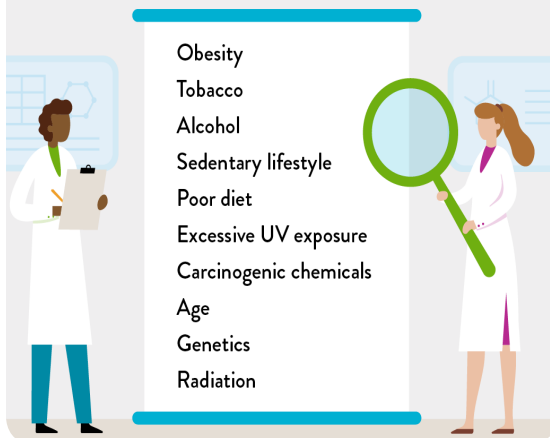


# Reduce Your Risk of Cancer

## common risk factors

FOR CANCER



dicted to be diagnosed with cancer by 2040, if no further action is taken to prevent and control cancer.

Cancer can be prevented and con-

trolled by implementing evidence-based strategies for cancer prevention, screening and early detection, treatment and palliative care. The most common modifiable risk factors for cancer, which are shared with many other noncommunicable diseases, are:

- Tobacco use
- Low fruit and vegetable intake
- Harmful use of alcohol
- Lack of physical activity

Some specific risk factors for cancer include chronic infections from human papilloma virus (HPV) -for cervical cancer, hepatitis B and C - for liver cancer, and H.pylori for stomach cancer. One third to one half of cancer cases could be prevented by reducing the prevalence of these known risk factors.

World Cancer Day was observed in February and March is observed as Colorectal Cancer Awareness Month. By 2050 cancer cases are projected to be 77% higher than in 2023. Did you know that over 10 million lives were lost to cancer in 2023. 1 in 5 persons will face cancer in their lifetime, with 1 in 9 men and 1 in 12 women dying from the disease.

The cancer burden will increase by approximately 60% over the next two decades, further straining health systems, people and communities. The predicted global burden will increase to about 30 million new cancer cases by 2040, with the greatest increases occurring in low- and middle-income countries.

In the Americas region the number of people expected to be diagnosed with cancer will increase by 57%, and approximately 6.23 million people are pre-

## EAP Corner Embracing Changes

Whether we like it or not, change is a part of life. We will all encounter struggles, challenges, difficulties and heart wrenching moments. Learning to deal with and accept changes is what builds character and resilience. Here are some tips to consider as we embrace changes:

1. Be kind to yourself. Challenge negative self-talk; think positive thoughts.
2. Keep a regular daily routine. Follow a set schedule, it will help you be more productive and maintain a healthy rhythm to your week.
3. Focus on the things you can control. Such as revising your resume, upskilling yourself, and expanding your networks.
4. Define yourself by traits not by titles. List your traits for example (organized, responsible, honest, driven) not by titles (manager, operator, guard). Titles are fleeting but traits cannot be taken from you.



5. Remind yourself about your strengths. After listing your skills and positive personality traits read them regularly to encourage yourself.
6. Remind yourself of the people who you have supported and helped over the years. Do not isolate ...maintain contact with family, friends, and associates, reach out to them and share with them.
7. Don't get overwhelmed. Break up big

goals into small and manageable tasks. 8. Find activities that give your life meaning. Fulfill some emotional and practical needs such as taking up hobbies or learning something new. Opportunities are all around.

9. Stay healthy. There is a saying 'a healthy mind lives in a healthy body'. Eat well, exercise regularly, and visit your Medical Doctor for a check-up. 10. Be grateful. Write a gratitude list. When we focus on being grateful, we are happier, and our minds feel better.

As we embrace life's new possibilities, let us continue to work hard, stay positive and expect a brighter future whilst championing the changes to "new heights of excellence and innovations."

CALL EAP 876-551-9796

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### Employee News



For many women, working in a man's world can be intimidating. However this is not the case for Senior Mines Planning Supervisor, **Sydia Williams-Johnson**.

(Read more on page 5)

### EHS Review

@ March 28 2024		
Plan	Actual	
Recordable Injury	0	0
First Aid Injury	0	1
Non Compliance	0	0
Spills to Soil	0	3

### Production Review

@March 28, 2024		
Plan	Actual	
Digester tpy	3154	3058
Calciner tpy	3261	3104
Digester Yield gpl	93.7	83.6

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## Jamalco Welcomes New Managing Director

**Marvin Jackson** is Jamalco's new Managing Director. His appointment became effective on March 26, 2024. Mr. Jackson has oversight responsibility for all aspects of Jamalco's operations. The announcement was made by Century's Executive Vice President, Global Operations, Gunnar Guðlaugsson.



Jamalco's Managing Director, Marvin Jackson

Mr. Jackson is a seasoned professional with over 25 years of experience in the bauxite alumina industry. He has served in various key leadership positions at West Indies Alumina Company (UC Rusal WINDALCO) and UC Rusal Alpart in Jamaica. His tenure as a General Manager at Norsk Hydro Brazil and Vice President and General Manager of Operations at First Bauxite LLC and Subsidiary Guy-

ana Industrial Minerals (GINMIN) underscores his exceptional leadership skills and industry knowledge. During his career, Mr. Jackson has honed expertise in managing both low-pressure and high-pressure alumina refineries and bauxite mines which should prove beneficial to Jamalco. His career trajectory and wealth of expertise make him a valuable addition to Jamalco's leadership team.

He succeeds Austin Mooney who demitted office earlier this month.

As we welcome Mr. Jackson, we also use this opportunity to express gratitude to Mr. Mooney for his service during his six years at the helm of Jamalco. As he embarks on a new chapter in his journey, we wish him continued success in all his future endeavours.

## Managing Director Sets the Tone for Change

In a series of transformative and engaging communication sessions with employees, Jamalco's new Managing Director, Marvin Jackson, delivered a clear charge that is expected to significantly change the company's trajectory: "Change your mindset to deliver the best results," he said, as he emphasized the need for a renewed commitment to excellence and collective responsibility toward safety and integrity. Mr. Jackson emphasized that the cur-



Managing Director, Marvin Jackson, responds to a question during a MD Communication Session.

rent practices are not sustainable and that a shift in mindset, effort, energy, *Contd. on page 2.*



## Preventing Spills

Preventing spills is crucial to maintaining a safe and healthy work environment, protecting employees and the surrounding environment from hazards and avoiding costly clean-up and remediation efforts. Spills may also cause hazards from slips and falls as well as exposure to the spilled material.

Here are some best practices to be mindful of and prevent spills within the workplace.

- Identify and assess the risks: Before you can effectively prevent spills, it is important to identify the hazards and assess the risks associated with the



materials and processes used. This can be achieved through regular hazard assessments, which can help you determine which materials and processes are likely to cause spills and how to minimise those risks.

- Identify locations and work procedures where spills are likely to occur.
- Take steps to improve spill-prone areas, such as improving storage and mixing facilities.
- Inspect storage areas for leaks and for damaged containers on a scheduled basis.

If a spill occurs, try to avoid touching it, walking in it, or breathing it, whether it has an odour or not. Report a spill or leak immediately. Be prepared to tell what is leaking or spilled, where it is, the size of the spill or the leak's rate of flow. Always be very cautious as a spill could lead to a fall and the need for medical care.



## Managing Director Sets the Tone for Transformation

Contd. from page 1.

and drive is necessary.

With a bold vision, Mr. Jackson outlined the achievable goal of producing alumina at \$300 per ton. He believes that through collaborative effort, Jamalco could ascend the cost curve and reclaim its former position as an industry leader. "Jamalcoans know how to do it. We have done it before so we can do better than we are doing now," he stated. He encouraged employees to contribute ideas for company improvement noting that the best ideas from

the workforce will be implemented to help change our current circumstances.

Understanding that change is a gradual process, he called for consistent, incremental improvements in production and process control across the short, medium, and long term. He also appealed to the workforce's sense of ownership and accountability: "Do not be afraid to ask for help when it is needed. I will provide the necessary resources and training."

Mr. Jackson's message was a clear call for introspection and action, emphasizing the need for a sustainable performance model, powered by unwavering teamwork and a relentless pursuit

of excellence. "Let your work demonstrate excellence - every day, give 110%," urged Mr. Jackson.

Safety was highlighted as a non-negotiable priority, with Mr. Jackson calling for each team member to take personal responsibility for creating a secure work environment. "Ensuring the safety of our employees is paramount,



Managing Director, **Marvin Jackson** (standing) addressing team members during a MD Communication Session.

and it is the responsibility of each one of us to contribute to a safe workspace," he asserted. He was also adamant about the importance of integrity announcing a zero-tolerance policy towards theft, lies, and falsification of data and reports. "Everyone must do what is right and do the best within their power to deliver

quality work that impacts the bottom line."

While stressing the need for the leadership team to bridge the gap between management and the shop floor, Mr. Jackson urged leaders to actively listen to employees and bring their best suggestions to fruition. "Take all the ideas suggested and implement the best ones," he said, underscoring that the forthcoming changes and improvements will benefit all stakeholders.

He challenged every employee



Managing Director, **Marvin Jackson** (centre) addressing employees at the Williamsfield office.

to not only claim they are the best people at the best company but to let their exceptional work unequivocally demonstrate it. "In a move that reinforces the company's commitment to excellence, Mr. Jackson revised the company's slogan. If you believe you are the best, give the best performance, and let us truly make Jamalco the Best people, best company, best results."

## Jamalco Donates Computer Tablets to Milk River Resource Centre

Jamalco donated computer tablets to the Milk River Resource Centre to support the Homework Programme at the facility. The tablets were handed over at a ceremony in Milk River recently.

In her remarks, Coordinator of the Milk River Homework Programme, Beverly Boothe, explained that the homework centre was established to support the needs of students from the community who are considered to be slow learners. She commended Jamalco for its commitment to education and the needs of the children while encouraging the children to take the best care of the gadgets.



Communications Specialist, **Nadene Newsome** (2nd right) and Senior Community Relations Officer, **Phillip Biggs** (3rd right) hand over computer tablets to (l-r) Treasurer, Milk River CDC, Nurse Sheffene Knight, Coordinator of the Homework Center, Beverly Boothe, President, Milk River CDC, Noverene Darlington and member of the Railroad Community Council, Clive Thonson.

educational needs of the students in the community. This initiative, she stated, is "a reflection of true corporate citizenship and what it means to demonstrate care for the community."

Communications Specialist, **Nadene Newsome** who spoke on behalf of the Manager of Corporate Communications and Public Relations, **Donna Marie Brooks**, commended the Community Development Committee, the Co-

Executive Member of the Community Development Council Dian Sommerville also supported Ms. Boothe's comments as she thanked Jamalco for its tremendous support of the Homework Programme which will boost the edu-



The computer tablets that were donated to the Milk River Resource Centre.

ordinator and the volunteer teachers for leading this initiative. "Our donation solidifies Jamalco's mission of increasing literacy and numeracy among our children through technology, and we continue to demonstrate that an investment in education is perhaps the most significant investment any company could ever make in our communities," she said.

The Homework Centre currently caters to 32 students from Milk River and surrounding communities and has five volunteer teachers. The long-term aim of the Homework Centre is to reduce illiteracy in the area.

## Gravel Hill Primary School Receives Facelift



Jamalco employees and community volunteers pause for a photo during the painting of the Infant Department at the Gravel Hill Primary School.

In another demonstration of its commitment to building better communities Jamalco employees joined hands with community volunteers to beautify the Gravel Hill Primary School.

The workday, which was organized by Senior Community Relations Officer **Phillip Biggs** saw volunteers painting of the main classrooms and repainting and tiling of the Infant Department. During the day's activity, the 9 Jamalco employees and 13 Community volunteers also assisted with other aspects of the refurbishing work at the school.

Principal of the Gravel Hill Primary School, Mr. Donovan Brown, who

solicited support from Jamalco to help beautify the school, noted that the work on the school will impact the students positively. "This support from Jamalco has improved the overall ambiance of the school environment. The students will feel more comfortable and should learn better in their clean and bright classroom. The school is grateful for the donation and Jamalco's continued support of the institution," he said.

The Gravel Hill Primary School benefitted from one of four Jamalco in Action (J-ACTION) grants valued at \$250,000. The funds were used to purchase the material to complete the work.



(l-r) Community volunteer, **Veronica Williams**, Jamalco volunteers, **Sandalia Batchelor** and **Keeshan Neufville** painting a section of the Infant Department at the Gravel Hill Primary School.

## Repair Work at Kiddies Corner Basic School



Jamalco donated funds to the Kiddies Corner Basic School to mitigate the flooding issues affecting the school. Photo above shows workmen erecting a retaining wall to stop the flow of water into the classrooms. This is hoped will solve the problem which has impacted the teaching and learning process in the past.



## International Women's Day Inspiring Event

International Women's Day (IWD) is observed globally on March 8 to celebrate the social, economic, cultural, and political achievements of women. At Jamalco as an empowering and motivating lunch hour event was organized for the women.



Members of staff who participated in the International Women's Day Event.

another to break down barriers and create a more equitable world for all." Delivering an inspirational



Manager of Wellness and Client Engagement, Sagicor Group, Stacy Goodin, presents the main prize to JBS Business Partner, Shanelle Salmon.

presentation, titled, *A Return to Love*. Ms. Goodin encouraged the women to love themselves and invest in their personal goals. She reminded the team to remember their dreams and aspirations and not, "give up on who you aspired to be, you have a purpose, and you can still achieve those goals Always listen to the inner child, which guided you towards the fulfillment of your dreams," she stated.

The very interactive presentation also highlighted the need for women to accept their responsibilities, and to "trust that all things will work out." Ms. Goodin urged the women to "let go, slow down and listen to your needs, own your story and allow yourself to feel, and always be ready to pick yourself up again."

At the start of the activity at-

tendees were invited as they entered the room, to place their names in a box to be eligible for the raffle of a papier mâché which was donated by the Presenter, Ms. Goodin. There was elation as Shanelle Salmon won the beautiful piece of art.

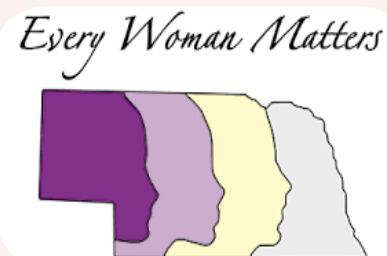
Throughout the vibrant session attendees were able to participate, answer questions and win tokens donated by Jamalco and Sagicor.



Corporate Communications and Public Relations Manager, Donna Marie Brooks hands over a token to Janitor, Angela Archibald, for her support in preparing the room for the event.



Superintendent Laboratory, Denise Dawkins-Tomlinson rendering an inspirational song to the group.



## Jamalco Launches Impact 300 to Achieve Efficiency

In an effort to improve efficiency, eliminate waste and improve efficiencies, Jamalco has launched a new Project, Impact 300. The objective of the project is to attain a cost of US\$300 per ton and generate 300 cost saving suggestions across departments.

While addressing employees at the Project launch, former Managing Director, Austin Mooney, said Impact 300 will include a thorough assessment of all business processes to ensure the long-term viability of the organization.

To achieve the goals of Project Impact 300, all employees were invited to actively submit innovative ideas which if implemented could assist in reducing cost as well as shaping how we operate in the future.

Each department is expected to

contribute a minimum of 10 innovative ideas, either individually or as a team by March 31, 2024, by completing a form which is available electronically on the Jamalco Business System SharePoint, and in printed format.

Mr. Mooney highlighted the importance of supporting the project and working together to bring about the necessary changes. "As I engage with different departments within the Refinery, I am greatly inspired by your understanding of our challenges and your unwavering dedication to improving our circumstances. I truly appreciate your active involvement in resolving these issues," Mr. Mooney stated.

The employees were advised that every idea would be considered and while waste and inefficiency may not be readily apparent to those who are not directly engaged in an activity, the teams directly connected to the activities are charged to identify opportunities to remove waste and enhance efficiencies. Mr. Mooney urged directors and managers to "embrace opportunities and suggestions for improvement. As leaders, we must be receptive to employees positively challenging the status quo," he stated.

A Steering Committee has been established to monitor project ideas, as-



Financial Planning and Analysis Manager, Johann DaCosta (r) and JBS Superintendent Debbie-Ann Fagan-Warren address members of the leadership team at the launch of Impact 300.



## General Water Tank Receives Cosmetic Overhaul

The general water tank which supplies potable water to the Refinery is undergoing well-needed renovation. The tank has seen a decline in condition, characterized by corrosion, coating failure, and the appearance of holes at the top of the container, necessitating the need for re-coating and repairs. The corrective work is being managed by members of the Contractor Management team, who will



The general water tank undergoing repairs.

oversee repairs to the damaged metal parts, restore the lights around the perimeter of the tank, and recoat the tank.

Senior Engineer, Dwayne Wallace will oversee the mechanical repairs and painting work, while Senior Coordinator Edward ("Specie") Thompson

will manage the scaffolding erections, modifications, and adjustments.

The reservoir is located at Building 370D and is situated at an elevation of about 130 feet.



Process Engineer, **Rojell Hanson** (l) boldly stepped forward to summarize the presentation. Here, she collects a token from Executive Sales Agent, Sagicor Group, Barbara



## Vox Pop - What Changes Do You Anticipate from the New Managing Director

The following are the responses from employees who were asked to tell us of the changes they anticipate from the new Managing Director.



**Shanelle Salmon**  
JBS

Exciting times are ahead. I am grateful for the change and I can't wait to see what this new era will bring.



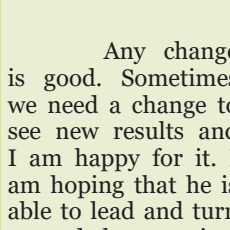
**Morris Williams**  
Raw Materials

My expectation is that the regular workforce is given priority so that they can feel that they are a part of the organization. Presently all we hear about are the bad times – we need a share of the 'spoils'.



**Chester Lloyd**  
Security

I think we needed a new Managing Director and a new mind to attack our problems. I hope he will consider all the issues – including salary, and explore how he could change them.



**Pert Powell**  
Contractor

Any change is good. Sometimes we need a change to see new results and I am happy for it. I am hoping that he is able to lead and turn around the organization.

I hope he manages better and is more transparent. The workers need more communication to feel valued.



**Ainsworth Pryce**  
Machine Shop

I hope for the best for the workers. I don't think the workers have been getting best treatment overall.



**Kurt Witter**  
Raw Materials



**Jerome Stewart**  
Reliability

The change happened suddenly, though I expected some changes in leadership since Century bought the company. The outgoing MD had a rough task since the fire and the high cost of energy – he tried his best. The new MD will need to pick up where he left off.



**Barrington Simpson**  
Precipitation

Better governing of the whole organization. Consideration for fair wages. Get rid of the bad apples that are holding down workers.



**Omar Morgan**  
Raw Materials

He sounds on point in the meeting, but I need to talk to him directly and ask my questions pertaining to results on both sides.

## Spotlight on Sydia Williams-Johnson A Fulfilling Career in a Male Dominated Field

For many women, working in a man's world can be intimidating. However this is not the case for Senior Mines Planning Supervisor, **Sydia Williams-Johnson**.



**Sydia Williams - Johnson**

Despite the emotional and other unique challenges, she has been demonstrating that she is able to do just as well as her male counterparts.

The idea of being different, thinking outside the box and pursuing a non-traditional career path was presented to her by her high school teacher Mrs. Buckley. "In a life changing moment while selecting a career path, I was told not to limit myself or put myself in a box, as the grades I received in CXC could take me places." So after conducting research in keeping with the subjects that she was excelling at, she stumbled on Land Surveying and Geographic Information Science (GIS). Her interest in the field was sparked and she applied and was accepted to pursue a degree at the University of Technology (UTECH). While pursuing this course with only two females admitted to the program, there were instances where Sydia was the only girl in the class but she was not deterred. She kept her focus and remembered not to limit herself. She was often told by her male counterparts that no one could graduate with honours as the course was difficult. However, she not only secured an academic scholarship but copped the Spatial Innovation GIS student Award, and graduated with honours.

Since graduating "I continue to be amazed that the capabilities of GIS to manipulate the real world in a digital environment, conduct modeling, and predict the impact of possible events is underutilized in Jamaica and the wider Caribbean." She is however proud of the fact that since her employment as a GIS Assistant at Jamalco in 2008 she was able to assist Jamalco to build its GIS system and "it is now at a stage where there is a website which allows us to view all Jamalco's land acquisitions, bauxite deposits and all physical features on ground. This has greatly assisted the company's information sharing

processes," she explains. Sydia currently serves as GIS Analyst, and now in her current position she is in charge of the Survey teams as well as having responsibility for Mine Planning.

Sydia is the first female to supervise the surveying team in the Mines, and she emphatically states that "I have had to embrace change, adapt and ensure that I excel as a leader. I am proud of the fact that my team has consistently executed their jobs safely and efficiently we get the job done and we respect each other," she stated.

It was also important to Sydia to further her education, and so she pursued her Masters degree at the University of South Hampton. "This course of study exposed me to the use of GIS technology around the world and its integration in daily life.

In her role, Sydia has been called on to represent the company and highlight the contributions of Jamalco to the field as a player in the bauxite industry. I have represented Jamalco on panels at local GIS expos to discuss how GIS is being used in bauxite mining. Sydia indicates that she has never felt out of place, or not respected, "I have been blessed to work at Jamalco where I have been supported by my male colleagues and supervisors over the years," she stated. To foster growth and to serve her team well, she engaged in a professional management program at the University of Notre Dame as she believes in continuous education and development.

Sydia places great importance on family and cherishes the moments she spends with her children, husband and extended family members. She notes that all her achievements are due to the effort that her parents placed into raising her and her 4 siblings. "My Dad passed in 2020 and I continue to mourn as I wish that I had more time to spend with him and to reciprocate the love and support he unselfishly showed us as children," she stated sadly.



*Sydia at work in the Mines.*

My goal as a woman in a male dominated workplace is to be the very best that I can be and to encourage all who interact with me to be the very best version of themselves – better than we were yesterday." She is a firm believer in volunteerism and always tries to give back to people in need by participating in Jamalco's volunteer activities. "I was awarded the Volunteer of the Year in 2011," she explains.

Sydia aims to continue contributing to the processes in the Mines and works with her colleagues in an amicable results oriented way. She explains that her father's death brought home the importance of valuing life and family at all times, "I want to encourage my colleagues to not focus on the small squabbles, do not 'sweat the small stuff' but be kinder to each other, assist where possible and be supportive. As women we have the ability to bring about change in every area, and we must do it," she states emphatically.



*Sydia assisting with the painting of a school's play area as a Jamalco volunteer.*

## Commendations

The Leadership of the Powerhouse and Laboratory Departments commends **Damion Wilkinson** and **Romane Woodburn** for copping the Employee of the Month award for February and March, respectively. In the photo at left Damion collects his token from Powerhouse Superintendent, **Leighton Campbell**. Damion was awarded for doing an excellent job using principles associated with 5s and Autonomous Maintenance programs in and around the Condensate Polisher building. In the photo at right, **Romane Woodburn** collects a token from Laboratory Superintendent, **Denise Dawkins-Tomlinson** for displaying flexibility while working as a Team Coordinator during human resource challenges. Keep up the excellent work Damion and Romane.

