BOULBY AND TEESDOCK

TIMES

September 2026



SAFE
CERTAIN
SUSTAINABLE

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Get up to speed with the latest news and stories from Boulby and Teesdock sites by taking a look at this month's highlights.

ICL BOULBY AND TEESDOCK

The home of

POLYSULPHATE®

A Message from Grahame



- Grahame Wallace
VP and General Manager

Welcome to the September edition of the Boulby & Teesdock Times once again packed with articles to inform, educate, generate pride and of course for your enjoyment! 😀

One minor accident in August to one of our underground colleagues. In this incident during the removal of a continuous miner pick an individual who was stood 7-8 feet away from the activity was struck by a shard from the chisel tip that punctured the injured party's skin and required removal at hospital. It's a reminder to us all that although we may not be involved in an activity, we may be exposed to the hazards from the task and always to be compliant with the PPE requirements in the area you are working. Good safety performance is hard to maintain, and it requires constant attention and review of how we can maintain energy and enthusiasm. So please ensure that you and your teams utilise the safety campaigns and toolbox talks to continually engage and seek out where there are hazards and exposure within our workplace and how we can remove or protect against those hazards.

People are the core of our business! I recognise that our success is based upon our people and their contribution and sustained success will continue to be based upon our people. As such even though in a transitionary period we have continued with our craft apprentice scheme and have welcomed 7 new apprentices with part of their induction and introduction into the business including a residential team building course. At the same time, it is also important to continue to develop and invest in our teams and I am also pleased to share that 7 individuals from the Engineering team have just commenced Further Education courses which will result in Degree, HND & HNC qualifications and join 10 others that are currently studying for the same range of qualifications. At the same time Adam Rymer has commenced the first year of a 4-year Mining Degree Apprentice course delivered by Cambourne School of Mining and joins 7 others already studying at various stages of the same qualification. Good luck to all the new apprentices and to those starting and mid-stream in your qualifications!

Sticking with the theme of people it's great to see the return of our focus on 'unsung heroes' and recognising those individuals within our business that also make a major contribution to their local community. I personally became familiar with Ben's volunteering via a casual conversation about what he was planning to do during his days off and found out he was travelling to Poole to undertake RNLI training. But isn't that a trait of unsung heroes that they don't go shouting about it! All kudus to Ben as one of the many volunteers to this charity that provide this vital 24-hour rescue service across the UK and Ireland. Who else out there is making a difference in their local community shout up and let's recognise you.

This month's competition is slightly different to normal and not focused on finding an item hidden amongst the following pages. This month's competition aligns with supporting national recycling week and requires innovative thinking. The competition will remain open until the end of October, and I look forward to seeing where and how we can contribute to a more circular economy and ultimately create a more sustainable business.



Read on for more details

WIN A £50 VOUCHER!



Submit your idea for how the business could make use of waste materials from site. Or perhaps you have already repurposed site waste to create something innovative, useful, or inspiring. If so, we'd love to hear about it. Simply complete the qr code to enter and be in with a chance of winning a £50 Love2Shop voucher.

CONGRATULATIONS TO LOUIS ROBSON ON WINNING AUGUST'S COMPETITION FOR THE BLUETOOTH SPEAKER. WELL DONE!



UNSUNG HERO

GOING ABOVE AND BEYOND: BEN METCALFE VOLUNTEERS TO HELP SAVE LIVES AT SEA

When he's not working as an Electrical Operations Engineer, Ben Metcalfe is dedicating his time to something equally important: helping those in distress at sea.



Pictured third from the left, Ben follows one of the pool-based exercises with an inflated life jacket. The group of volunteers had travelled from all parts of the UK and Ireland to take part.

Ben recently joined the Royal National Lifeboat Institution (RNLI) as a volunteer crew member, continuing a long-standing commitment to maritime rescue and safety. His volunteering journey stretches back more than a decade, having previously served with the Runswick Bay Rescue Boat charity from 2007 to 2020, where he worked on a variety of inshore lifeboats, both rigid and inflatable vessels.

Now, Ben has embarked on a new challenge with the RNLI, training to crew the Shannon Class All-Weather Lifeboat, a significantly larger and more advanced vessel designed for rescues in some of the toughest sea conditions.

"*I'm having to start at the bottom of the ladder again since I'll be crewing a completely different and much bigger boat,*" he explains.

One of the things that surprised Ben most about the RNLI is the wide range of people who volunteer alongside him.

"*The crew come from a variety of backgrounds including a policeman, paramedics, commercial marine professionals, a pilot and a builders' merchant. The RNLI assess their crewing needs against your availability, so selection isn't guaranteed, but no specific qualifications are needed.*"

For Ben, volunteering is about much more than learning new skills. It combines several lifelong interests while providing an opportunity to make a difference.

"*I enjoy being part of a team, meeting new people and being at sea. I've always been fascinated by oceanography, navigation and the factors that affect ocean behaviour. I'm proud to be part of a team that helps anyone who gets into distress at sea.*"

Recently, Ben attended a Crew Emergency Procedures (CEP) course at the RNLI training centre in Poole. The course is designed to prepare volunteer crew members for emergency situations and rescue operations.

"*It was a bit like the offshore survival courses people might be familiar with, except we had lifeboats in the tank rather than a simulated helicopter and offshore equipment.*"

The training brought together volunteers from across the UK and Ireland, including crew members from the Shetland Islands, Northern Ireland, Scotland and the Republic of Ireland, highlighting the scale and reach of the RNLI's lifesaving network.

As Ben begins this new chapter of volunteering, he embodies the spirit of giving back, teamwork and community service that makes a real difference. We are incredibly proud to have colleagues like Ben who dedicate their free time to helping others and supporting lifesaving work around our coastline.

Thank you, Ben, for your commitment and service. We wish you every success as you continue your RNLI journey.



DO YOU VOLUNTEER IN YOUR SPARE TIME OR SUPPORT A LOCAL COMMUNITY GROUP OR CHARITY? WE'D LOVE TO HEAR YOUR STORY.

And dont forget, ICL is proud to support your dedication by donating to your chosen eligible nonprofit organisation. Your commitment to volunteering can help secure funds for the causes you care about. Scan the QR code to register your volunteering.

The Sweet Taste of Boulby Mine

HOW OUR POLYSULPHATE IS SWEETENING PINEAPPLES IN MEXICO

When you come to work each day, it's easy to focus on the task in front of you, whether that's mining, processing, maintenance, logistics, laboratory work, engineering, or supporting operations behind the scenes.

But have you ever stopped to think where our Polysulphate ends up?

One example comes from Mexico, where our colleague Mateo Martinez, Country Manager for Mexico, highlighted how Polysulphate is helping pineapple growers produce sweeter, higher-quality fruit for international markets.

Here at Boulby and Teesdock, quality is at the heart of everything we do. Every stage of the journey, from mining and processing to storage, shipping and customer delivery, plays a vital role in ensuring growers receive a consistent product they can trust.

And when it comes to producing premium crops, it takes a quality fertiliser to deliver quality results.

Pineapples destined for export markets need to be firm, flavoursome and capable of travelling long distances while maintaining their condition. Achieving that requires careful crop nutrition, and that's where Polysulphate is making a real difference.

Polysulphate provides four essential nutrients, sulphur, potassium, calcium and magnesium, which are released gradually to deliver a sustained supply throughout the growing season.

For pineapple growers, Polysulphate brings several important benefits:

Firmer fruit and improved shelf life through calcium nutrition

Greater sweetness by supporting sugar accumulation with potassium and sulphur

Improved photosynthetic efficiency thanks to magnesium's key role in chlorophyll production

Sustained nutrient availability from a naturally low salt index fertiliser

Nutritional flexibility by supplying essential nutrients without adding nitrogen

The result is pineapples that are better suited to the demands of premium markets, helping growers maximise fruit quality, improve shelf life and achieve the sweetness consumers expect.

It's another example of how the attention to detail and commitment to quality shown every day here at Boulby and Teesdock is making a difference far beyond our own operations.

Whether it's helping vineyards in Europe, supporting cereal production in Asia, improving fruit quality in Latin America or enhancing crop nutrition closer to home, the work carried out across our sites has a direct impact on food production around the globe.

So, the next time you see a pineapple in the supermarket, you can proudly tell your family, "I might have helped grow that." Even if it was 5,000 miles away in a Mexican pineapple field.

It's a reminder that every tonne of Polysulphate mined, processed and shipped from Boulby and Teesdock has a story beyond our gates. A story built on quality, teamwork and pride in what we do.

Not bad for a product that started its journey deep beneath the North Sea.









BOULBY APPRENTICES STRENGTHEN TEAMWORK AND LEADERSHIP AT BEWERLEY PARK RESIDENTIAL

A group of Boulby and Teesdock's third and fourth year apprentices recently took part in an engaging residential team building course at Bewerley Park Outdoor Education Centre, designed to develop teamwork, communication, leadership and personal confidence through a variety of challenging outdoor activities.

The residential brought together apprentices from a range of disciplines, providing a valuable opportunity for those at different stages of their apprenticeship journey to learn from one another, strengthen working relationships and build connections outside of the workplace.

Throughout the course, apprentices participated in a packed programme of activities that encouraged collaboration, problem-solving and resilience. One of the highlights was the raft-building challenge, where teams worked together to design, construct and test their own rafts. The activity required effective communication, careful planning and trust as groups worked under pressure to achieve a common goal.

Participants also took to the water for stand-up paddleboarding, an activity that challenged individuals to develop balance and confidence while supporting and encouraging their teammates. The session proved particularly popular and provided plenty of opportunities for laughter, determination and teamwork.

The orienteering exercises encouraged apprentices to put their planning and decision-making skills into practice as they navigated around the park using maps and checkpoints. Working together to solve navigational challenges strengthened communication and highlighted the importance of teamwork when tackling unfamiliar situations.

Another memorable part of the residential was the high ropes course, which pushed many participants outside of their comfort zones. The activity demonstrated how encouragement and support from colleagues can help individuals overcome challenges, building confidence and resilience that can be applied both on and off site.

The third year apprentices, who are just beginning their onsite placements across underground operations, surface departments and Teesdock, benefited from the opportunity to learn from the experiences of their more senior colleagues. Meanwhile, the fourth year apprentices, who have now completed a full year working on site, were able to share insights and advice while continuing to develop their own leadership and teamwork skills.

Reflecting on the experience, fourth year apprentice MacKenzie Waugh described the trip as both enjoyable and worthwhile whilst praising the Bewerley Park team for creating an engaging environment that balanced learning and enjoyment.

"The trip overall was fun and I am sure everyone had a great time. For me, the highlight of the trip was paddleboarding and the tasks revolving around the water activities. For a lot of people it was a completely new experience, but it seemed to be the most well-regarded section of the trip and one that everyone really enjoyed. The hosts kept the trip engaging whilst still balancing the learning aspects without taking away from the fun. Every area seemed well maintained and clean, especially the dorm rooms, showing the high standards they hold themselves to, and I would recommend going there again in the future."

As well as celebrating the positives, MacKenzie highlighted opportunities to enhance future visits.
"I would have liked more opportunities to connect with some of the younger apprentices and pass on advice. However, I enjoyed speaking with the mechanical apprentices and everyone seemed to be in good spirits and easy to talk to."

The success of the trip highlights the continued commitment to investing in apprentice development, ensuring the next generation of skilled employees are equipped with the technical abilities, confidence and collaborative skills needed for a successful future at Boulby.

Apprentices Attended:

Third Year Apprentices
- Dylan Pease (Electrical)
- Aiden Dunn (Electrical)
- Ben Dowson (Electrical)
- Charlie Teasdale (Mechanical)
- Poppy Murphy (Mechanical)
- William Beatie (Mechanical)

Fourth Year Apprentices
- Ben Walker (Electrical)
- Boe Green (Electrical)
- MacKenzie Waugh (Electrical)
- Alex Pallent (Mechanical)
- Kieren Robinson (Mechanical)
- Lewis McKinley (Mechanical)
- Luke Sisson (Welder Fabricator)

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Works for you

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Your pension is probably one of the most valuable assets you'll ever have. So although no one likes to think about what will happen when they die, it's important to tell us who you'd like your pension savings to go to when you're gone.

Update or add your beneficiaries using the Royal London app

royallondon.com/app



July 2026

POSPPD0020/2

AXA Private Medical Insurance

Renewal has now completed for the 2026/2027 period and whilst rates have increased due to member usage, AXA still remains the most competitive at £719 single rate.

We have made a small change to the plan to include ADHD diagnosis cover which provides for assessment and early care and support for eligible family members aged seven or over via the ProblemShared network.

For those existing members of the AXA scheme please insert our new group access code A680586 for the AXA app to access all your AXA membership benefits

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medicash
a positive approach to health

For the 2026/27 renewal the new single rate for Medicash is £8.60 per month and can be accessed via the Medicash app as before.

For any questions on your cover or haven't joined and would like to join, please reach out to:

MyUK.HR@icl-group.com

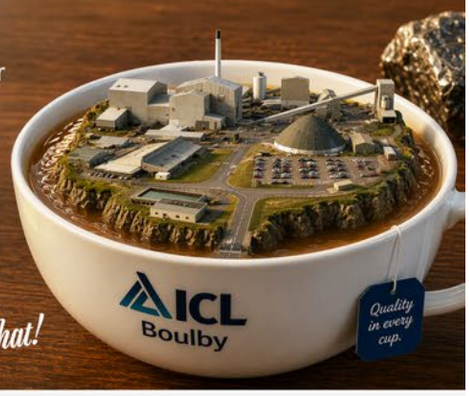
Brewing up some good news across site

We are pleased to announce that we've successfully renegotiated our contract with Templeman's, bringing some welcome improvements to hot beverages across site.

As part of the new agreement, all vending machines will be upgraded to offer a wider range of products, along with improved tea and coffee options. Whether you're starting an early shift, powering through an afternoon slump, or simply debating life's big questions over a cuppa, there should now be something to keep everyone refreshed.

And here's the news many tea and coffee enthusiasts have been waiting for. The cost of hot drinks has been reduced from 40p to 35p! It might only be a 5p saving, but over time that's enough to fund at least a few extra biscuits, and we know how important those are!

Cheers to that!





Ready, set, innovate!

The Growing Solutions AI Sprint is live.

We invite you to submit your AI-powered ideas that can improve processes, save time, reduce costs, and enable smarter decision-making.

Feed the Blue Monster with AIdeas

As part of ICL's continuous effort to innovate and improve how we work, ICL are thrilled to announce the launch of the AI Innovation Sprint across Growing Solutions!

We invite every single one of you to share your creative ideas on how Artificial Intelligence (AI) can help us leap forward.

Scan the QR code to submit your ideas.

Following a presentation, Alex Wall Technical Assistant in the Geology dept was invited to contribute an article to the IOM3 publication Materials World, focusing on technological advancements and their application at Boulby Mine. The article is scheduled for publication in the September edition of Materials World.

Deep data

Alexander Wall, Technical Services Assistant at ICL Boulby, lays out how technology forms the backbone of a modern mine.

The picturesque fishing village of Staithes in North Yorkshire is a favourite for tourists to visit during the summer. Its quaint shopfronts and cobbled streets have changed little since the days when Captain James Cook worked here as an apprentice before his voyages of discovery around the world. Looking out from the harbour wall to the North Sea, it is hard to imagine that three miles out and one mile under the water's surface, a shift of miners is working in the last deep mine in the UK.

Just along the road from Staithes, the two shafts of Boulby Mine rise up. The network of tunnels spreading from the bottom of these shafts creates an underground labyrinth that extends under the land to the South and West and under the sea to the North and East, reaching a combined length of 1,100 miles. And they are expanding further every day.

Much has changed during the mine's lifespan, the main mineral for one. It was a potash mine from the 1970s before market conditions demanded it change to a new and more commercially viable commodity – polyhalite, a multi-nutrient fertiliser providing four key nutrient groups for plants – potassium, calcium, magnesium and sulphur.

Polyhalite is a naturally occurring fertiliser formed 260 million years ago when the Zechstein Sea was cut off from the world's oceans and evaporated, leaving a sequence of salts in its place, in similar fashion to the Dead Sea.

It is mined using a 'room and pillar' method, where advance roads are driven forwards with central and supporting pillars between them. Once an advance road is mined to the planned distance, retreat mining commences.

Retreat mining enlarges the 'room' by mining the supporting pillars away, in a herringbone shape pattern. The retreat element is used because once these 'room' areas are expanded, they are no longer safe to enter. The road is therefore retreated to its original start position and, once every safely available tonne has been recovered, it is fenced off to prevent entry. At Boulby mine, two thirds of the ore is mined during the advance of a road and one thirds is mined during the retreat.

Mining is completed using continuous mining machines. These >100t caterpillar-tracked machines use a rotating auger head filled with tungsten-tipped picks to scratch and cut away at the rock face, driving forward roads of 4x8m, in passes of ~10m at a time.

The ore is taken from the miner to the underground conveyor belt system 20t at a time using a shuttlecar. This transports the mineral to a feederbreaker crusher, to fragment the rock to a more practical size for belt transport.

From there, it is carried along the belts to the shaft where it is hoisted to the surface for further crushing and screening until it becomes the final product. Once a pass has been mined, the roof and walls are bolted to ensure rock integrity and to make it safe for further excavations.

The modern face of it

Often when people picture mining, they imagine people crawling through tunnels, covered in dirt, digging away at the rock face with a pickaxe and pushing away ore on a mine cart. The reality in most modern mines, including at Boulby, is that there are roadways big enough for vehicles to travel through, complex mechanical mining machines completing many of the laborious tasks and a willingness to embrace modern technologies to enhance operational efficiencies.

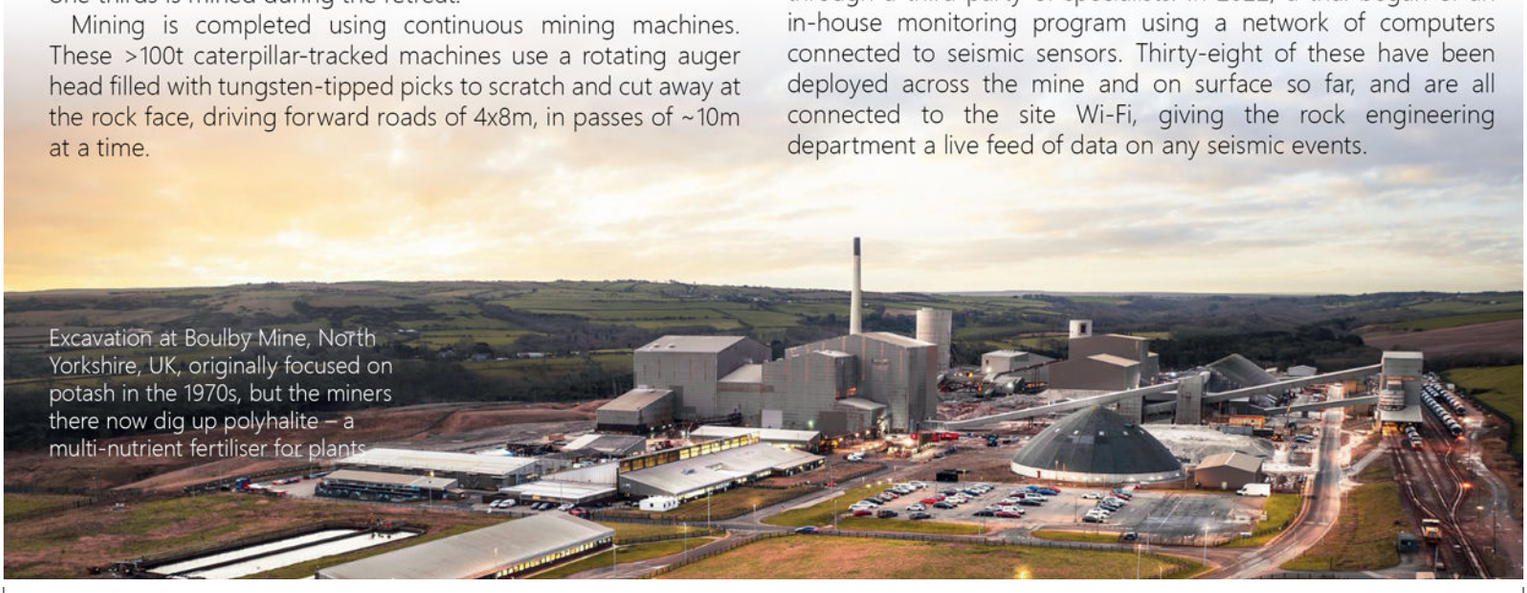
Connectivity and speed of information transfer is essential to any operation. A Wi-Fi network spanning the underground workings has modernised data collection and communication. Mobile tablets and phones equipped with messaging services allow for instant data transmission across the site, so decision makers can be up to date, and information and instructions can be efficiently delivered to mining crews.

When breakdowns occur, mining personnel use images and videos to report to the mechanical and electrical teams so they can bring the appropriate tools and replacement parts with them, to speed up repair and reduce machine downtime.

Safety has also been integrated into the use of devices at Boulby Mine. Using a digital reporting system, operators and supervisors can easily recognise and record hazards, using images to provide further context and assigning these to the correct teams for rapid remediation. Safety campaigns can also be deployed to the underground teams with better visual stimuli to increase engagement among the workforces.

The biggest hazard in mining is the collapse of the roof or the sides into the roadway tunnel. Once an area is excavated within the rock, especially at the depths that polyhalite is mined, the vertical stresses that come with the weight of over 1km of rock above are redistributed. These stresses are controlled using bolting, managing the sizes of the excavations, and supporting any areas of increased stress with steel and wooden chocks if required. This is all overseen by a geotechnical rock engineering team. Modern technology has increased the amount of available data to them using a seismic monitoring system.

Seismic monitoring has been used at Boulby Mine since 2009, through a third party of specialists. In 2022, a trial began of an in-house monitoring program using a network of computers connected to seismic sensors. Thirty-eight of these have been deployed across the mine and on surface so far, and are all connected to the site Wi-Fi, giving the rock engineering department a live feed of data on any seismic events.



Excavation at Boulby Mine, North Yorkshire, UK, originally focused on potash in the 1970s, but the miners there now dig up polyhalite – a multi-nutrient fertiliser for plants

These events can range from falls of ground in the previously retreated areas to redistribution of stress in the pillars within the mine. The network is also powerful enough to recognise earthquakes domestically and internationally, to the extent of the 5.0 magnitude earthquake in Fiji on the 11 May 2026, creating an event spike.

Normal mining operations also create seismic waves that are captured by the network of stations, creating background noise. The 600MB of seismic data received per day must therefore be cleaned and sorted before it is interpreted on spectrograms.

Data from the separate seismographs can be used to determine the source using triangulation from the different stations and the timing between receipt of the seismic waves to pinpoint the event location. The closest stations pick up the event first and more distant ones capture it later. The data from this system enables better monitoring of previously excavated areas and allows for improved planning of future mining to maximise recovery by creating optimally sized rooms and pillars.

The survey department measures the size of the pillars and mined-out rooms. At Boulby Mine, new technologies are used, including LiDAR scanning using handheld scanners. This allows a surveyor to accurately create a 3D map of an excavation and its supporting pillars to calculate the volume of rock mined out. When combined with the known density of the rock type, this can give a tonnage reconciliation, showing exactly how much ore has been extracted from an area.

A mine of information

The nature of retreat mining means there are certain excavations that can no longer be safely accessed. Historically, these could only be inferred by a surveyor, yielding imprecise results. Modern technologies offer systems that do not require an operator within the immediate vicinity.

Boulby has considered scanners that run along pre-prepared rigging systems or a four-legged robotic 'dog' with a back-mounted scanner. However, the solution was found by attaching LiDAR scanners to drones. These fly into unsafe areas of rough terrain and take readings, while keeping people out of harm's way.

The drone used at Boulby has a radio transmission range of up to 500m and a LiDARscanning range of 100m. It is protected from the rugged environment of underground mining by a carbon-fibre exoskeleton.

The resulting 3D scans enable analysis of the area excavated compared to the planned mine, so improvements can be made for future mining by optimising operational practices or planning retreat sections to better fit the mining machine's capabilities.

The tonnage mined in an extractive operation is important – but only as important as the quality of the ore taken. The concentration of key minerals in the mined rock is determined by the 'grade'. Although grade control can be completed by analysing the ore in a lab once it has been hoisted, this is a reactive process and the lag time from mining to completion is inefficient.

Mining requires grade control to ensure that the hoisted ore is within specification, completed by the geology team. Previously, geologists would complete live grade control by looking at a rock face and estimating the ore quality. Problems with this arise because of the qualitative nature of this method, and the potential of separate geologists to differ in their judgements.

Instead at Boulby, photos are taken of the active rock faces and a grid system is created so that certain ore types can be identified and then quantified into a percentage of the ores mined in the next round of mining.

With data on the chemistry of the ore types entered onto the same application, a chemical makeup of the ore pass can be reviewed prior to it being mined. This enables geologists to make grade-control decisions by controlling the tonnages of different mining areas for a blend of ores that meets customer needs.

With the integration of LiDAR Imaging, ore grading can be expanded to 3D for an entire heading, including the walls, roof and floor.

Further to this, a Laser Induced Breakdown Spectroscopy (LIBS) machine provides a live chemical data feed on all the ore hoisted out of the mine. The LIBS machine fires a highly focused laser over the conveyor belt at the top of the shaft, vapourising a very small amount of the sample into plasma. The plasma's colour is analysed to give an elemental composition. This is transferred to a live graphical feed.

The data, conjoined with knowledge of the mining rate from different areas, assists with reconciling the mined ore's grade. This can then be compared to the resource model for estimating the grade. These comparisons can allow for more accurate and reliable estimates in the future, giving investors greater confidence.

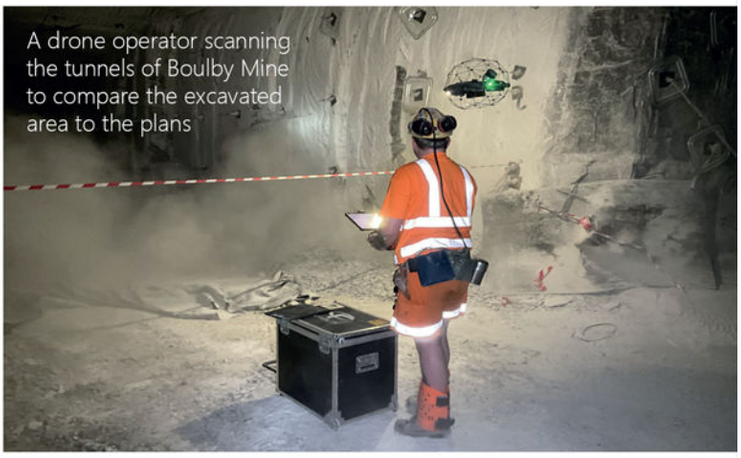
The late 20th and early 21st centuries are described by the UN Public Administration Network as the 'Third Industrial Revolution' with the increased use and miniaturisation of computing and information systems.

Looking forward, it is argued that this 'Third Industrial Revolution' has potentially already ended, and we are now looking into the 'Fourth Industrial Revolution' or the 'Intelligence Age', with developments in artificial intelligence and machine learning technologies.

In an ever-changing world where software and robotic advancements appear to occur at an exponential rate, will mining at Boulby keep up with technology as it has previously? The team certainly hopes so.



Modern mining uses complex mechanical mining machines to complete many of the laborious tasks, and Boulby Mine is no different



A drone operator scanning the tunnels of Boulby Mine to compare the excavated area to the plans

RECYCLING Week

TOOLBOX TALK

If not already done so we encourage all staff to complete the waste segregation toolbox talk on **GOARC**.

WORKING TOGETHER

We encourage staff to ensure that they use the **waste hierarchy** before disposing of waste.

WIN A £50 VOUCHER!



Submit your idea for how the business could make use of waste materials from site. Or perhaps you have already repurposed site waste to create something innovative, useful, or inspiring. If so, we'd love to hear about it. Simply complete the form below to enter and be in with a chance of winning a £50 Love2Shop voucher.

SCAN TO ENTER!

THE WASTE HIERARCHY

1. PREVENT — Avoid waste where possible.
2. REUSE — Use items again as many times as possible.
3. RECYCLE — Recycle materials to make new products.
4. RECOVER — Recover energy from waste.
5. DISPOSE — Dispose of waste safely as a last resort.

REDUCE WASTE | RECYCLE RIGHT | RESPECT OUR ENVIRONMENT

Thank you for doing your part! ♡

WASTE BREAKDOWN ACROSS BOULBY AND TEESDOCK

Total Waste Generation Jan-Aug 26

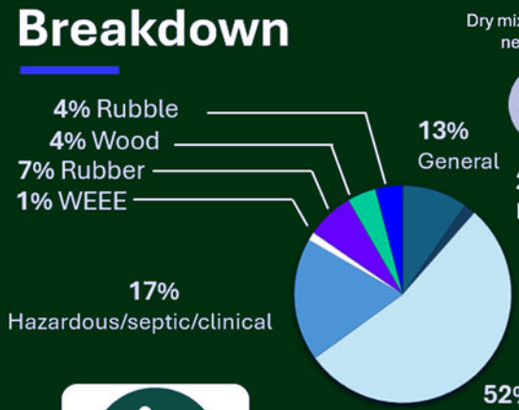
822 tonnes

650 tonnes from Boulby
172 tonnes from Teesdock

Waste Disposal Methods

- **86%** Recycling/Recovery
- **11%** Biological Treatment
- **3%** Incineration
- **<1%** Landfill

Waste Composition Breakdown



Dry mixed recycling rates need to improve



BEHIND THE PARTNERSHIP:
HOW HAYLEY DEXIS SUPPORTS BOULBY'S OPERATIONS

HAYLEY DEXIS

WHO ARE THEY

For 50 years, HAYLEY DEXIS has built its business around one principle: putting the customer at the heart of what they do. From their beginnings as an industrial bearings' stockist in the West Midlands, they have grown into one of the UK's leading providers of engineering components, consumables and MRO (Maintenance, Repair, and Operations) support services.

While their scale and capabilities have grown, their approach remains personal. They believe the strongest partnerships come from understanding customers, their people, their operations and the challenges they face every day.

> *...the strongest partnerships come from understanding our customers.*

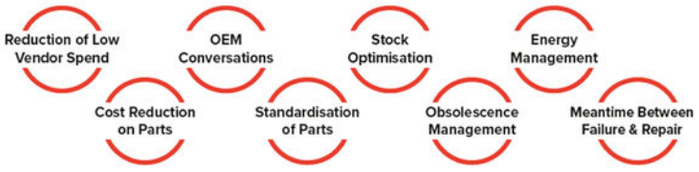
FROM SUPPLIER TO ONSITE PARTNER

The Onsite Solutions are a natural extension of this customer-first approach. With teams working alongside customers, within their operations and as part of their day-to-day environment. This proximity gives a deeper understanding of each site - from critical spares and stock availability to procurement pressures and engineering priorities.

With over 60 Onsite locations (and growing) across the UK, Hayley Dexis are helping customers take greater control of their MRO supply chains while developing relationships that go far beyond simply supplying products.

TRACK UP A Focus On Value: **TCO**

Total Cost of Ownership



Hayley Dexis have developed a comprehensive Product and Service offer focused on driving value for their customers

THE STRENGTH OF THEIR NETWORK

Hayley Dexis are Proud to be working in partnership onsite at Boulby. The partnership is about more than supplying products - it's about working together, understanding the operations and building a relationship that delivers real value to the business.

David Snowdon is based at Boulby, working alongside the stores team every day. This means he gets to know the people, understands how the site operates and sees first-hand where support is needed. Dave is new to HAYLEY DEXIS but as you may know has worked at Boulby for over three years.



But Dave isn't working alone. He is supported by Katherine Aspinall, Onsite Manager, who is based within the local HAYLEY DEXIS branch. Kat works closely with Dave and the Boulby team, providing another important link between the site and Hayley Dexis. Its important to have someone on site who understands the day-to-day operation, supported by a technical team of knowledge and expertise in the branch. Kat has worked in the industry for 17 years across a number of sites and has a vast amount of experience within engineering and manufacturing.

As the relationship grows, so does the understanding of the operations at Boulby. This allows Hayley Dexis to be more proactive; spot opportunities earlier and continually look for ways to improve the support we provide.



BENEFITS TO ONSITE SOLUTIONS

We understand your operation, usage trends and future demands.

- Greater Productivity and Uptime
- Simplified Supply Chain
- Expertise at your Fingertips
- Smarter Cost Management
- Continuous Optimisation
- Full Transparency and Control
- Smooth Low Risk Implementation (LOW)

Mine Services Building

Hot Water System Replacement Project



New Toshiba AC Unit

New Worchester Boiler

Project Overview

The Mine Services Building (MSB) hot water and heating system is being upgraded to improve reliability, reduce operating costs, and provide modern heating, cooling facilities and reduce our carbon footprint.

The existing system Is operating beyond its original design life, presents growing reliability risks and has increasing maintenance requirements. In addition to this due to relying on steam generation, it has higher operating costs and is less efficient

What Is Being Installed?

Three High-Efficiency Hot Water Boilers;

- Lower fuel consumption: hot water production without steam generation.
- Reduced maintenance requirements.
- Improved reliability and Lower operating costs and C02 emissions.

Heating & Cooling Units

Modern air conditioning units providing both heating and cooling will be installed in some offices and the main shower areas and lockers.

Future Renewable Energy Integration

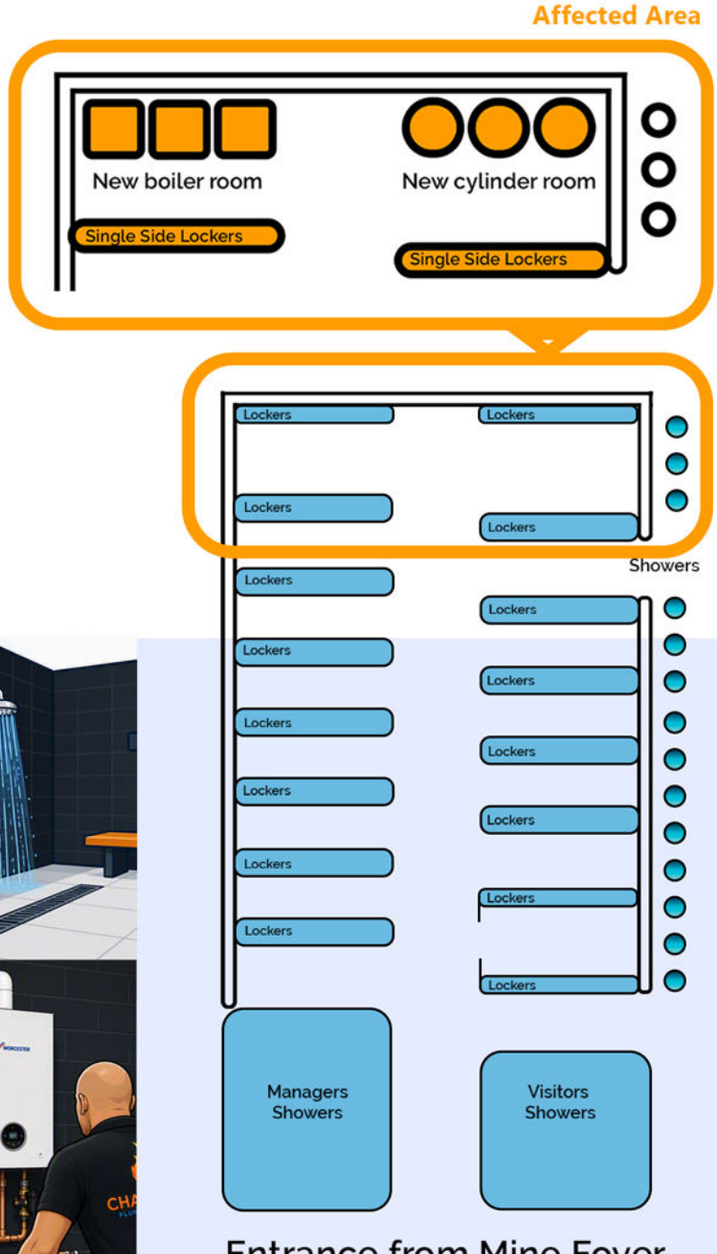
New hot water storage tanks will be designed to accommodate future connection to a solar thermal heating system, helping reduce fuel consumption and CO_2 emissions.

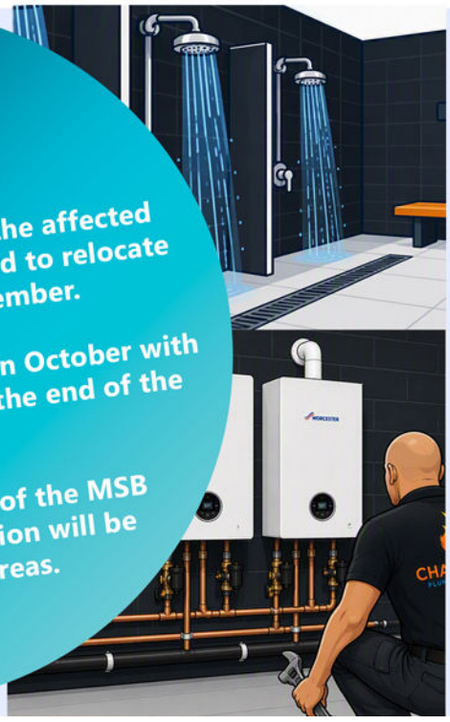
Boiler Room Construction

A new boiler room will be constructed within the southern end of the clean-side locker area. This location was selected because it:

- Minimises installation costs.
- Provides a suitable route for boiler flues.
- Avoids the cost of constructing a separate standalone building.

Where possible, disruptive construction activities will be scheduled outside normal operating hours.





Important Information

- **Those who have lockers in the affected construction areas will be asked to relocate before the end of September.**
- **Construction will commence in October with a view to completing before the end of the year.**
- **For residents and users of the MSB more detailed information will be posted in these areas.**

DARK MATTER UPDATE

- someone might have found it!

This past week in the dark matter community has been one of the most exciting in over 10 years, as world-leading dark matter detector 'LZ' published some groundbreaking results – a signal within the detector that might be caused by dark matter!

What is 'LZ'?

LZ is the world's most sensitive dark matter detector, hosted in the US's deep underground science facility in South Dakota. LZ is a triumph of science, pushing the limits of dark matter detector sensitivity further than any other detector on the planet. It uses nearly 10 tonnes of liquid xenon to create pulses of light when particles fly through.

Despite being hosted in the US, though, LZ is a triumph of the UK scientific community – and, in fact, of Boulby!

A lot of the brains behind LZ are from the UK's dark matter community, and the very design of the detector is the brainchild of countless UK scientists. Some of you might remember when we hosted a dark matter detector called ZEPLIN. Well, the 'Z' in LZ actually stands for 'ZEPLIN' - it's a direct descendant of the project that we developed here at our lab!

Furthermore, countless samples of electronics and materials passed through our lab's material screening facility, BUGS, before getting installed into the LZ detector. Boulby Underground Laboratory and its dark matter legacy is a key factor in the successes of the LZ detector, which is why we're so excited about this new result.

Did they find it?

Well, yes and no.

Analysis of some recent LZ data shows evidence of a particle interaction in the detector that can't be explained by our current understanding of physics – leading lots of scientists to speculate that it was caused by a dark matter particle.

However, scientists are very thorough and very careful people. They won't jump for joy unless they are absolutely sure that they have a genuine, authentic trace of dark matter. This result is brilliant, but it isn't quite that.

This result is being dubbed a 'hint' of dark matter. It's a shimmering star of hope, filling scientists around the world with confidence that our detectors and our methods might be on the cusp of a brilliant discovery. A result like this comes around once every 10 years.

What do the numbers say?

This result is just a hint of dark matter, and not statistically significant enough for them to claim a discovery. What this means is that we're going to need to detect a lot more interactions like this one before we can be confident that we're seeing dark matter.

Looking at it through the lens of statistics: if you had 100 dark matter detectors seeing this result, 5 of them would be showing it in error. That is to say, we're 95% sure that this is real. We need more data.

How is everyone at the lab feeling?

We're excited! Even though this detector isn't at Boulby, it's a direct result of pioneering research that happened deep underground here. Without the contributions from Boulby Underground Laboratory and the UK's dark matter scientists, the LZ detector wouldn't be here today.

Furthermore, this has brought a lot of attention to the world of dark matter research, with a lot of people saying, "we're going to need a bigger detector." This bigger detector could be one called XLZD – and it could be coming to Boulby.

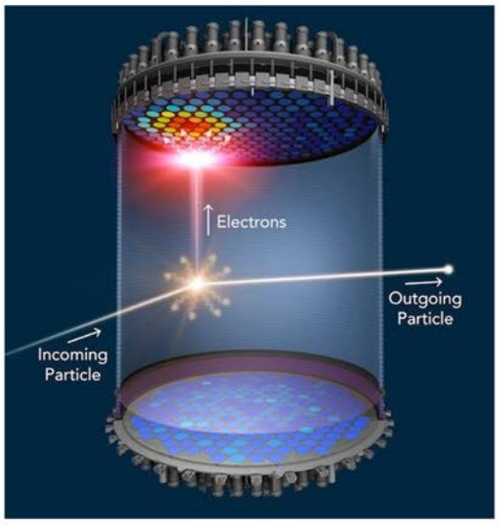
Read more about this exciting result in the UKRI press release by scanning the QR code:
www.ukri.org/news/uk-led-analysis-behind-intriguing-dark-matter-results

Science and Technology Facilities Council

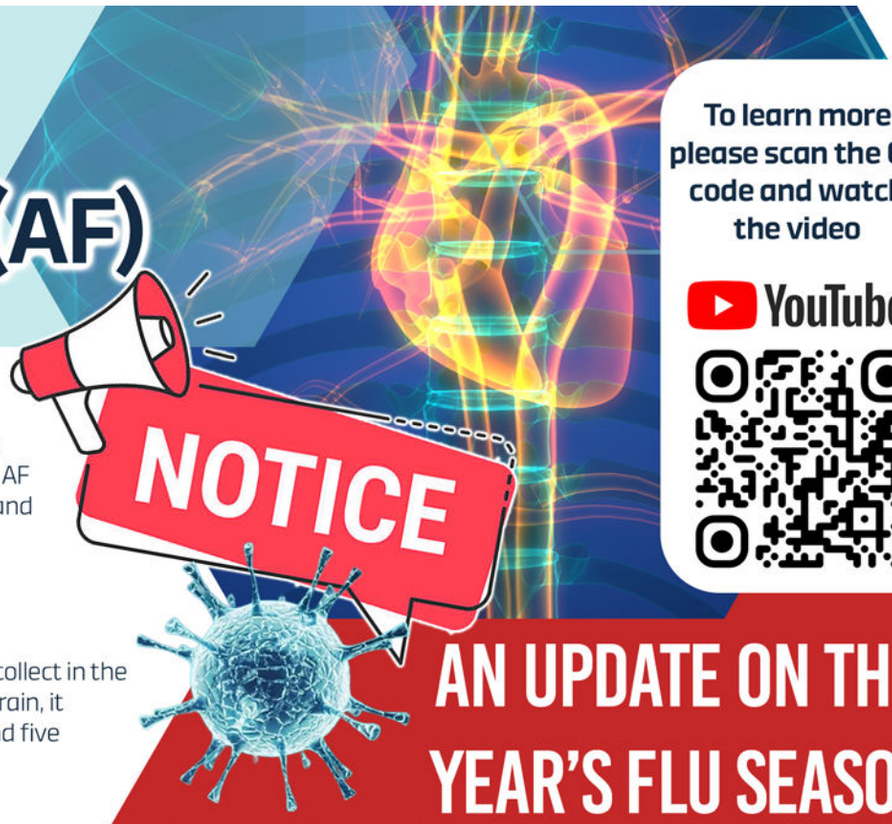
Boulby Underground Laboratory







Atrial Fibrillation (AF)



To learn more please scan the QR code and watch the video

YouTube

What is Atrial Fibrillation?

Atrial fibrillation (AF) is the most common heart rhythm disorder. It causes the heart to beat irregularly and sometimes very quickly. AF can increase the risk of stroke, heart failure and other heart-related complications.

Why is AF Important?

When the heart beats irregularly, blood can collect in the heart and form clots. If a clot travels to the brain, it can cause a stroke. People with AF are around five times more likely to have a stroke.

Contact your GP or NHS 111 if:

- You notice an irregular pulse
- You have repeated palpitations
- You experience new symptoms of AF

Call 999 immediately if you have:

- Chest pain
- Severe shortness of breath
- Fainting
- Signs of stroke

Contact the medics:
medics@icl-group.com
01287 646523
EXT 3298

AN UPDATE ON THIS YEAR'S FLU SEASON

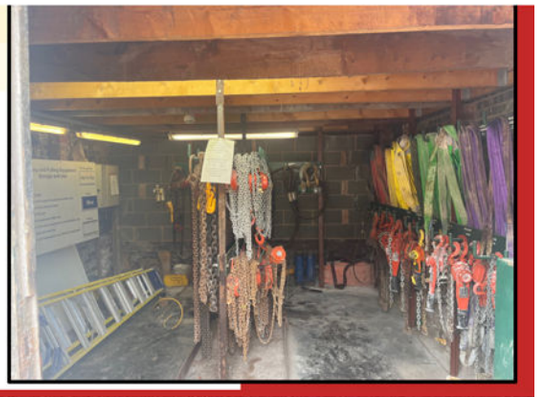
Due to manufacturing challenges our influenza vaccine manufacturer has destroyed 2 million vaccine doses. Because of this there will be a delay to vaccines arriving on site. We have been told that they will arrive around the end of November and as soon as they arrive, we will focus on providing a comprehensive flu clinic. Our advice would be; if you require a vaccine to contact your local G.P surgery or participating Pharmacy. (Medicash can be used for Flu jabs).

Getting vaccinated early provides the best protection against influenza. We appreciate that this is extremely frustrating; however, the situation is unfortunately beyond our control.

If you have any questions regarding influenza or the vaccine, please contact one of the medical team and they will be very happy to answer them.

Positive Reporting Spotlight

An excellent example of ownership and pride within the Teesdock area, with the individual's commitment, setting a positive example and encouraging others to maintain the same high standards.



IMPORTANT REMINDER ADHERENCE TO SITE NOTICES

Despite previous communications and requests not to park in designated areas, several vehicles were parked within the sections required for the completion of the one-way system in the Mine End car park.

As a result, MRC Road Marking have had to return to site to complete the outstanding work. Unfortunately, this has resulted in an additional cost of **£1,000** to the business for the contractor's return visit.

We ask all employees and contractors to carefully observe site notices, signage, and communications to help avoid unnecessary costs and disruption to site operations in the future.

Thank you..

SEE IT? REPORT IT. USE SAP

OUR SAFETY STARTS WITH YOU



Have you seen a defect on-site?
Rectify it correctly
Raise a notification on SAP

WHY IT MATTERS?

- To identify and fix defects
- Accident prevention
- Documentation of repair works
- Keeping everyone safe
- Reduce delays and rework

ENGAGING WITH SAP

- SAP is easy
- Notifications are quick
- Just requires a desktop

Speak with a supervisor for workshop information and SAP logon details

! REMEMBER work wont be executed if a notification isn't generated

ICL

HELP KEEP OUR SITE SAFE AND EFFICIENT

HOW RETURNING WORK CARDS EFFECTS YOUR WORK FLOW

Accurate and timely completion of work cards is critical to daily operations. Every card provides essential information for planning, performace tracking, and safe working practices

WHAT MUST BE COMPLETED

- Your Signature
- Total Hours Worked
- Any Defects identified in **detail**

Incomplete or missing information makes the card unusable and can delay follow up actions

DEFECT REPORTING MATTERS

- Identifies safety risks
- To help prevent equipment failures
- Supports maintenance planning

Failure to report defects can lead to repeated issues and increased downtime.

KEEP IT SIMPLE

1. Complete your work card in full
2. Check all details are accurate
3. Hand to supervisor at end of shift

ICL

WHY TIMELY RETURN IS IMPORTANT

Work cards should be handed to your supervisor at the end of every shift. Delays in returning cards have a direct impact upon the wider operation.

Inaccurate data

Weak data results in issues such as misdiagnosis of breakdowns, inaccurate cost analysis and unrecorded downtime.

Poor Daily Statistics

Accurate reporting is essential for tracking performance. Delays result in incomplete and misleading daily figures. This impacts decision making site-wide.

Poly Plant:
The plant produced 53,680 tonnes of Granular, Mini Granular, and Standard product in August. The average run rate was 96 tph, with an average daily run time of 20 hours. Granular yield was 45.7%, below the 47% target. Run rate was lower due to the screen mesh alterations made to prioritise standard production for a shipment to India. Work continues on improving crusher control in the poly plant. In September the PSD of samples from across different areas of the mine will be analyzed to better understand the impact on poly plant performance. GRN grades remained consistently good throughout the month, averaging 14.1% K_2O in granular product.

PotashpluS Plant:
The plant operated for 4 days, producing 2,528 tonnes of PotashPlus 45%. The average run time was 15 hours per day, and the average run rate was 42.7 tph. Average K_2O for PotashPlus 45% was 45.8%, and average degradation was 1.8%. The average gas consumption was 178 kWh/t. A trial for PotashpluS with Boron has now been scheduled.

Salt Plant:
A total of 26,020 tonnes of 6 mm salt were hoisted and processed during the month, the monthly budget was achieved.

The average plant run rate was 220 tph (11 skips per hour). Anti cake consumption averaged 46 ppm during the month. Work is ongoing to investigate and improve the salt plant run rate and skips per hour.

The most significant breakdowns Poly Plant:

- 16 hours of delay due to no shunting loco
- 11 hours of delay due to PLC control issues
- 10 hours of delay due to CV4 tilt switch fault

Significant breakdowns PotashpluS plant:

- 550 hours of delay due to market driven production impact
- 96 hours of delay due to no shunting loco at Boulby
- 11 hours of delay due to 67 pump blockage
- 9 hours of delay due to 69 bucket elevator fluid coupling fault

Product	Target	Actual
Poly Hoist	58,500	50,490
Salt Hoist	26,000	26,020
Total Poly Processed	50,442	53,680
PotashpluS 45% Produced	0	2,528

Production Figures

August 2026

Cleveland Potash Social Club

Social Club Draw September 2026
Winners:
1st : £200 Pauline Sayers
2nd : £150 Gary Dewsbury
3rd : £100 Thomas Allen





Golf Day

A total of 32 players took part, and every one of them commented on how much they enjoyed both the course and the day as a whole. It was a fantastic success! On behalf of all 32 participants, I would like to extend our sincere thanks to the Social Club, and to Pauline personally, for all the hard work that went into organising the event and for providing the funding that made it possible.

- Jonathan Tremain



Egton Show



Vernon Kay Sounds of the 90s,

Scarborough Spa 6th November

Aladdin Panto at Middlesbrough Theatre 28/12/2026 or 29/12/2026

Oktoberfest German Beer Festival Saturday 26th September Gisborough Hall

Whitby Abbey Illuminations from 23rd – 31st October, 5.30-9pm

Members, if you are interested in any event, please email the Social Club as soon as possible, to arrange your £10.00 per ticket deposit as all tickets are subject to availability and limited spaces at some events. The deposits will be refundable after you have attended the event. For more information on the events or would like to join the social club please see posters across the site or contact:

CPL.SocialClub@icl-group.com

Defibrillator Locations Across Boulby



Have your say!

If you have anything you would like to see featured in our monthly newsletterplease contact:

David.Adams@icl-group.com

Follow us on:

USEFUL LINKS & INFORMATION

Careers

ICL

Boulby Mine Community Hub

THE DOME
DETERMINATION OF MIND & EXERCISE

Boulby Mine
01287 640140

Teesdock
01642 457131

Medical
01287 646523
EXT 3298