

TEAM SPORTS

2026 Interdepartmental Cricket Season Opens with Exciting Action

The 2026 Interdepartmental Cricket Season bowed off on Monday, August 17, with three matches producing dominant performances and an early glimpse of the teams to watch.

Lab/Technical struggled after being sent in to bat, managing just 58 runs from eight overs. **Chad Gayle** provided the main resistance with an unbeaten 25. B123 made light work of the chase, with openers **Chad Hylton** and **Steven Brown** attacking from the start to race to 59 without loss and secure a convincing victory.

The highly anticipated Reliability vs Planning match was reduced to eight overs per side after a late start. Planning chose to field and restricted Reliability to 48/6, with **Maurice Robinson Jr.** top-scoring with an unbeaten 18.

The Planning team started explosively when **Davion Jones** hit the second ball



Rocky Point's batsmen, Troy Allen (left) and Kamar Patton (right) remained unbeaten, scoring 18 and 51 runs, respectively.

for six, but he was dismissed on the very next delivery. The innings subsequently lost momentum. Despite a late effort from **Corvette Madden** and **Hayden Shields**, Planning fell 10 runs short, handing Reliability the victory.

Defending champions Rocky Point sent

an early warning to the competition with a commanding victory over the Mines team. Mines posted 75/8, led by **Jevonte Thompson** (24) and **Emeko Anson** (17). Rocky's **Fitzroy Carib** (3/4) and **Henry Edwards** (2/16) led the bowling attack.

Rocky Point then produced a clinical chase, powered by **Amar Patton**'s unbeaten 51 from just 17 balls, including five sixes and four fours.

Troy Allen added an unbeaten 18 as Rocky Point secured the biggest winning margin of the competition so far.

The 2026 Interdepartmental Cricket Season is officially underway and if the opening games are anything to go by, there is plenty more excitement to come!

EAP CORNER

Back to School: Building Confidence, Safety, and Resilience



Helping a child return to school after a break can be easier when you prepare both practical routines and emotional coping skills.

Before school starts:

- **Re-establish routines:** return to regular bedtimes, wake-up times, meals and morning routines.
- **Talk about expectations:** Ask what they are looking forward to and what they are worried about. Listen without immediately trying to fix everything.
- **Prepare together:** Organize uniforms/clothes, school supplies, lunch and transportation so that the first days will feel less rushed.

- **Practice the morning:** A trial run can help younger children feel more confident.
- **Reassure them:** Remind your child that feeling nervous about returning to school is normal and that they can come to you with their problems.

If your child is being bullied teach them to:

- **Tell an adult:** encourage them to report bullying to you, a teacher, counsellor, principal or another trusted adult. Make it clear that asking for help is a good thing to do.
- Stay near trusted adults or supportive friends when possible.
- **Use a calm, confident response:** such as "Stop. I don't like that," and walk away when it is safe.
- **Avoid fighting back:** which can escalate the situation.
- **Keep a record:** document repeated incidents, including dates, locations, what happened and who was involved, especially in the case of cyberbullying.
- **Save evidence:** of threatening or

abusive messages rather than responding to them.

Watch out for warning signs:

- Persistent changes such as reluctance to attend school
- Frequent stomach aches or headaches, sleep problems, withdrawal, falling grades or lost belongings.
- Sudden changes in mood or friendships.

If bullying involves threats, physical violence, sexual behavior, serious harassment, or your child says that they don't feel safe, contact the school promptly and seek appropriate professional help. If there is an immediate danger, prioritize getting the child to a safe place and contacting emergency services. Most importantly, believe your child, stay calm and keep communication open. A child is more likely to tell you about their problems when they know they will not be blamed or dismissed.

CALL EAP: 876-551-9796



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Employee News



For **Kirk Newell**, a Planner in Jamalco's Reliability Department, construction isn't just a career, it is a family inheritance...

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HSE Review

@August 28, 2026

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

Production Review

@August 28, 2026

	Plan	Actual
Digester	3273	2141
Calciner	3272	1801
Digester Yield	92.4	77.4

NEWSLINK

Jamalco Renews Commitment to Safety with 10 Golden Rules Relaunch



Vice President of Operations, Adrian Strydom.

Jamalco has reaffirmed its commitment to workplace safety with the relaunch of the 10 Golden Rules for Safety. Held under the theme "10 Rules, One Promise: Work Safe to Get Home Safe," the session underscored that the Golden Rules are more than workplace requirements. They represent a shared pledge to make safety the foundation of every decision and action.

Manager of Corporate Communications

and Public Relations, **Donna Marie Brooks**, who coordinated the activity and served as MC, said the relaunch was about more than a policy update. It was a renewal of Jamalco's collective promise to put safety first. "It is about building a strong safety culture where each of us takes personal responsibility, not just for ourselves, but for our coworkers as well," she stated. DonnaMarie noted that the rules are being spotlighted again because the same critical risks continue to contribute to serious and fatal incidents across the mining industry, including lifting, confined spaces, energy isolation, driving and working at height. "That is why these rules are non-negotiable. That is why we are spotlighting them," she declared.

Prior to the event, employees took part in a Jamalco-commissioned poll to identify which of the 10 Golden Rules are violated most often at the company. The results showed mobile equipment ranked highest, followed by pedestrian safety and ergonomics.

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Strengthening the Link Between Bauxite Quality and Refinery Performance

A cross-functional team of employees is strengthening the link between bauxite quality and refinery performance through Bauxite Quality Connections, a 12-week initiative focused on the bauxite value chain. The programme is designed to improve consistency across the process while supporting safe, reliable and efficient operations.

The initiative brings together employees from across the business to examine critical stages of the value chain, from exploration and train loading to stockpiling, reclamation, clarification, processability and sampling. Through weekly collaborative sessions, participants are evaluating how upstream bauxite quality influences downstream refinery



Team 2 of the Bauxite Quality Connections Initiative during a Gamma Walk of the Bauxite Stockpiling to Reclamation process flow. Pictured from left are Raw Materials Administrator, Paul Martin, Vice President, Jamalco Operations, Adrian Strydom, Transformation Manager, Debbie Ann Fagan, Warren, General Manager, Richard Russell, Technical Department, Chad Gayle and Jermaine Green of Raw Materials.

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Editor: **Donna Marie Brooks**. Associate Editor: **Nadene Newsome**. Sub Editors: **Antonio James, Jermaine Foster, Errol Duvey and Tamarah Jacobs**

Contributors of this issue: **Michelle Hodges, Kirk Gordon and Kirk Newell**.

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The 10 Golden Rules For Safety



STOP FOR SAFETY -

My FIRST PRIORITY is for me and my colleagues to get home safely.

MOBILE EQUIPMENT -
PROTECT yourself and others.

CONFINED SPACE
Obtain AUTHORIZATION before entering

CRANE SAFETY -
The crane operator has the ULTIMATE RESPONSIBILITY for operating it in a safe manner.
HAZARDOUS ENERGY -
Verify ZERO ENERGY and ISOLATION before work begins
LINE OF FIRE - Keep yourself and others out of the LINE OF FIRE.

ERGONOMICS - Be AWARE of ergonomics risks in the task and workplace.

WORKING AT HEIGHTS -
PROTECT yourself against falling.
PEDESTRIAN SAFETY - NEVER ASSUME that drivers can see you.
CHEMICAL MANAGEMENT -
Be AWARE of hazardous chemicals in the workplace.

Remember, no risk is worth your life!

10 Rules. 1 Promise. Work Safe to Get Home Safe.

Jamalco Renews Commitment to Safety with 10 Golden Rules Relaunch

Cont'd. from page 1

Addressing the findings, Director of Health, Safety and Environment, **Andrea Spence**, spoke to violations she has observed relating to mobile equipment and the use of pedestrian crossings. "When we say no risk is worth your life, we mean it. Do not take the risk," she asserted. Andrea also noted that Century Aluminum launched the Golden Rules in 2024 and described this relaunch as a renewal and refocus on the importance of taking safety seriously. "Do not break the Golden Rules," she urged.

General Manager of Operations, **Richard Russell**, warned that a single poor decision can have life-changing consequences. "We are one bad decision away from injury. We are one bad decision away from a fatality. Complacency is unacceptable," he cautioned. Richard also called on employees to confidently use the newly distributed Stop for Safety Cards, advising that when they are uncertain about a task or situation, they should stop and consult with their supervisor.

Lands and Mines Manager, **Glenroy Lawrence**, highlighted the inherent risks of the mining environment and stressed the need for constant vigilance. "We are in the line of fire. Tonnages and targets will never replace lives," he said. Glenroy pointed out that a strong safety culture begins with looking out for the person working alongside



Director of Safety, **Andrea Spence**, delivering her presentation at the Golden Rules Relaunch.

you. He challenged employees to lead by example and uphold safety requirements. "Safety is about legacy," he stated, calling on everyone to remain committed to protecting themselves and their coworkers.

Vice President of Operations, **Adriaan Strydom**, spoke to the devastating impact of workplace incidents on families. "It is heartbreaking to tell a family that their loved one is not coming home. We want every one of you to get home safely to your families," he said. Adriaan affirmed that "Safety is non-negotiable". He explained that the Golden Rules represent a gold standard applied across industries and around the world, with the same fundamental principles helping organizations manage critical risk. He also encouraged employees to carry those principles beyond the workplace and apply them in their everyday lives

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Jamalco Continues to Strengthen Stakeholder Engagement



Vice President of Operations, **Adriaan Strydom** (l) pause for a photo with Member of Parliament for North Central Clarendon, **Robert Nesta Morgan**.

Vice President, Operations, **Adriaan Strydom** and members of his management team recently met with Member of Parliament for North Central Clarendon, **Robert Nesta Morgan** and his team, as part of Jamalco's continues to bolster stakeholders.

During the meeting, MP Morgan welcomed Mr. Strydom to Jamaica and to Jamalco, while the Jamalco team shared an overview of the company's operations and activities within his constituency.

The engagement underscored the importance of open dialogue and collaboration as Jamalco continues to support and impact the communities in which it operates.

Juicibeef Crowned Jamalco Harmons Valley Football Champions

The Jamalco Harmons Valley Football League concluded on a high note with an exciting final at the Harmons Valley Community Centre, as Juicibeef emerged champions following a dramatic penalty shootout against Point Hill.

The highly anticipated final ended in a 0-0 stalemate after 90 minutes, with neither team able to break the deadlock. The match was subsequently decided by penalties, where Juicibeef prevailed 3-1 to secure the championship title.

The competition featured eight teams from across the Harmons Valley community and provided an opportunity for players to showcase their talent, teamwork and competitive spirit. Approximately 300 spectators turned out for the final, creating an energetic atmosphere and strong community support for the teams. As champions, Juicibeef received the



Community Relations Officer, **Jermaine Foster** and Competition Coordinator, **Creigh Pitter** with the winning Juicibeef team.

winning trophy and a cash prize of \$80,000 while Point Hill, the runners-up, received a trophy and \$40,000. The third-place team was awarded \$30,000.

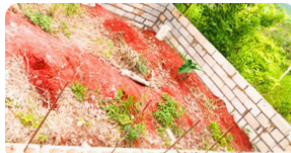
Individual players were also recognized for their outstanding performances throughout the competition. Shawn Campbell of Juicibeef was named Leading Goalscorer, while teammate Alfrenee Thompson received the award for Best Defender. Javel

Plunkett, also of Juicibeef, was named Best Goalkeeper. Kemar Gregory of Point Hill was recognized as the competition's Best Young Player.

Reflecting on the successful competition, Chairman of the Harmons Valley Council, Alton Gregory, expressed his elation at the successful hosting of the league. He noted that competitions such as the football league provide valuable opportunities for community members, particularly young people, and lasting benefits through the exposure and experience participants gain.

The successful staging of the league underscores the power of sport to bring communities together and promote teamwork, discipline and positive engagement.

Jamalco's Assistance Helps Fire Victim Begin Rebuilding Home



The foundation of the house which is being worked on for fire victim and resident of the Rhoomstown community in Manchester, **Allison Williams**.

assist fire victim Ms. Williams, in beginning construction of the foundation for a new home after her previous residence was destroyed by fire.

In a heartfelt letter of appreciation addressed to Ms. Housen, community member Karen Martin-Williams expressed gratitude on behalf

of Ms. Williams noting that the donated materials have made it possible to commence work on the house's foundation. She described the contribution as a meaningful act of kindness and support that has brought renewed hope to the rebuilding effort.

"We are deeply grateful for your generosity through Jamalco," Karen wrote. "Your thoughtful contribution has

brought us one step closer to completing this important project, and it means more to us than words can fully express."

The donation reflects Jamalco's commitment to supporting communities and improving the lives of residents in areas where the company operates. Through initiatives such as this, the company continues to demonstrate its dedication to being a responsible corporate citizen and a caring community partner.

For Allison Williams and her supporters, the materials represent more than the start of a building project; they symbolize hope, compassion and the power of community support during difficult times. As construction gets underway, the family can look forward to rebuilding a safe and secure place to call home.



Jamalco Partners with Clarendon Health Department to Promote Employee Wellness



Jamalco contracted employee, **Kerriann Wright-Laloo** undergoing a pap smear prescreening with Nurse Jennifer Blake of the Clarendon Health Department.

Jamalco's Medical Department recently partnered with the Clarendon Health Department to provide employees with convenient access to free preventive health services, including Pap smear screenings, cholesterol and blood sugar checks and immunizations.

Approximately 30 women benefited from Pap smear screening,

and comfortable setting. Wright-Laloo was the first employee to receive a Pap smear and was counselled by a nurse before the procedure. "I am grateful for the opportunity," she said. "It is saving me a few thousand dollars, and it is being done in a comfortable, private environment."

Employees also used the opportunity to access basic health checks. JBS



JBS Business Partner, **Nardette Passard-Knight**, has her blood sugar levels checked by Nadassia Jones of the Clarendon Health Department.

while 24 employees received immunizations. Vaccines administered included MMR, DPT, HPV and Hepatitis B, supporting greater protection against vaccine-preventable diseases.

For **Kerriann Wright-Laloo**, the initiative provided an opportunity to access an important screening in a convenient, private

delivered directly at the workplace, allowing employees to place greater focus on their health and well-being without having to leave the site.

The collaboration between Jamalco's Medical Department and the Clarendon Health Department reflects Jamalco's continued commitment to employee wellness, health education, early detection and prevention, while

The Presence of a Woman

In a world of bauxite, of heat, of flame, She brings her strength and earns her name. Brave yet humble; soft yet strong. Helping to shape a place where all belong.

Balancing family, work and care, Meeting each challenge with courage rare. She brings her knowledge, skill and sight, Helping to turn challenges into insight.

She does not diminish those by her side, But helps the whole team move forward with pride. Working alongside her peers each day, Contributing her strengths in her own way. With wisdom, determination and a steady hand, She helps build more than a workplace can.

Creating respect, fostering trust. And strengthening a culture that is fair and just. For the presence of a woman is more than grace. It brings resilience, vision and purpose to the place. Standing as an equal among her peers each day, Earning her place, adding her value and lifting others along the way.

By ARC

encouraging employees to take proactive steps toward maintaining healthier lifestyles.



Technical Manager, **Juline Asquith**, completes the registration form prior to getting her cholesterol checked.

Strengthening the Link Between Bauxite Quality and Refinery Performance

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Participants in the Bauxite Quality Connections First Interim Update Meeting

performance. They are also identifying opportunities to improve consistency and operational effectiveness.

Since the initiative was launched, teams have completed and validated process maps covering key areas including land acquisition, mining, bauxite stockpiling, laboratory sampling, processability and clarification. The process mapping exercise has provided a clearer understanding of

activities, responsibilities, quality controls and decision-making points throughout the value chain.

To further validate their findings, team members conducted Gemba walks, observing operations in the field and comparing actual practices with the documented process maps. One such exercise involved the Stockpiling and Reclamation process which was attended by senior leaders, including Vice President of Operations, **Adriaan Strydom** and General Manager of Operations, **Richard Russell**. Insights gained from these observations helped teams identify and validate key leverage points with the greatest potential to influence bauxite quality and overall process performance.

The initiative has now advanced to a detailed review of procedures and controls associated with these leverage points. Teams are critically assessing existing requirements and practices to identify opportunities for improvement, close gaps

and address areas of misalignment.

As part of its ongoing work, the Bauxite Quality Connections team recently hosted its first interim update, providing participants with an opportunity to share progress, discuss findings and receive feedback from colleagues across the programme. A separate sponsor update is also planned to highlight achievements, key learnings and emerging opportunities identified to date.

The next phase of the initiative will focus on analysing opportunities, reviewing supporting data and developing practical solutions and controls. Through this collaborative approach, the Bauxite Quality Connections aims to foster greater alignment across the bauxite value chain and establish more consistent, sustainable quality management practices that support long-term operational excellence.

Jamalco Relaunches 10 Golden Rules for Safety

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Reliability Engineer, **Maurice Robinson Jr.** (l) and Environment Superintendent, **Steven Brown** unveil the Golden Rules photo which will be deployed across the Refinery.

The relaunch also incorporated an educational and creative element, with EHS Officer, **Corey Singleton** and Communications Officer, **Tamarah Jacobs** using poetry to drive the message home. Corey called on employees to "Stop and Think" before making decisions that could result in serious or fatal consequences, while Tamarah impressed upon them the importance of knowing and following the Golden Rules so that everyone can "Go Home Safe."

A significant moment of the programme was the unveiling of the 10 Golden Rules, as employees actively participated by repeating

each rule aloud. Employees then joined in reciting the Jamalco Safety Pledge, making a personal commitment to themselves, their coworkers and their families:

"As a member of Team Jamalco, I make this promise to myself, my coworkers and my family:

I promise:

To place safety above all targets and deadlines. To speak up and stop work if a task isn't safe.

To protect my coworkers as fiercely as I protect myself.

And to honour the 10 Golden Rules every single day.

10 Rules. 1 Promise. Work Safe to Get Home Safe!"

The event concluded with the distribution of new Stop for Safety and Golden Rules Cards, providing employees with tangible resources to remind them not to engage in unsafe acts.

The relaunch served as a powerful signal that safety is not the responsibility of one department or one individual. It is a shared commitment across Team Jamalco. It is one that puts people before production and ensures that every employee has the opportunity to work safely and return home safely to their families.

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CONFIDENTIAL ANONYMOUS SECURE

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

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- Accounting irregularities
- Bribery or gifts, entertainment, or kickbacks
- Conflicts of interest
- Intellectual property
- Internal communications
- 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 Advocates, a third party provider.

INCIDENT REPORTING WEBSITE

<https://jamalco.ethicsadvocates.com>

Outstanding Employees of the Month



Gregoria Calder copped the Employee of the Month for July at Rocky Point Port, in recognition of his outstanding performance and commitment to excellence.

Throughout the month, Gregoria demonstrated a high level of professionalism, dedication, reliability and teamwork in the execution of his responsibilities. His consistent performance and willingness to go the extra mile have made a positive contribution to the team and the Port's operations.

Congratulations, Gregoria, on this well-deserved recognition! In photo above, **Gregoria** collects his Certificate of Appreciation from Port Administrator, Kingsley Duncan.



Congratulations to **Marcel Parchment** for copping the Employee of the Month for the Powerhouse Department for the month of July. Marcel demonstrated exceptional dedication and tenacity in his operational functions throughout

July.

He consistently goes above and beyond his core responsibilities and remains readily available to support the team whenever needed, particularly during the commissioning of Turbine Generator (T.G.) #4. His commitment, reliability and willingness to contribute played a valuable role in supporting the department's operations.

The leadership team of the Powerhouse commends Marcel for his outstanding performance, dedication and continued commitment to excellence.

In the photo above: Marcel receives a certificate and token of appreciation from Powerhouse Department Supervisor **Michael Guthrie**.



In photos above **Keron Taylor** and **Henry Edwards** (bottom photo) receive tokens of appreciation from Department Head **Maverick Hyton** and Port Administrator, **Kingsley Duncan**.

Keron Taylor and **Henry Edwards**, continue to distinguish themselves through their outstanding performance and commitment to excellence. Their consistent contributions have earned them frequent recognition as Employees of the Month.

Both employees demonstrate strong teamwork, reliability and professionalism in the execution of their responsibilities. They consistently uphold high standards, ensuring that tasks are completed safely and efficiently.

Their dedication, positive attitude and valuable contributions make them worthy examples of excellence in the workplace.

Ten Rules. One Promise. Work Safe to Get Home Safe.

This morning, I put on more than my PPE.
I put on a promise.

Ten Golden Rules.
Not ten suggestions.
Not ten guidelines.
Ten rules crafted with CARE.

STOP.
Because our safety is bigger than any deadline.
No risk is worth your life.

LOOK!
Look up.
Look out for danger before danger finds you.
Look after the man beside you.
Be your brother's keeper.
Because small bad habits create big issues.
And big issues leave empty chairs.

The promise is to your child waiting at the gate.
Your spouse at home.

The crew on the next shift.
And above all, YOURSELF
The promise is to us.

So today, I will know the Rules.
You will know the rules.
We will live by the Rules.
We will stop unsafe work.

10 Rules. One Promise.
And the promise is: We all go home at the end of each shift safely.

A Legacy Built to Last

In the Spotlight with Kirk Newell



Kirk Newell

For **Kirk Newell**, a Planner in Jamalco's Reliability Department, construction isn't just a career, it is a family inheritance. Newell, who has been with Jamalco since 1990, learned the trade as a child alongside his four siblings, working under the guidance of their father, a builder and carpenter by trade. Every Friday, the children were paid for their week's work, an early lesson in the value of a job done well. "My father taught us everything, from rough casting to rendering," Newell recalls. "Those were tasks I grew to love."

At Vere Technical High School, Newell excelled in physics, chemistry and mathematics, subjects that, combined with the practical skills he had absorbed at his father's side, made construction feel less like a choice and more like a calling. He went on to study at the University of Technology (UTech), which was then the College of Arts, Science and Technology (CAST), building his qualifications step by step: first a certificate, then a diploma and eventually a full degree in Construction Engineering.

His first professional role was with the Ministry of Construction and Works. But when a period of internal reorganization was about to place him under a supervisor whose conduct he had witnessed firsthand and found disrespectful, Newell made a decision that would change the course of his career: he began job hunting. A newspaper advertisement for a position at Jamalco caught his eye. He applied and got the job.

Newell joined Jamalco as a Supervisor in the Civil Department and over the decades that followed, he worked on some of the company's most demanding projects. He remembers the early days of the boiler

overhaul, when he identified that the boilers could be water washed, a process improvement that Jamalco still uses today, saving both resources and turnaround time on every overhaul since that time. He also recalls being part of the very first cleaning of the storm sewer drains, back in the early 1990s, when he helped develop efficient processes still used for the job today.

That same problem-solving instinct is on display in his current work. Newell is actively engaged in several ongoing construction projects, including repairs to the Machine Shop roof and the bathroom

Osaine, studied and are excelling in the field and are now successful businessmen overseas.

Newell is quick to credit Jamalco not only for his own career, but for the life he has built with his wife, Rita, to whom he has been married for 36 years. "Jamalco allowed me to support my family life," he says, "especially when it came to my children's education."

Reflecting on his journey, Newell offers this to young professionals, "Be humble and live a life where there is no need to boast, your work should speak for itself. Just be confident in your abilities at all times."



Kirk (2nd right) shares a special moment with his family. From left are his son, Osaine; grandson, Miles; wife, Rita; and Jermaine.

facilities at Rocky Point, which were damaged by Hurricane Melissa. True to form, he is ensuring the repairs are built to last using slab construction wherever possible so the corrective work holds up for the long term.

Looking back on more than 30 years in the field, Newell says he has no regrets. "My love for construction is sound," he says simply. Newell's passion for his craft did not stop with him, it shaped the next generation. His two sons, Jermaine and

Love your family, work super hard, live your passion.

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