

TEAM SPORTS

T-10 Interdepartmental Cricket Heads Towards Final Four

The battle for a place in the semi-finals of the T-10 Interdepartmental T-10 Cricket Competition is intensifying as the preliminary rounds approach their conclusion.

Leading the charge is Building 123 (B123), the tournament's only unbeaten team. Captain **Chad Hyilton** continues to lead from the front and currently sits atop the tournament's run-scoring charts. In a key encounter, B123 defeated last year's best finalists, Raw Materials, by 22 runs.

Hyilton struck an impressive 55 as B123 posted a formidable 108 for two from their 10 overs. Raw Materials remained competitive early, with newly acquired **Kevin Duncan** contributing 29, but disciplined bowling from B123 slowed their momentum. **Joccan Baum** impressed with figures of 2 for 11, while **Errol Thomas Jr.** added 21 as Raw



Photos above feature Mines Department players in action during a ball-batting match against the Lab. Top: Tensio Gregory Reid and Orlando Matthias. Bottom: Tensio Brown in action during the crease.

Materials closed on 86 for four.

Defending champions Rocky Point experienced mixed fortunes this season, competing for the first time without success. Despite suffering a convincing defeat to Raw

Materials, Captain **Donald Bell** remains optimistic that the team can rediscover its winning form.

Meanwhile, Reliability, with two wins and two losses, remains firmly in contention, while Lab could strengthen its semi-final hopes by winning its next two matches. Much will depend on **Kenoyger Brown** and **Remito Pryce**, with Pryce already recording a half-century this season.

Mines also kept their slim hopes alive with a commanding victory over Planning. Mines posted 93 for one from eight overs, led by **Jevonte Thompson's** 40 and **Emeko Anson's** unbeaten 35, before dismissing Planning for 33.

With semi-final places still at stake, the closing preliminary matches promise plenty of excitement.

EAP CORNER

Back to School: Building Confidence, Safety and Resilience



for children to talk about sadness, fear, anger, stress and other emotions.

- **Spend quality time together:** Share meals, conversations, games, outings and activities.
- **Maintain healthy routines:** Encourage adequate sleep, nutritious meals, physical activity and relaxation.
- **Encourage play and creativity:** Sports, music, art, reading and hobbies can help children express themselves and manage stress.
- **Monitor social media and screen time:** Promote healthy digital habits and discuss cyberbullying and harmful content.
- **Take bullying seriously:** Encourage children to report it and remind them it is not their fault.
- **Avoid excessive pressure:** Support achievement while allowing children to make mistakes.

Tips for Preserving Children's Mental Health

- **Provide a safe and loving home:** Help children feel valued, supported and accepted.
- **Encourage open communication without judgement:** Make it normal

- **Teach healthy coping skills:** Help children manage disappointment, conflict, anxiety and frustration.
- **Build self-esteem:** Praise effort, kindness, perseverance and progress, not only grades or achievements.

- **Make asking for help okay:** Encourage children to seek support from a trusted adult, counsellor, doctor or mental-health professional.
- **Model healthy emotional behaviour:** Children learn from how adults handle stress, conflict and difficult emotions.
- **Create supportive schools and communities:** Parents, teachers, churches, community and healthcare professionals can work together to protect children's well-being.
- **Watch for behavioural changes:** Persistent sadness, withdrawal, aggression, sleep or eating changes, loss of interest or hopelessness deserve attention.
- **Act quickly on serious concerns:** Take any talk of suicide, self-harm or not wanting to live seriously and seek immediate professional help.

As October begins, let us protect children's mental health by creating safe, nurturing spaces where they can thrive into healthy, resilient adults.

CALL EAP: 876-551-9796



NEWSLINK

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Employee News



For **Paul Martin**, a career spanning nearly four decades at Jamalco is a testament to the power of opportunity, perseverance and a willingness to keep growing...

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HSE Review

@September 25, 2026

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

Production Review

@September 25, 2026

	Plan	Actual
Digester	3254	2375
Calciner	3255	2308
Digester Yield	92.0	78.2

Rocky Point Port Earns ISPS Re-Certification



Rocky Point Port

Jamalco's Rocky Point Port has achieved a significant milestone in its commitment to maritime security and operational excellence by successfully completing the International Ship and Port Facility Security (ISPS) recertification process. This achievement includes receiving an official ISPS Statement of Compliance covering the period from July 1, 2026, to June 30, 2031.

The certification confirms that the Port continues to meet the stringent international

standards established under the ISPS Code, a globally recognized framework designed to enhance the security of ships and port facilities engaged in international trade. The successful recertification reflects the dedication, professionalism and vigilance of the Rocky Point Port team in maintaining a secure and efficient operating environment.

The achievement underscores Jamalco's ongoing commitment to safe and responsible operations while strengthening the company's reputation as a reliable partner in the global shipping and logistics network. It also demonstrates the effectiveness of the port's security systems, procedures and personnel in meeting international regulatory requirements.

Vice President of Operations, **Adrian Strydom** congratulated the port team on the accomplishment, commending the collective effort behind the certification while encouraging them to consistently

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People Power: The Team Behind Turbine Generator 4 Success

More than two years of expertise, persistence and teamwork by Jamalco employees, consultants and contractors made the TG4 project a success. From planning and design to procurement, construction, testing and operational readiness, their collective effort brought one of the Refinery's most complex projects to life.

That combined effort has strengthened the Refinery's energy position. TG4 can generate up to 45 megawatts (MW) and is meeting the Refinery's average power demand of approximately 33 MW against an overall plant requirement of approximately 35 MW.

When the Refinery is operating at its nominal TDF, electricity purchased from the Jamaica Public Service Company (JPS) can fall from a peak of approximately 14



A component of turbine generator 4

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Men's Health Matters

MEN'S HEALTH MATTERS

1. Don't wait for symptoms

Regular check-ups can catch potential problems early.

2. Know your numbers

Check your blood pressure, blood sugar, cholesterol and weight regularly.

3. Keep up with screening

Speak with your healthcare provider about the right tests for your age, history and risk factors, including prostate and colorectal screening.

4. Notice changes

Do not ignore unusual pain, urinary changes, unexplained weight loss or persistent fatigue.

5. Move more

Walk, cycle, play a sport or choose an activity you enjoy.

6. Eat for your health

Choose more fruits, vegetables, whole grains and lean proteins; limit salt, sugar and processed foods.

7. Protect your mental well-being

Talk to someone you trust and seek support when needed.

8. Prioritize rest

Quality sleep supports your heart, brain, mood and energy.

9. Know your family history

Share it with your healthcare provider and act on any risks.

10. Put your health first.

You care for others—do not forget to care for yourself.

Major Pumphouse Unit Strengthen Fire Suppression System



Firewater system pumphouse unit

Jamalco achieved a major milestone in its Turbine Generator 4 (TG4) project with the successful installation of a packaged pumphouse unit on Thursday, August 27, 2026. Manufactured by Ruhrpumpen over a one-year period, the unit arrived at Kingston Wharf on August 12.

The pumphouse is the final and largest single piece of equipment, apart from the tank, required for the TG4 fire suppression system. Measuring 140 feet

long, 10 feet high and 8 feet wide, the structural steel building houses the pumps, motors, piping instrumentation and associated electrical power equipment needed to support the system.

The unit's delivery and installation required careful coordination among several partners. Zoukie Trucking transported it from Kingston Wharf to the Refinery, while Cousins Construction Co. Ltd. carried out the onsite installation. Ruhrpumpen, the original equipment manufacturer, provided overseas technical support, and Mexico-based Mantenimiento Y Montajes de Ingeniería S.A.S. (MYM) supported the commissioning process.

The broader fire suppression system, including the pumphouse installation, was managed by HATCH's Saul Orestes as part of the TG4 project portfolio. The Powerhouse team, led by **Masharo Williams** and **Leighton Campbell**, supported the work, with oversight and coordination provided by **Clive Wright** of the CapEx Department.

The large structure was lifted efficiently into position without making contact with surrounding structures and with no injuries recorded, an outcome that reflects the careful planning, teamwork and robust safety focus behind the operation.

Rocky Point Port Earns ISPS Re-Certification

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uphold the highest standards of the ISPS Code. Receiving the Statement of Compliance for another five-year period positions Rocky Point Port to continue supporting Jamalco's operations and international customers with confidence, while maintaining the highest standards of maritime security and operational integrity.

Congratulations to the Rocky Point Port team on this outstanding achievement!



Rocky Point Port

Mile Gully High Wins Jamalco Sponsored North Manchester Football League Title

The inaugural North Manchester Nine-a-Side Community Football League, sponsored by Jamalco, concluded on a high note, with Mile Gully High School emerging as champions following weeks of spirited competition among seven community teams.

The competition brought together teams from Evergreen/Comfort Hall, Mile Gully High School, Mile Gully Community Club, Greenmount/Bushy Park, Balenure, Litchfield and Hasty Good. The tournament provided an opportunity for players and supporters from across the



Mile Gully High School Captain receiving the championship trophy from Deputy Mayor of Mandeville, Rohan Kennedy

the area to come together through sport while fostering camaraderie and community spirit.

Mile Gully High School cop-



Hasty Good team captain accepts the runner-up trophy from Desbert Thompson, Secretary of Mile Gully Community Football Club

ped championship trophy, while Hasty Good finished as runners-up and Balenure secured the third place prize.

The top-performing teams were officially recognized during a prize-giving ceremony held at the Mile Gully Community Centre. The champions received a trophy and a cash prize of \$50,000, while Hasty Good collected \$30,000 and the runners-up trophy. Balenure was also presented with a trophy and cash incentive for its third-place finish.

The competition marked an important milestone for North Manchester and reflects Jamalco's continued use of sport as a vehicle to strengthen relationships among neighbouring communities and provide an opportunity for young people to showcase their talent.

Jamalco Strengthens Mentorship Programme Through Strategic Review

Jamalco has initiated a strategic review of its long-standing Mentorship Programme to better support students from challenging socioeconomic backgrounds in fulfilling their academic and social potential.

Chaired by Corporate Communications and Public Relations Manager **Donna Marie Brooks**, the review brought together coordinators from five



Mentorship Coordinators pause for a photo with members of Jamalco's Corporate Services Team. Sharing the spotlight are Corporate Communications and Public Relations Manager **Donna Marie Brooks** (left - front row), Communications Specialist **Nadeen Newsome** (right - front row), and Community Relations Officers **Natalie Bloomfield** (4th left - front row), **Anthony James** (2nd left, back row), **Jermaine Foster** and **Errol Davy** (3rd and 5th from left, back row, respectively).

high schools in Jamalco's operating communities for a candid assessment of the initiative's impact, gaps, and future direction.

Donna Marie noted that the programme had drifted from its core mandate, identifying four critical challenges: stigma, inadequate leadership handover, accountability gaps, and declining participation. "We cannot ignore these warning signs. As we move forward, the revamp must address perception and process together," she said.

For the current term, the programme is unning in trial mode using a new 10-week,

low-cost curriculum themed "**Success is an Attitude | Attitude = Altitude.**" Weekly sessions focus on identity, mindset, discipline, respect, visioning, and resilience to measure whether a structured approach can drive positive behavioral shifts.

Continuation of the programme hinges on stakeholders meeting agreed requirements, including regular session delivery, attendance and behavior tracking and transparent fund accounting. "If the results show that the structured mentorship can still change the trajectory of at-risk students, we will revitalize

the programme. If not, we will have to rethink our approach," Donna Marie stated.

Coordinators reaffirmed their commitment to the trial, receiving the Jamalco Mentorship Programme Manual and supporting documents to guide activities. Participating students will also join the newly rebranded Excellence - LEVEL UP Club for structured personal and academic development.

Thanking the coordinators for their participation, Donna Marie added, "You are central to our mission of guiding young people, building capacity and developing future leaders in our communities."

The trial curriculum is being implemented at Vere Technical, Lennan, Winston Jones, Porus and Mile Gully High schools.

Jamalco Creates Better Learning Spaces Through School Partition Project



Students in a classroom with the recently installed partition.

A quieter classroom can make a significant difference in a child's ability to learn. For students and teachers at three Clarendon schools, Jamalco's School Partition Project is helping to provide more focused, organized and conducive spaces for teaching and learning.

The initiative benefited Mitchell Town, York Town and Milk River Primary and Infant Schools, where open classroom layouts had long presented challenges for both teachers and students.

Before the intervention, several class-rooms were separated primarily by chalkboards. While this arrangement allowed the schools to make maximum use of their available space, sounds and activities travelled easily from one classroom to another. Teachers often found themselves competing with lessons being conducted

nearby, while students were exposed to constant distractions that made it difficult to remain focused.

During engagements with the schools, Jamalco's Community Relations Officer, **Anthony James** observed firsthand the challenges created by the open classroom environment and identified the installation of partitions as a practical solution.

The new partitions have transformed the learning spaces by creating greater

separation between classrooms and significantly reducing the noise and distractions that previously travelled between them. Teachers are now better able to deliver lessons without competing with neighbouring classes, while students can concentrate more effectively on their schoolwork.

For the Principal of Mitchell Town Primary and Infant School, Nadine Williams, the impact of the improvement extends beyond the physical transformation of the classroom. "As simple as it seems, the partitions make a huge difference in behaviour, and it will reflect in learning outcomes," she said.

Principal of York Town Primary School, Francine Swaby also welcomed the intervention, noting the positive difference it has made for teachers. She shared that teachers are happy they can now "hear themselves speak and think," as the partitions have significantly reduced distractions from adjoining classrooms.

By creating classroom spaces where students can teach with greater focus and teachers can learn with fewer distractions, Jamalco is helping to strengthen the learning environment.

Jamalco Volunteers Join Forces to Clean Rocky Point Beach

Jamalco employees traded part of their Saturday for gloves and garbage bags as they joined members of the Lennon High School Chess Club to remove recyclable waste and other debris from Rocky Point Beach in Clarendon in observance of International Coastal Cleanup (ICC) Day.

Working in groups along the coastline of the fishing community, the volunteers collected discarded items while group leaders carefully recorded the type and quantity of waste removed. The data collection is an important component of International Coastal Cleanup Day activities, helping to provide greater insight into the types of waste affecting coastlines and waterways.

Lennon High School Chess Club Coordinator, Oneil Chin expressed appreciation for Jamalco's partnership and commended the volunteers for their



Jamalco Volunteers posed for a photo

contribution to the cleanup. At the end of the activity, he presented the participants with certificates in recognition of their service.

Jamalco's Land Acquisition Manager **Tammy Toussaint**, who was among the volunteers, also thanked her colleagues for giving their time to support the initiative. "I

know there are other things that you could do with your Saturday, but you came out and got the work done, and I want to thank you for that," Tammy said.

Observed annually on the third Saturday in September, International Coastal Cleanup Day mobilizes volunteers to remove waste from beaches and waterways while raising awareness about marine litter and the importance of protecting coastal and marine environments.

This year's observance was held under the theme "Clean Seas for Resilient Communities," reinforcing the shared responsibility of individuals, organizations and communities to protect the environment and preserve coastal resources for future generations.

People Power: The Team Behind Turbine Generator 4 Success

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The completed TG4 building

MW to zero, an outcome made possible by sustained teamwork across the organization. Delivering that outcome required close coordination across engineering, construction, electrical systems, operations, procurement, materials management and finance working alongside Hatch Engineering team. At the height of construction, approximately 15 contractors, representing more than 110 personnel worked alongside Jamalco teams, each contributing to a shared objective.

At the centre of the coordination effort was the CAPEX Department. **Elise Hopper** and **Andrew Plummer** provided project oversight, while **Clive Wright**, **Frederick Suckram**, **Richard Wallace** and **Melanie Thwaites** supported construction execution. **Kevin Whyte** and his team provided engineering and design support, with **Vaughn Stultz** providing financial oversight.

Behind the fieldwork was an equally important materials and procurement effort. **Jacqueline Richards** and the Warehouse team coordinated materials, while **Conway Chambers**, **Nicholas Foster**, **Allison Forbes** and **Janette Ferguson** supported procurement, helping to ensure that

critical resources were available when needed.

During the project's most technically sensitive stages, Jamalco's High Voltage team—**Floyd Harriott**, **Michael Lewis**, **Chevaughn Reid** and **Shaoud Brown**—supported critical electrical work. Specialist consultants **Peter Broven** and **Derrick Hall** contributed additional expertise.

In the Powerhouse Department, **Marshaw Williams** and the Electrical team worked with **Michael Guthrie** and the Operations team to prepare the unit for integration, testing and sustained operation. Their contribution helped bridge the project's technical delivery with the practical demands of operating the Refinery safely and reliably.

The Jamalco Powerhouse Restoration Team, led by **Mark Peterkin**, **Terron Miller** and **Orane Brown** also played an integral role. Their work reflected the persistence, technical discipline and problem-solving that defined the wider project effort.

No single team delivered TG4. Its success came from people working across departmental and organizational boundaries, aligning specialist knowledge, careful planning, field execution and timely decision-making at every stage.

Together, they navigated a project of considerable scale and complexity while maintaining focus on safe execution, technical quality and the long-term needs

of the operation.

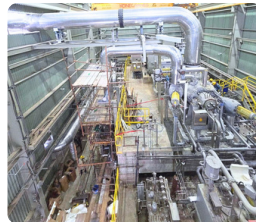
The value of their work extends beyond reduced electricity purchases and associated costs. TG4's generating capacity also creates the potential for Jamalco to supply surplus electricity to JPS, subject to the necessary commercial and regulatory arrangements.

TG4 stands as more than an engineering asset. It highlights the skill, perseverance and shared purpose of the people who brought it to life.

Jamalco recognizes every employee, consultant, contractor and support team that contributed to the project. TG4 may generate the power, but people made its success possible.



A section of TG4



A peak inside the turbine generator 4

Call the Ethics Hotline



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- Accounting irregularities
- Inappropriate gifts, entertainment, or travel
- Conflicts of interest
- Harassment or discrimination
- Theft or fraud
- Unlawful communications
- Violations of company policies
- Unlawful use of company resources
- Violations of export controls
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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

Jamalco Takes the Lead in Caribbean Wellness Challenge

The Jamalco team brought energy, determination and plenty of team spirit to the Caribbean Wellness Day 3K Walk, Run & Fun Event on Saturday, September 12, emerging as champions of the day's obstacle race.

Hosted by the Ministry of Health and Wellness, the event began at 7:00 a.m. with a 3K fun run and walk at the scenic Hope Gardens. The event brought together participants from across the island to promote healthy lifestyles, physical activity and greater awareness of the prevention and control of non-communicable diseases (NCDs).

Jamalco's team comprising **Fabian Salamon, Chad Gayle, Remito Pryce and Shawn-Dean Hutchinson**, rose to the challenge, powering through a demanding obstacle course that tested their



Jamalco team members proudly represented the company at the Caribbean Wellness Day

strength, endurance and agility. Their outstanding performance earned them 1st Place in the Obstacle Race, giving Jamalco another reason to celebrate.

Beyond the competition, participants had the opportunity to explore a vibrant Wellness Village featuring healthy-eating

demonstrations, meal and drink samples and wellness products. Free health screenings, including blood pressure and BMI checks, massage therapy sessions and other health and wellness activities reinforced the importance of making healthy choices part of everyday life.

For Jamalco, wellness extends beyond a single event or awareness campaign. Health, fitness, teamwork and personal well-being are integral to building a strong and thriving workforce. The team's performance was a fitting demonstration of that philosophy, working hard, staying active and bringing the Jamalco spirit wherever they go.

Congratulations to **Fabian, Chad, Remito and Shawn-Dean** on an outstanding performance and to all the other participants, many thanks for your support!

Outstanding Employees

Congratulations to **Sanekia Jennings**, who copped the Powerhouse Employee of the Month for August 2026.

Sanekia demonstrated exceptional commitment and performance in her operational functions throughout the month. She consistently went above and beyond her core duties and remained readily available to support critical Powerhouse activities whenever called upon. Her contributions were particularly noteworthy during the TG #4 commissioning, the Powerhouse restart following a power outage and the replacement of desiccant beads in vessels at the Condensate Polisher.

In addition to her strong operational performance, Sanekia maintained 100% attendance and punctuality, further demonstrating her reliability, dedication and commitment to the team. Her outstanding contributions and willingness to go the extra mile earned her the well-deserved recognition as Powerhouse Employee of the Month for August 2026.

In photo above, Sanekia receives her certificate and a token of appreciation from Powerhouse Staff Electrical Engineer, **Masharo Williams**.



The leadership of the Machine Shop commends **Natoya Mitchell** for her outstanding contribution to improving the organisation and overall standards of the Central Shop.

Despite being relatively new to the Refinery, Natoya has demonstrated exceptional initiative and leadership, successfully bringing several areas throughout the Central Shop and rebuild process up to 5S standards.

Particularly impressive has been her ability to lead, engage and motivate an established team to raise the bar and embrace higher standards of workplace organization and efficiency.

Thank you Natoya for demonstrating what can be achieved through teamwork, initiative and a strong commitment to excellence.



TEAMS STARS

A Legacy Built to Last

In the Spotlight with Paul Martin



Paul Martin

For **Paul Martin**, a career at Jamalco spanning nearly four decades underscores the power of opportunity, perseverance and a willingness to keep growing. But beyond his impressive professional journey, Paul is also passionate about encouraging men to take greater responsibility for their health, particularly when it comes to prostate cancer.

During Jamalco's recent Prostate Cancer Awareness Seminar, Paul openly shared his personal connection to the disease. With a strong family history of prostate cancer, including his father, grandfather and uncles who succumbed to the disease, Paul understands firsthand the importance of awareness and early action. He also noted a history of breast cancer on his maternal side of the family, further reinforcing his commitment to taking his health seriously.

Rather than allowing his family history to create fear, Paul has used it as motivation to be proactive. He ensures that he is regularly monitored and tested and has even undergone a prostate biopsy as part of his commitment to understanding and managing his health. He also encourages his siblings to get tested and is passionate about extending that message to other men. "Men need to be alert to the possible impact of prostate cancer and get themselves tested," Paul encourages.

His advocacy for prostate health reflects the same proactive approach that has characterized his professional life at Jamalco.

Paul began his journey with the company in 1987, joining the team as a labourer working on the Residue Storage Area (RSA).

His strong work ethic and potential were quickly recognized, and he was soon reassigned as a Surveyor's Assistant in the Construction Department, where he received extensive training and contributed to several major projects.

His career continued to evolve when he was assigned to the Raw Materials Department – where he understudied supervisors before advancing through a series of leadership roles, from Unit Supervisor to Day Supervisor and eventually Department Supervisor.

Paul later moved to the Digestion Department as a Department Supervisor before taking on the role of Department Administrator in the Residue Storage Area (RSA) Department. He subsequently returned to the Raw Materials Department, where he continues to serve as Department Administrator for Rail Haulage and Raw Materials.

For Paul, the journey is especially meaningful because of where it began. A proud past student of Glenmuir High School, Paul recalls growing up in humble circumstances. After graduating, he knew his parents could not afford to finance further studies, but he reassured his mother that he would find his way.

Determined to equip himself for the working world, Paul completed a course in Joinery and Carpentry at Portmore HEART Academy in 1985. After working briefly in Kingston, he learned that Jamalco was recruiting workers for the RSA. He seized the opportunity, applied and was hired.

Paul recalls that his first supervisor recognized his potential almost immediately. On learning that Paul was a Glenmuir graduate, the supervisor committed to training him with the goal of developing him into a supervisor. That investment became one of the early turning points in a career defined by continuous growth.

Although decades had passed since Paul's first formal training, his desire to learn never faded. In 2024, at an age when many might consider their formal education complete, Paul earned a degree in Business Administration from the University of West Indies.

For Paul, the achievement was a

reminder that there is no expiration date on personal development. "Better late than never," he says proudly.

Looking back on his years at Jamalco, Paul describes his career as deeply fulfilling and expresses gratitude for the many opportunities he has received along the way. He says he has no complaints about his time with the company and remains appreciative of the people and experiences that have contributed to his development.

His message to younger employees is rooted in the lessons of his own journey: "Seize every opportunity to grow. Don't wait, correct your mistakes now. Use your youth to pursue your goals, stay focused and keep advancing."



Paul Martin at work

Whether sharing his experience as a Jamalco professional or speaking candidly about his family's experience with prostate cancer, Paul Martin continues to demonstrate the value of taking opportunities, being proactive and investing in the future, both professionally and personally.

His story is ultimately one of growth: from a young labourer with determination and potential to a seasoned Jamalco leader, lifelong learner and one who takes charge of his health.