than half of its community development budget to

education. "This ceremony is more than a typical presentation, it is a celebration of promise, perseverance and possibility," she stated.

Century Alumnum Scholarship recipient, Marvin Whyte, a law student at the University of the West Indies (UWI), expressed deep gratitude as he works toward becoming a corporate lawyer. "This scholarship is an investment in my future and a reminder of the importance of giving



General Manager of Clarendon Alumina Production, (CASP), Shantice Neishbeth Castle presents a scholarship to first year student at UWI, Monroviaque Campbell.



Law students, Shakila Stewart and Marvin Whyte expressed appreciation to Vice President Operations, Adrian Strydom (left), and Manager, Corporate Communications and Public Relations, DonnaMarie Brooks.

back," Marvin shared. "My ultimate aspiration is not only to build a successful career, but also to become a source of hope and opportunity for others."

To qualify for the Jamalco Community Scholarship Programme, applicants must maintain a minimum B+ average or a 3.0 GPA while demonstrating compelling financial need ensuring that the company continues to champion dedicated, high-achieving leaders of tomorrow.

TEAMS STARS

A Gesture of Care: Jamalco Enhances May Pen Hospital's Accident and Emergency Ward



Corporate Communications and P.R. Manager, **DonnaMarie Brooks** (centre) cuts the ribbon to the chairs donated by Jamalco to the Accident and Emergency (A&E) Ward at May Pen Hospital. Sharing the moment are (l-r): Dr. Andrea Johnson (Consultant, A&E Ward), Manager and Director of Nursing Services, Yvonne Brown Smith, Dr. Natoya Hall-Okor, Consultant A&E Ward and Acting Chief Executive Officer, Stacy-Ann Edwards.

In the Accident and Emergency (A&E) Department at a hospital, every chair holds a story. Some carry the weight of anxious families waiting for news; others offer rest to patients facing unexpected moments of uncertainty. It was with this spirit of compassion and community partnership that Jamalco donated 40 new chairs to one of the high-traffic and emotionally charged areas - the Waiting Area at the May Pen Hospital.

The official handover ceremony, held recently at the hospital, brought together company representatives and hospital leadership in a gesture that underscored Jamalco's enduring commitment to the people of Clarendon. The chairs are not just as pieces of furniture; they are expected to meaningfully improve the comfort and experience of those passing through the department.

Presenting the chairs on behalf of Jamalco, Manager of Corporate Communications and Public Relations, **DonnaMarie Brooks**, framed the contribution as an expression of the company's deeper values. "We are here today, not merely to hand over 40 chairs, but to reaffirm something far more meaningful: the power of community, compassion and partnership," she stated.

DonnaMarie noted that the May Pen Hospital serves Jamalco employees, their families and the broader Clarendon community, making investment in the institution an investment in the people Jamalco interacts with every day. "The A & E Department is often where life's most difficult

moments unfold, where individuals arrive unexpectedly, where families wait anxiously for news, and where dedicated healthcare professionals respond with skill, urgency and compassion. By supporting this institution, we are, in essence, supporting one another," she added.

Hospital representatives welcomed the donation, noting that improvements to the waiting area are an important part of enhancing the overall patient-care environment. They expressed appreciation to Jamalco for responding to a practical need that will benefit patients, relatives and staff who interact with the A & E Department.

Acting Chief Executive Officer of the May Pen Hospital, Stacy-Ann Edwards, expressed sincere gratitude on behalf of the institu-

tion, describing the chairs as a meaningful investment in patient well-being. She noted that quality, comfortable seating reflects the Ministry of Health and Wellness's commitment to dignified patient-centered care.

Dr. Andrea Johnson, Consultant in charge of the A & E Ward, highlighted the direct impact the donation will have on patients and their families. "The seating will enhance the experience for clients, families and even the staff of the May Pen Hospital. Jamalco, your generosity is really appreciated. It will improve the image of the A&E Department and the May Pen Hospital."

Consultant in the A & E Unit, Dr. Natoya Hall-Okor, presented Jamalco with a token of appreciation on behalf of the hospital, commending the company for identifying and addressing a critical gap in patient comfort and care.

Grand Prize Winner Announced in FIFA World Cup Raffle



First place winner in the FIFA World Cup Raffle staff engagement activity, **Alia Campbell** collects her gift from Manager, Corporate Communications and Public Relations, **DonnaMarie Brooks**.

Jamalco's FIFA World Cup staff engagement activities reached an exciting climax on July 19 with the announcement of the much-anticipated Big Raffle Giveaway winner.

As part of the initiative, employees were invited to test their football instincts by predicting the winning country of the 2026 FIFA World Cup. The response was overwhelming, with over 200 entries submitted across the company.

Emerging as the standout winner was Alia Campbell, whose accurate prediction that Spain would lift the coveted World Cup trophy secured her the grand prize, a 45-inch Smart Television.

The raffle added an extra layer of excitement to Jamalco's World Cup-themed activities, bringing employees together in a shared celebration of camaraderie and workplace engagement.

Congratulations to Alia on her big win!

TEAMS STARS

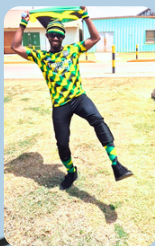
Celebrating Jamaica's 'Emancipendence'



Donnette Bent (Planning)



Taneisha Murray (Rocky Point Port)



Chad Gayle (Lab)



Renée Shirley (EHS)



Cleve Russell (Finance and Accounts)



Tahjerna Maragh (Refinery Automation)



Kalecia Wright (Refinery Automation)

Jamaico employees brought vibrant energy and cultural pride to this year's "Emancipendence in Style" Photo Challenge, celebrating Jamaica's rich heritage through bold, creative expression.

From striking displays of black, green and gold to powerful interpretations of Emancipation and Independence, participants showcased not only their

style but their deep appreciation for Jamaica's history and identity, making the selection of winners no easy task. We are proud to highlight the outstanding individuals whose looks captured the true spirit of Emancipendence, while also recognizing all participants who participated and made this engagement a success.

The top three winners are first place, **Donnette Bent** (Planning), 2nd place, **Taneisha Murray** (Rocky Point Port) and 3rd place, **Chad Gayle** (Lab).

At the heart of every operational breakthrough is a team willing to challenge the status quo. The successful completion of Jamaica's Mud Harvesting Kaizen stands as a powerful example of that mindset, delivering significant storage recovery gains while establishing new benchmarks for efficiency and performance.

Conducted from June 2 to June 30, 2026, the Mud Harvesting Kaizen focused on restoring storage capacity within RSA 5 through the strategic relocation of residue mud to RSAs 3 and 4. What began as a targeted operational initiative evolved into a demonstration of teamwork, innovation and disciplined execution.

Over 21 operation days, the team completed an impressive 2,322 truck trips, averaging 111 trips per

day and consistently exceeding expectations. The daily target of 100 trips was surpassed on 14 occasions, reflecting the effectiveness of the improvements implemented throughout the Kaizen.

Beyond the impressive production figures, the Kaizen provided valuable operational insights. The team successfully validated optimum operating practices, identified key constraints affecting productivity and established a standardized operating model that will support efficient mudmoving operations going forward. These outcomes create a strong foundation for sustaining improvements and maximizing future storage recovery efforts within RSA 5.

According to Business Transformation Manager, **Debbie-**



Mud farming in action at the RSA

Turbine Generator 4 Hits Final Commissioning Stage

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Manager, **Mark Peterkin**. "For the first times since 2021, we will be powering our own plant and be able to again sell power to the national grid. TG4 represents energy security, cost stability and our long-term commitment to sustainable operations."

The journey to this point was not easy. The TG4 project faced months of delays due to global supply chain disruptions and complex technical integration work. But cross-functional teamwork kept it moving.

Final online testing of the turbine is presently continuing. All testing is expected to be completed by Friday, July 31, after which TG4 will be officially handed over to Powerhouse personnel



Interior view of Turbine Generator 4

for normal, full-time operation.

Members of the leadership team extend special commendations to every team involved in bringing TG4 to life, including the Powerhouse, Powerhouse Restoration and Quasar teams, the CAPEX Project Team, and the technical specialists from Siemens Brazil who partnered on the installation and commissioning.

"This milestone belongs to every electrician, engineer and operator who stayed the course," Mark added. "Your expertise and perseverance have delivered energy independence for Jamaica."

TEAMS STARS

Mud Harvesting Kaizen Delivers Significant Gains in Efficiency Storage Recovery



Pictured (l-r) are **Twidlyn Douglas** (JBS Support), **Kerone Watson** (RSA), **Deomongo Holmes** (JBS Support), **Shanelle Salmon** (JBS), **Lincoln Whyte** (RSA) and **Marc Wright** (RSA).

Ann Fagan-Warren, "The conclusion of the Kaizen represents more than the end of a project. It signals the transition of successful improvement initiatives into standardized business practices. Sustaining these gains will require disciplined execution, performance monitoring, strong leadership and a continued focus on continuous improvement. By embedding these practices into daily operations, the organization is better positioned to improve efficiency and optimize storage management."

Debbie-Ann had special recognition for the initiative's success. Commendations to **Lincoln Whyte** for the vision behind the project and **Shanelle Salmon** for her strong reporting and coordination efforts. She also lauded the unwavering commitment demonstrated by both the RSA and Kaizen teams throughout the exercise. Praise was also extended to **Deomongo Holmes** and **Twidlyn Douglas**, the process coordinators whose attention to detail and operational oversight played a critical role in achieving the results.

TEAMS STARS

Jamalco Empowers Near-Retirees for Life After Formal Work



Employees listen attentively to the presenters at the Retirement Seminar.

Retirement isn't simply the end of a career; it's the launchpad for a brand-new season. With that vision at the forefront, Jamalco recently hosted an empowering retirement planning seminar for more than 90 long-serving employees set to transition out of the workforce over the next one to five years.

Bringing together a distinguished panel of financial strategists, social welfare experts and academic leaders, the session transformed traditional retirement preparation into an interactive masterclass on wealth preservation, health and personal purpose.

Delivering key remarks, Vice President of Operations, **Adriaan Strydom** commended the attendees for the immense legacy they have built throughout their years on the job, while urging them to leave a lasting impact before stepping into their next phase.



Lecturer at the University of the West Indies, Sandra LeBeau delivers a presentation to the near-retirees on Aging Well: Navigating the Social, Psychological and Cognitive Components of Aging.

He encouraged participants to actively mentor the rising generation of workers. "Share the knowledge and experiences you have gained, not only from a professional environment but also from a personal environment. Share it with the next generation because they will have to work to ensure that your retirement stays intact."

Adriaan also offered a clear, practical warning about safeguarding their financial future once they leave active service.

"Be very careful who you trust with your money and retirement funds, because if it dries up, it is done; there is no opportunity to revisit the stream," he emphasized. He cautioned against hasty investment decisions and urged the employees to consult proven industry professionals. "Take the advice of people who know the business. Use the opportunity to ask the right questions until you are comfortable with making the right decision."

Corporate Communication and Public Relations Manager **DonnaMarie Brooks** delivered greetings on behalf of HR, Security, and Corporate Services Director **Christopher Buckmaster**, who is away on vacation.

Reflecting on the hard work that built Jamalco's foundation, Ms. Brooks noted that just like a major plant operation, transitioning out of corporate life requires careful planning.

"Retirement isn't the end of work; it's the start of freedom with a plan,"

Ms. Brooks underscored. "We want to see you step into this new season confident, prepared, and excited for what lies ahead. The good thing is you already have what it takes; the discipline, experience and the Jamalco work ethic, which does not retire."



Attendees jot down key takeaways as the presentation progressed.

Outstanding Employee

Congratulations to **Hocwayne Green-sword** on being named Powerhouse Employee of the Month for June 2026.

Hocwayne played a critical role in Power-house operations throughout the month, consistently demonstrating dedication and reliability. He willingly goes above and beyond his core duties, particularly in supporting activities related to S.T.G. #4 and is always ready to assist when called upon.

His commitment and work ethic have earned him this well-deserved recognition.

The Powerhouse leadership team commends Hocwayne for his outstanding performance and continued contributions. In photo above Hocwayne collects a token and certificate from Powerhouse Superintendent, **Leighton Campbell**.



TEAMS STARS

The Unstoppable Career Journey of Garry Grant



Garry Grant

"Be confident in your voice. You don't have to change who you are to succeed. Be strong, be professional, but most of all, be you."

Growing up in the hills of Northern Clarendon, **Garry Grant** dreamed of serving his country as a police officer. However, his mother, concerned for his safety, encouraged him to reconsider. Respecting her wishes, Garry chose a different path and pursued teacher training in Industrial Techniques at Thompson Town High School, specializing in Building Technology and Technical Drawing. There, he began shaping young minds, but deep within, his desire to serve never faded.

At age 22, Garry made a pivotal decision that would define his future, he sat the entrance examination for the Jamaica Defence Force (JDF). After successfully navigating the rigorous selection process, he embarked on a distinguished military career spanning over a decade. His service, which concluded with his retirement in 2024, was marked by discipline, commitment and a deep sense of national duty, qualities that continue to define him today.

"Growing up in Jamaica, I saw the impact of crime and violence and wanted to help solve the problem," Garry reflects. That calling began even earlier during his time with the Jamaica Combined Cadet Force, where he developed a passion for leadership, structure and service. Rising through the ranks to Lieutenant, he built a strong foundation grounded in discipline, integrity, teamwork and responsibility.

These early experiences shaped Garry's professional journey and fueled his transition into security leadership. Today, as a Security Supervisor at Jamalco, he applies his extensive military training and expertise in security and intelligence-led operations to strengthen the company's security efforts.

What truly distinguishes Garry is his unwavering commitment to personal and professional development. He has built an impressive academic portfolio, including a Postgraduate Diploma in Security and Strategic Leadership and a Master of Science in Security and Risk Management from the University of Portsmouth. He also holds advanced qualifications in Strategic Management and Leadership, along with a Master of Business Administration from Universidad Isabel I in Spain.

Garry's dedication extends beyond academics. He is an active member of several professional organizations, including the Association of Certified Fraud Examiners (ACFE), the Project Management Institute (PMI), and ASIS International, demonstrating his commitment to excellence, ethics and global best practices. Currently, He is pursuing a Doctor of Business Administration (DBA) at Acacia University in the United States, focusing on leadership, organizational resilience and policy development. His work reflects a forward-thinking approach to strengthening security systems and driving impactful change.



Garry delivering a presentation to a group of boys at a school.

For Garry, education and experience go hand in hand. "Life is a risk," he says, "so risk it in service for the community and the country." This philosophy continues to guide both his career and personal mission.



Young Garry as an Officer at the Jamaica Defence Force

Looking ahead, Garry is committed to sharing his knowledge through mentorship, teaching and continued contributions to Jamalco. He hopes to inspire the next generation, especially young people interested in security to pursue excellence with focus and determination.

Above all, Garry remains driven by a deep personal goal: making his mother proud. The same mother who once feared for his safety has witnessed him build a life of purpose, impact and achievement. For **Garry Grant**, that may be his greatest achievement of all.



Garry at work.