TEAM SPORTS

Buildings 1,2&3 and Raw Materials Set for Cricket Final

The stage is set for an exciting finish to Jamalco's Interdepartmental T-10 Cricket Bash, with unbeaten Buildings 1,2&3 facing Raw Materials in the Grand Final on Thursday, November 5. Friday, November 6, is the day reserved if weather or bad light prevents a result.

Buildings 1,2&3 secured their place after surviving a tense chase against fourth-place finishers Lab in a seven-over semifinal. Lab won the toss and elected to bat but struggled against disciplined bowling, losing wickets from the opening over.

Andre "Deno" Ennis offered the strongest resistance with an unbeaten 20 as Lab were dismissed for 40 in 5.5 over, the first team bowled out this season. ***Damion Francis*** and ***Aaron Graham*** claimed two wickets each, while ***Chad Hylton, Stephen Brown*** and ***Jocean Bawn*** took one a piece.



Scenes from the Interdepartmental Cricket Tournament

The chase proved unexpectedly difficult. Captain Chad departed for four and Aaron followed for one, leaving ***Shameir Senior*** to steady the innings. Shameir finished unbeaten on 20, while Stephen survived three dropped catches to contribute seven not out, helping Buildings 1,2&3 reach the target with an over remaining.

In the second semifinal, Raw Materials avenged last year's final defeat by dethroning defending champions Rocky.

Raw Materials lost openers ***Tieno Osbourne*** and ***Kevin Duncan*** cheaply. ***Errol Thomas*** contributed 18 before his dismissal brought captain ***Omar Morgan*** together with ***Anthony Brown***.

The pair restored composure, benefiting from dropped catches. Anthony finished unbeaten on 30 as Raw Materials sealed victory with two deliveries remaining.

With Buildings 1,2&3 protecting their unbeaten record and Raw Materials chasing the title, the final match promises to be a compelling contest.

EAP CORNER

Finishing the Year Strong: It is Time to Check in With Self



As we enter the final quarter of the year, many people may feel increasingly stressed, exhausted, or emotionally drained while balancing work, personal commitments, and daily demands. Prolonged stress can affect energy, sleep, mood and overall well-being. Some people describe these symptoms as "adrenal fatigue," but this is not a medically recognized diagnosis. Anyone experiencing persistent fatigue or other concerning symptom should consult a healthcare professional.

Common signs and symptoms

- Feeling tired but wired or constantly on edge
- Difficulty falling or staying asleep
- Persistent fatigue and body aches
- Brain fog and difficulty concentrating
- Anxiety, irritability or low mood
- Feeling overwhelmed by daily responsibilities
- Changes in appetite, weight or sex drive
- Dizziness when standing

Support your body and mind

Healthy daily habits can help improve your overall well-being:

- **Prioritize rest:** Maintain a consistent sleep schedule.
- **Manage stress:** Practice deep breathing, prayer or mindfulness.
- **Eat well:** Enjoy balanced and nutritious meals.
- **Stay hydrated:** Drink adequate water daily.
- **Exercise regularly:** Choose activities suited to your fitness level.
- **Enjoy the outdoors:** Get fresh air and safe sunlight exposure.
- **Set boundaries**: Balance work, responsibilities and relaxation.
- **Take your vacation:** Take time away from work and daily responsibilities to rest and recharge.

Restoring your well-being takes time, so listen to your body and make selfcare a priority. If exhaustion or unexplained health changes continue, seek help from a healthcare professional or counsellor. You do not have to manage stress alone; take the first step toward a healthier, more balanced life today!



CALL EAP: 876-551-9796

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Jamalco **NEWSLINK**

October 30, 2026 *A Monthly Publication by the Corporate Services Department* *Volume 21 No. 10*

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Employee News



For 37 years, ***Yasmine Scott*** has demonstrated that dedication does not have to be loud to make a lasting impact.With her gentle spirit, quiet personality and steady approach, she gets things done ...

Read more on page 5

HSE Review

October 30, 2026

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

Production Review

@October 30, 2026

	Plan	Actual
Digester	3273	2062
Calciner	3273	1990
Digester Yield	92.4	73.3

Jamalco Upgrades Caustic Storage Containment Areas at Rocky Point



Storage Containers at Rocky Point Port

In response to revised regulatory standards set by the National Environment and Planning Agency (NEPA) concerning aboveground storage tanks, Jamalco's CapEx Department has successfully completed upgrades to the secondary containment area for caustic storage tanks 6D1 and 6D2 at the Port.

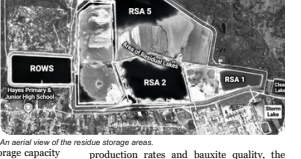
Marking the first successful execution under Jamalco's broader Aboveground Storage Tanks Secondary Containment Areas project, the July 2026 completion serves as a vital benchmark. Valuable insights and operational lessons learned from this initial phase will be directly applied to subsequent containment area modifications and new installations across the facility. To achieve full regulatory compliance and enhance environmental safety, the project team executed extensive modifications, including:

- Capacity and Structural Enhancements: Dykes were raised to meet strict volumetric capacity requirements, alongside general infrastructural improvements.
- Environmental Protection: An advanced, impermeable triple-liner system featuring High-Density Polyethylene

Cont'd. on page 2

RSA 5 Freeboard Wall Project to Extend Storage Capacity

Jamalco is moving forward with a vital infrastructure enhancement that will extend the operational life of Residue Storage Area 5 (RSA 5) by approximately 18 months. The project will see the construction of a 7.5-foot-high Freeboard Wall along the facility's northern, western and southern embankments, creating critical additional storage capacity as longer-term storage solutions are developed.



An aerial view of the residue storage areas.

Construction is scheduled to begin in November 2026 and be completed by February 2027. Based on current refinery production rates and bauxite quality, the Freeboard Wall will provide valuable time for Jamalco to sustain refinery operations while advancing longer-term residue storage solutions. The eastern embankment,

Cont'd. on page 3

Influenza Alert!

Recently, our Medical Department has seen an uptick in the number of team members experiencing influenza (flu) symptoms. The flu is easily transmitted in communal workspaces, offices and shared environments and the best defense against the flu is practicing proactive prevention.

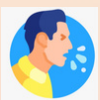
Simple Steps to Keep the Flu at Bay:

- **Prioritize Good Hygiene:** Wash your hands frequently with soap and water for at least 20 seconds or use an alcohol-based hand sanitizer throughout the day.
- **Cover Your Cough and Sneezes:** Use a tissue or your inner elbow to catch coughs and sneezes, preventing the spread of droplets in shared spaces.
- **Stay Home If You Feel Unwell:** If you begin experiencing flu-like symptoms such as fever, chills, body aches, fatigue or a cough. Protect your colleagues by staying home to rest and recover.
- **Utilize Your Doctor Early:** If you start feeling under the weather, do not wait until symptoms worsen. Visit your doctor for proper evaluation and medication to help you recover quickly.

Protecting Each Other

Our strength as a team relies on the well-being of every individual. Let's take personal responsibility for our health, practice good hygiene and seek medical support at the first sign of symptoms.

Let's stay vigilant, look out for one another and keep our workforce strong and healthy.



Jamalco Upgrades Caustic Storage Containment Areas at Rocky Point

Cont. from page 1

(HDPE) liners was installed along the floor and dykes to completely prevent environmental seepage in the event of a spill.

- Piping & Conduits: All embedded and penetrating pipes and conduits running within and through the dykes were systematically removed and rerouted.
- Electrical Safety: Deteriorating electrical infrastructure was upgraded.



Caustic Storage Containment Area at the Port

Key electrical components were replaced and relocated to an elevated structure within the pumping pad area to protect personnel from potential exposure to leaked or spilled caustic materials.

The successful delivery of this crucial environmental and safety initiative was supported by the management of CapEx, HSE and Port and specialised contractor partnerships. The CapEx team included Project Manager ***Warren Davy***, Civil/Structural Engineer ***Chevelle Case***, Mechanical Engineer Ricardo Foster, Electrical Engineers **Angelo Thomas** and ***Kevin Whyte***, and Construction Engineer ***Frederick Suckram***, with support from the CapEx Planning and Warehouse Team. OpEx asset owners ***Kingsley Duncan***, ***Mavrick Hylton*** and ***Marlon Langott*** also contributed, alongside contractor partners Paul Cousins Ltd., CM22 Ltd. and Power Services Co. Ltd.

RSA 5 Freeboard Wall Project to Extend Storage Capacity

Cont. from page 1



An image of the wall Project

The Freeboard Wall will be constructed using steel sheet piles approximately 22.5 feet long, embedded 15 feet into the embankment to provide stability and support during extreme weather events. The solution was recommended by Jamalco's residue storage design partner, Knight Piésold, following a construct-ability review conducted jointly with Jamalco. After evaluating the available options, the team selected steel sheet reinforced concrete wall designs because they present lower construction risk, can be installed more quickly and offer a stronger likelihood of meeting the February 2027 completion target.

The RSA 5 Freeboard Wall project will create an additional 18 months of operational capacity.

meanwhile, has already been actively managed through mud farming to an elevation of approximately 205 feet.

Commissioned in 2007, RSA 5 plays an important role in supporting the refinery's residue storage needs. Over the past 12 years, the facility has undergone three embankment uplift stages, with the most recent completed in 2018, raising the crest elevation to 195 feet.

Porus High School Relaunches Mentorship Programme

Porus High School has reaffirmed its commitment to youth development with the recent relaunch of the Jamalco Mentorship Programme at the School.

Under the theme "Success is an Attitude," the programme connects students with Jamalco employees and teachers who provide mentorship, motivational guidance and support to help them complete their secondary education and prepare for future opportunities. Excellence Club members may also be considered for financial assistance towards tertiary studies.

Welcoming the mentees, Jamalco's Manager of Corporate Communications and Public Relations, ***Donna Marie Brooks***, encouraged them to make the most of the support and demonstrate positive changes in their lives. She emphasized that the right attitude, hard work and committment can help them pursue success despite challenging circumstances.



*Manager of Corporate Communications and Public Relations, **Donna Marie Brooks** addressing new mentees at Porus High School.*

Donna Marie reminded the students that they had been selected because the school recognized their potential. She explained that the programme seeks to change lives by helping young people develop their abilities, build confidence and strive for excellence. She also encouraged parents to reinforce the positive behaviours and lessons shared through mentorship and club activities.

Principal of Porus High School, Marlene Murray, welcomed the programme's return and thanked Jamalco for its renewed commitment to the institution. She highlighted mentorship's ability to transform lives and strengthen students' confidence.

The mentorship programme supports students identified as needing additional guidance, providing encouragement and positive role models to help them remain focused on their education.

Mining Pit Observers Champion Community Well-being

Cont. from page 6



Jamalco Observers, from left, Stacy Hemmings, Audea Williams, Pam Brown and Joan Williams.

Manchester.

For Jamalco, investing in people from its operating communities is an important part of creating shared value. The company's Pit Observers embody this committment, bringing together employment, community engagement and women's empowerment in one essential role.

JISP Giving Back Where it Matters

Amid rising living costs and inflation, Jamalco continues to demonstrate its steadfast commitment to supporting vulnerable members of its host communities through the Jamalco Indigent Support Programme (JISP).

The initiative provides monthly care packages valued at up to J$20,000 per council area, offering practical, tangible assistance to individuals and families facing severe hardships. Beyond meeting immediate material needs, JISP reinforces the company's core philosophy of shared value and inclusive community development.

Among recent recipients are Patsene Jackson, a resident of Savannah District in Hayes, who received a care package on behalf of her adult daughter who is disabled and bedridden, and Aron Bondswell, a former Jamalco employee who is now disabled and uses a mobility chair. Their stories highlight the vital importance of continued local support and the profound difference that a helping hand can make in daily life.



L-r: Aron Bondswell, Seford Bramwell and Patsene Jackson with thier donation of groceries and essential items provided through the Jamalco Indigent Support Programme.

TEAM STARS

The Jamalco Spirit



There is a story often told about bamboo. For a long time after it is planted, nothing seems to happen above ground. But beneath the surface, the roots are spreading, strengthening and preparing. Then, suddenly, it shoots upward at an incredible pace.

Right now, Jamalco may feel a little like that bamboo.

The challenges are real. Production is lower than we'd like, and the road ahead isn't always clear. Yet every day, you show up, solve problems and support one another. That matters. The true story of Jamalco isn't written during the easy days, it's written when things are difficult and we choose to keep going anyway.

If Jamalco were a movie, this wouldn't be the ending. This is the part where the audience leans in, waiting to see how the team responds. And the best stories are never about people who avoid difficulties; they are about people who refuse to let difficulties define them.

So, let's make a deal with one another:

- Celebrate the small wins and thank the colleagues who help us.
- Share solutions instead of frustrations.
- Bring energy and belief into every job we execute and our meeting instead of doubt.

No machine, process or facility has ever been responsible for Jamalco's success. **People are.**

The same skill, resilience and determination that carried this company through past challenges remain right here in our workforce today along with new and vibrant energy. The future doesn't belong to those with perfect conditions; it belongs to those who make the most of the conditions they have.

So Jamalcoans, keep showing up and supporting each other. One day, when better times return, we'll be able to say with pride: We didn't just work through the difficult times. We stood together, lifted each other up and wrote the next chapter of the Jamalco story.

ARC

IN THE COMMUNITY

Mining Pit Observers Champion Community Well-being

At Jamalco, women are making a meaningful impact in an important area of the company's mining operations. As the majority of its Mining Pit Observers, these women play a vital role in protecting lives, supporting their communities and contributing to the responsible manage-ment of mining activities.

Operating across Jamalco's mining areas in Harmons, South Manchester and Mile Gully, Pit Observers monitor conditions around open pits and look out for individuals who live or travel near these sites. Their work supports the company's commitment to responsible operations and the well-being of surrounding communities.

Though their contribution may not always be visible to the wider public, Pit Observers play an essential role in the company's day-to-day activities. Their attentiveness and dedication help strengthen the relationship between Jamalco and the communities in which it operates.

Beyond their operational responsibi-



Jamalco Observers, from left to right: Stacy Hemmings, Audea Williams, Pam Brown and Joan Williams.

lities, the role provides valuable employment opportunities for women living within the company's mining areas. Earning an income close to home allows them to contribute to household expenses, support their families and build greater financial independence.

"I am grateful to Jamalco for this opportunity. It allows me to earn an income, support my family and make a meaningful contribution to my community," Natasha Russell, South Manchester

The presence of these women in the mining environment also challenges traditional perceptions of industries often viewed as male-dominated. Their contributions demonstrate that women can play influential roles across the sector, bringing commitment, competence and a strong sense of responsibility to their work.

For the Pit Observers, the job is more than a source of income, it is a responsibility they understand and take pride in fulfilling. "I take my job seriously because I know that people's well-being can depend on how attentive we are. I am proud to play my part in looking out for the communities around us." — Patricia Clark South

Cont'd on page 7

NEWS

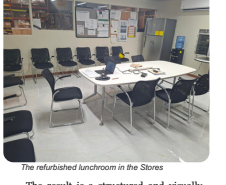
Stores Department Transformed

A carefully phased upgrade is improving organization, safety, comfort and morale, while showing what is possible when employees are heard and their workspace is valued.

Walk into the Stores Department today and the difference is immediately apparent. The space is orderly, welcoming and clearly arranged, with a renewed sense of purpose that extends well beyond its freshly painted surfaces.

The transformation followed years of concern about facilities that Stores Superintendent, ***Janelle Munroe*** described as "quaint and outdated." Limited space, worn floors and ageing staff amenities no longer reflected the standard of work the team delivered each day. Employees consistently asked for a setting that was more functional, comfortable and representative of their collective pride.

Management responded through a series of improvements carried out over two years. In the main Stores area, repainted floors now feature clear demarcation lines that distinguish storage zones from pedestrian walkways. Labels identify where goods belong, supporting stronger inventory control and safer movement through a department where every available area must be used wisely.



The refurbished lunchroom in the Stores

The result is a structured and visually coherent operation in which each item has a designated place. The improvements have also changed how the department is experienced by colleagues who visit it. "Now, other employees coming into the Stores also feel better when they enter the space," Janelle said.

The most visible change is the complete renovation of the lunchroom. Old benches have made way for modern chairs and a new table, while fresh paint and an upgraded media system have created an inviting place where employees can step away from their



Before



After

duties and recharge.

Thoughtful use of the renovated room has also solved a practical challenge: it now serves as a conference space. Team members can gather in a comfortable environment, as the department now has a multi-purpose setting for meals, meetings and collaboration.

An Investment in People

For the Stores team, the condition of the lunchroom was a real concern, so these upgrades carry meaning beyond their practical benefits. Janelle explained that employees had long wanted surroundings that were "more appealing, inviting and comfortable" because the quality of the environment affects how people feel about themselves and the work they do. To see the space improved like this, shows that our comfort and our work matter," Janelle shared.

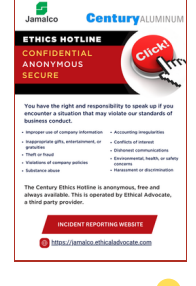
And the impact is tangible. Employees speak of a renewed sense of ownership and value in their work environment. There is greater enthusiasm for coming to work, improved collective morale, and a positive shift in attitude and engagement.

Janelle expressed appreciation to Planning and Central Shops Superintendent, ***Hayden Shields,*** the management team for approving the investment and supporting the project through completion. She also recognized Procurement Manager, ***Johann DaCosta***, whose visit to the department helped bring its needs into focus and who worked diligently to advance the overhaul.

Completed incrementally, the project demonstrates that meaningful change does not have to happen all at once. Careful investments in a work environment can strengthen efficiency and safety while affirming that employees' comfort, dignity and contribution matter.

The Stores Department has done more than reorganize shelves and refresh shared facilities, it has raised the standard for what Pride in Place can look like. It is also a reminder that when people are heard and their surroundings support them, pride, purpose and performance can grow together.

Call the Ethics Hotline



Jamalco Promotes Breast Health Awareness and Early Action

Jamalco encouraged employees to prioritize breast health through education, early action and support during Breast Cancer Awareness Month.

The activities embraced the World Health Organization's theme, "Every story is unique, every journey matters," which recognizes the different experiences of people affected by breast cancer and the importance of compassionate care throughout their journeys.

An informative Lunch Conversation on October 15 brought together medical guidance, information on insurance support and a personal account of living with breast cancer.

Dr. Ovie Kupa of the Clarendon Health Department reminded employees of the importance of monitoring their breast health, recognising symptoms and seeking



Some Mines Department team members dressed in pink to highlight breast cancer awareness.

timely medical attention. He also highlighted the role of appropriate screening and testing in taking early action.

Complementing the health discussion, Peter Townsend of Sagicor Life Insurance outlined the support available through insurance, helping employees better under-stand the benefits available to them.

A particularly meaningful contribution came from special guest Simone Bloomfield-Hodges, who shared her breast cancer journey and the strategies she uses to cope. She spoke about the importance of maintaining a positive outlook when facing difficult news and how this has helped her navigate her own experience.

Earlier that morning, the Medical Department hosted its annual breast cancer awareness outreach at the turnstile. Employees who wore pink received awareness pins, water and Gatorade, alongside a reminder to stay informed, take action and make breast health a priority.

Team members were also encouraged to wear pink every Friday throughout October to keep the conversation active and demonstrate support for those affected by breast cancer.

Outstanding Employees



Anthony Boothe *collects his certificate from* ***Basil Edwards****, Powerhouse Maintenance Department Supervisor.*



Musaka Stimpson *receives a certificate of appreciation from Powerhouse Maintenance Department Supervisor,* ***Basil Edwards****.*



Team members from Crew 1 in the Clarification Department, ***from left: Alexander Williams, Rexon Taylor*** *(Shift Supervisor),* ***Jason Evans, Patrick Levy, Ceyon Archer*** *and* ***Kirk Alexander****.*

Congratulations to ***Anthony Boothe***, the Powerhouse Employee of the Month for September 2026, for his exceptional commitment and performance in Mechanical Maintenance.

Anthony consistently demonstrates a willingness to support his team and go beyond his core duties. During September, he led a team that replaced four defective bearings on Steam Turbine Generator #3 in record time. He also contributed to the replacement of the mechanical seal and coupling on Boiler Feedwater Pump #3.

The Powerhouse leadership extends special recognition to ***Mussaka Stimpson*** of the Mechanical Maintenance Department for his outstanding work in replacing four defective bearings on Steam Turbine Generator #3 and repairing Boiler Feedwater Pump #2 in record time.



The leadership of the Clarification Department commends Crew 1 for their hard work, dedication and contribution to the department.

The team was recently recognised for its commitment to carrying out its responsibilities and supporting departmental operations.

Congratulations to the crew and thank you for your continued efforts!



A Gentle Spirit, a Lasting Commitment



Yasmine Scott

For 37 years, ***Yasmine Scott*** has demonstrated that dedication does not have to be loud to make a lasting impact. With her gentle spirit, quiet personality and steady approach, she gets things done, responding kindly to employees, attending promptly to their concerns and paying close attention to the details that matter.

As Jamalco's Employment, Compensation and Benefits Supervisor, Yasmine brings clarity, care and professionalism to her work. Her approachable manner helps employees feel comfortable seeking assistance, while her thoroughness reflects a commitment to providing clear information and following through on responsibilities. Behind her reserved presence is a woman deeply dedicated to Jamalco and its people.

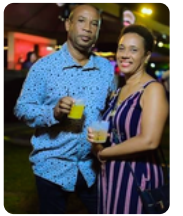
A past student of Knox College and Community College, Yasmine moved from Aenon Town, Clarendon, to Mandeville after graduation. Her warm, articulate speaking voice prompted encouragement to apply to the then Jamaica Telephone Company. She was successful and worked as a Telephone Operator for two years before the Mandeville Telephone Exchange closed and she was transferred to St. Ann's Bay.

By then, her mother and sisters had moved to May Pen. Being away from her family, coupled with her experience of Hurricane Gilbert in September 1988, led her to reconsider her direction. When a neighbour suggested that she apply to Jamalco, she grasped the opportunity.

Yasmine joined the company in November 1988 as a Telex/Telephone Operator, beginning a career that would grow through her willingness to learn and help wherever she was needed.

Whenever the Personnel Department required support, she readily stepped in. Her reliability, strong work ethic and careful approach earned the attention of her leaders, leading to her appointment as a full-time Clerk Typist. Over the years, she progressed through increasingly responsible roles, building the experience that now supports her leadership in Employment, Compensation and Benefits.

Throughout that journey, Yasmine's quiet personality has remained one of her defining qualities. She approaches responsibilities with patience and focus, seeking clarity and ensuring that her work receives the attention it deserves. Her contribution is evident in the everyday interactions: a courteous response, a prompt follow-up and the care taken to address an employee's query accurately.



Yasmine with her husband, Ewan Scott

For Yasmine, remaining at Jamalco has also been about belonging. She values the company's stability, family-like culture, work–life balance and proximity to home. These qualities have helped her build a fulfilling career alongside a rich family life.

Jamalco became part of her personal story when she met and married fellow employee Ewan Scott. Together, they share a daughter, Toni-Anne, and Yasmine now delights in being grandmother to Kyson.

Away from work, her love of family, food and fellowship brings her joy. She



Yasmine and her daughter, Toni-Anne

appreciates good food and takes care with what she eats, bringing the same thoughtfulness to her personal choices that she applies to her work. Time spent sharing a meal and enjoying the company of loved ones reflects the warmth behind her quiet manner.

Her advice to young professionals captures the determination that has guided her own career: "Pursue your dreams, never place limits on yourself, and always strive to do your best."

Yasmine's contribution to Jamalco has been built through years of dependable service and countless thoughtful actions. Her gentle spirit, attention to detail and commitment to helping others show how quiet leadership can make a meaningful difference, one employee, one response and one carefully completed task at a time.



Yasmine with her grandson, Kyson.