BOULBY AND TEESDOCK

TIMES

February 2026



SAFE
CERTAIN
SUSTAINABLE

Follow us on:

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 another edition of the Boulby & Teesdock Times featuring a wide range of articles that will hopefully lift your spirits from the dreadful weather that we have been blessed with over the course of January. 🌧️

WOW as I write this introduction it's now 120 hurt free across Boulby and Teesdock. This is a remarkable achievement and one that we should all be proud of as TOGETHER WE HAVE MADE A REAL DIFFERNCE! As I look back over my 6 years with the business, I can see a radical cultural change that has taken place from a safety culture which was a mix of both 'Reactive' and 'Dependent' with a focus on compliance and rules/procedures and ultimately *"following the rules because we have to!"* Now I see a safety culture that has evolved to one that is a mix of 'Independence' and 'Interdependency' with improved engagement, care for others and organisational pride *"where we follow the rules because we want to!"* It's not luck that has got us to this position of a safer working environment it is collective, collaborative contribution from all, and now isn't the time to sit back and pat ourselves on the back! NO, all our operating areas have hazards and risks of those hazards resulting in an incident or accident with our near misses clearly indicating that our hazards are not fully controlled. OUR focus remains on the sixth HOP principle is 'Control Saves Lives' where with everyone's continued focus, we can continue this excellent safety performance!

In addition to Safety this month's Times also has several articles covering Health and Wellbeing so don't miss the opportunities provided by our dedicated medical team and the facilities and classes available in the DOME.

I am pleased to share that the in January we started the year positively with a profit even though the weather for loading and dispatching shipping had a significant impact on sales volume which continued into early February. The financial result was greatly assisted with the continued efficiency and operations savings that are being delivered across the business. The two savings spotlight articles enclosed covering compressed air leaks and improved care of underground trailing cables are just more examples where waste can be removed and knowing what the impact of our actions can make significant differences. Similarly, the article covering Long Hole Drilling is another prime example how another supporting function is constantly looking to innovate and evolve rather than excepting the status quo of what they have achieved. 💪

Unsung heroes, I am sure we have a few across the two sites? Let's be clear I am not looking at those that go above and beyond at work as there would be too many to mention! 🤔 What we are looking for are those individuals who volunteer and give back to their community in many forms and I want to recognise and raise the profile of these individuals as ICL is proud to support your dedication by offering matching donations for your volunteering. So, shout up and let yourself be recognised as well as receiving an additional donation! 🦸

Finally, this edition gives us a dumbed down explanation of Dark Matter' that even I can understand and it's great to gain a further insight of what our site colleagues from STFC. I look forward to the next edition to learn more. 🤯

"



Yes its still raining I know, but it wont be forever. This months competition is to win a gardening hamper and seeds ready for the spring sunshine.

To be in with a chance of winning, answer the following question
(answer can be found in this edition of the B&TT)

What is the sum total distance drilled by long hole drillers to date?

Send your answer to: **competitions@icl-group.com**

KNOCK KNOCK
WHO'S THERE?
LETTUCE
LETTUCE WHO?
LETTUCE IN, IT'S RAINING OUTSIDE.

Congratulations to **Lee Scott** on winning last months "Put your energy into saving costs" competition..

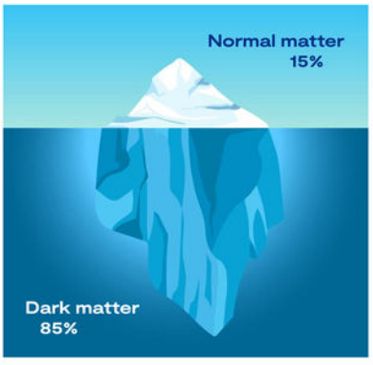
What is "Dark Matter"
and how do we look for it underground? (Part 1)

Science and Technology Facilities Council

This month, we'd like to take a little time to provide some insight into why having an underground lab is a great thing for science.
Specifically, how we can use it to look for Dark Matter.

Let's set the scene...





What are we made of?

Take a moment to think .... What is the biggest thing you can picture in your mind? A skyscraper? A continent? A planet? A star? Maybe even a galaxy?

All of these things (and in fact everything you can see with your own eyes) are made up of what we call "normal matter." This normal matter is what everything in your daily life is made up of – your car, your house, even YOU!

The important thing is that this normal matter is visible. We can see it with our eyes. We can look through telescopes and gaze at stars, planets, and galaxies – and all of that stuff we see is made of normal, familiar matter.

But then we hit a problem...

Imagine you're looking at a galaxy through a telescope. Maybe you're looking at our nearest neighbouring galaxy, Andromeda (see picture). All galaxies, including Andromeda, spin around like a spinning top.

Scientists can run computer simulations of galaxies to predict how fast they should be spinning based on how big they are (i.e. how much "stuff" they have in them). However, when we actually look at them through telescopes, they're spinning WAY faster than our simulations predict!

The question we now have to answer is: why do galaxies spin abnormally fast?

Enter dark matter

There are a couple of possible explanations for why galaxies spin faster than we predict. The most likely explanation is that they are filled to the brim with an invisible sort of cosmic glue, or cosmic scaffolding, which is making them spin faster.

This invisible matter is different from the normal matter that planets and stars are made of because, well, it's invisible! We call this missing invisible stuff "dark matter." Despite it being invisible, we know that it must exist. It's the best explanation for why galaxies spin at the speeds they do.

What's even weirder is that scientists think that 85% of all the "stuff" in the universe is dark matter, and all the "normal matter" that you can see every day only makes up 15%! Like how the majority of an iceberg's mass is hidden beneath the water.

Here's a fun fact for the next time you're in the pub: if you had a pint glass in front of you, you can expect there to be roughly 3 dark matter particles passing through that pint glass at any given time! No added flavour, though.

So... we've established that dark matter must exist. Now we need prove it by detecting a dark matter particle.

More on that in the next edition...

MEDICS ACHIEVEMENTS IN 2025



Our medical team at Boulby and Teesdock has achieved remarkable progress throughout 2025, consistently demonstrating dedication, expertise and resilience. Their commitment to delivering high-quality care has played a vital role in maintaining a safe and healthy workforce, ensuring our people receive the support they need to work confidently and safely.

By continuously developing their skills, sharing their knowledge, and embracing new ways of working. Their ongoing efforts reflect a genuine passion for protecting the wellbeing of every colleague across our sites, and we are proud of the impact they continue to make.

For more information on the services offered contact the midical department on:

01287 640140
EXT 3298
medics@icl-group.com

Be the First Responder
Empower yourself with lifesaving skills

First aid at work training courses
Regularly scheduled courses throughout the year
78 individuals have been trained in 2025

Detect Early, Live Fully
Stay a step ahead of Bowel Cancer

Qfit Tests to check for signs of Bowel Cancer
Quick Access to life saving tests
Conducted 65 blood tests in 2025

Flu Fighters
Get your flu shot today and enjoy a healthier tomorrow

Annual flu vaccinations
Conveniently available each year
Give out over 100 flu jabs in 2025

Hear the World Clearly
Dont let earwax block your life

Ear irrigation services
Easy access to clear hearing
Conducted 38 procedures in 2025

Move Better, Feel Better
Pain free living is possible

Physiotherapy services
Quick Access to the service
518 sessions have been completed in 2025

See Safety Clearly
Protect your vision, protect your future

Bolle safety glasses for eye protection
Essential equipment provided promptly
44 pairs of safety glasses were handed out in 2025

Woman's Health, Woman's Strength
Prioritise your health, empower your life

Comprehensive women's health services provide blood tests, breast exams, menopause support, vitamin deficiency tests and lifestyle information.

Your Health. Our Priority
See a doctor promptly, feel better sooner

Accessible doctors appointments
Schedule an appointment in a day
277 sppointments have been made in 2025

A Remarkable Safety Milestone

100 days hurt free

What does this mean?

This means that as a team across Boulby and Teesdock, we have successfully achieved over 100 days hurt free, where none of our 514 employees and long term contractors have required a trip to the medical center for first aid or any treatment beyond that.

This milestone reflects our commitment to safety and the dedication of every team member in fostering a culture where safety remains our top priority.

Teesdock has exceeded this milestone, with its last reported injury dating back to June 3rd, 2025. At Boulby, the processing teams have achieved an impressive milestone of 250 days without being hurt. These impressive records shows the robust safety measures that have been implemented and the adherence to these protocols by the workforce.

This collective achievement reflects our commitment to prioritising safety above all. It is a source of pride and motivation, encouraging continued vigilance and dedication to achieving even greater safety milestones in the future.

We together as a company combined have all achieved this significant milestone with a proactive approach to identifying potential hazards and mitigating risks.



THE DOME

DETERMINA EXERCISE

PILATES - MONDAYS 12:15

BOXERCISE - FRIDAYS 12:15

Please be aware that starting in March, the regular Wednesday class will be moved to Friday, and the new class introduced will be Boxercise.

Join Our New Boxercise Class!

Designed to boost your fitness without the need for sparring. Experience the excitement of boxing as you hit the pads and master the fundamentals—jabs, crosses, hooks, uppercuts, footwork, and stances—all while enjoying a full-body workout.

This class combines cardio, strength, resistance exercises, and core work, ensuring you get fit from head to toe. With high-energy music driving every session, you'll feel motivated and engaged from start to finish.

Perfect for men and women of all ages and fitness levels, our boxercise class is a safe and effective way to elevate your fitness journey. Join us and punch your way to a healthier you!

To join the Dome Gym, scan the QR code and complete the questionnaire.

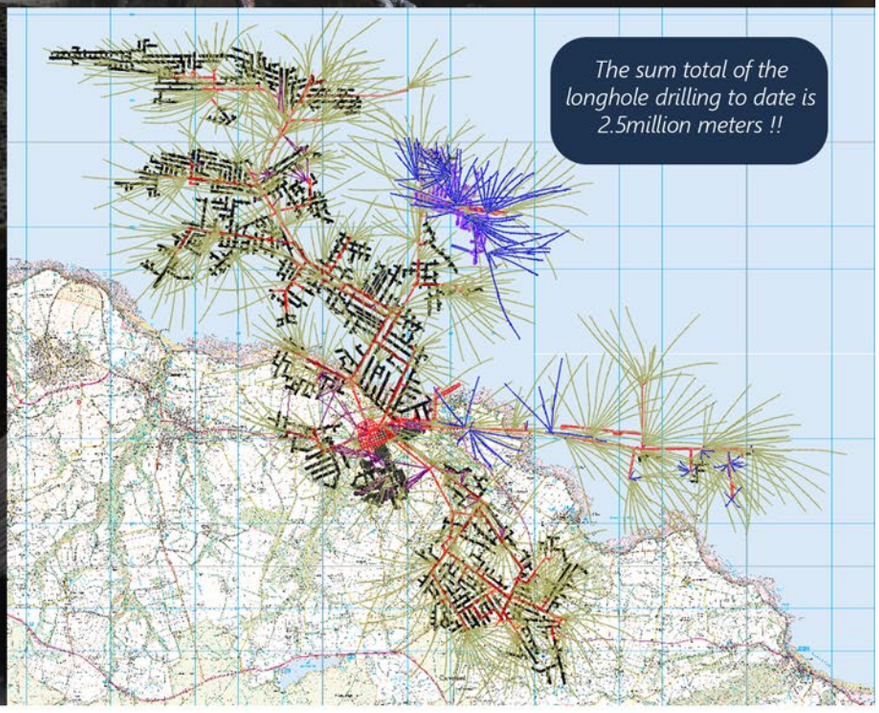
Long Hole Drilling:



What is long hole drilling?

Long hole drilling is the method by which the mine Is able to explore for and map the available minerals ahead of mining in a given area. A more typical mine site could achieve this by short drill holes from surface or mine levels into the ore bodies. However at Boulby the presence of the sea, the Sherwood sandstone water reservoir and methane gas in the various Dolomite horizons all make this a hazardous prospect likely to sterilise potential reserves.

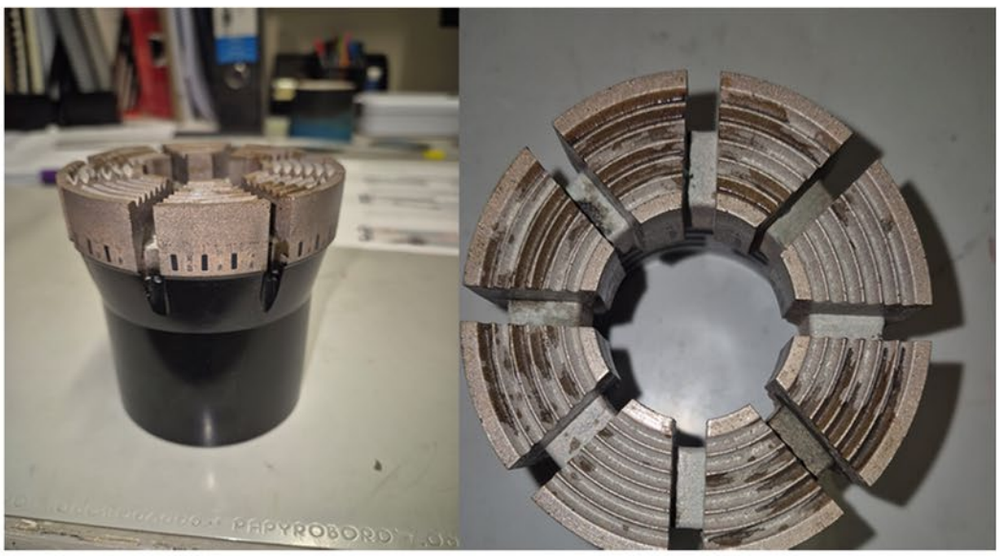
Drilling here is carried out in sub-horizontal and sub-vertical configurations and occasionally used to create and maintain drainage boreholes for water management in the mine. Individual holes can be steered to depths of more than 2.5km and contain multiple branches in some cases more than 26 of these per hole, meaning the total distance drilled for a single hole can easily reach over 5km.



The Innovative Journey of the Dolomite Drill Bit

Stage 1: The Initial Concept - Bullet Type Smasher - Our journey began with the design and onsite fabrication of a "Bullet" type heavy smasher. This tool aimed to break up core blockages, enabling drilling to continue more smoothly. While it showed some success, it didn't fully address the slow cutting rate or the "floating" issue, marking the need for further innovation.

Stage 2: V1 Dolomite Drill Bit - The V1 bit featured a smaller coring diameter to crush dolomite into fragments, reducing the effort required to drill quickly. Unfortunately, this approach resulted in little to no advancement, indicating that a different strategy was necessary.





Stage 3: V2 Drill Bit - Our V2 drill bit took a completely new direction, aiming to smash dolomite without coring any material. However, the cutting elements failed to cover the entire cut area, resulting in minimal progress.

Stage 4: V3 Drill Bit - With the V3 drill bit, we introduced a more pointed design with swept cutting elements intended to facilitate advancement. Despite our efforts, this version polished the rock rather than cutting it, necessitating further refinement.



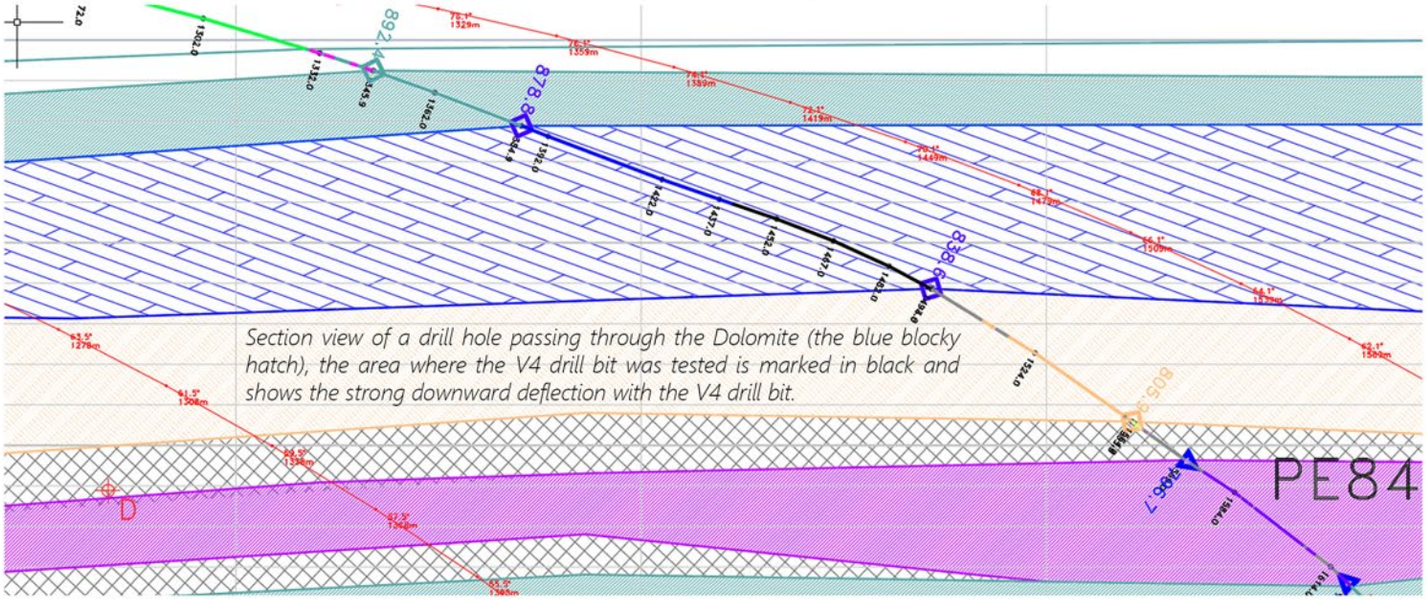


Stage 5: V4 Drill Bit
A Breakthrough -
The V4 drill bit marked a significant advancement. It featured a pointed non-coring design with a lead pointed small diameter cutting head, followed by a wider section to ream the hole to size. The results were promising: the bit advanced well, lowering the hole's inclination as intended. However, a cutter on the pointed section was damaged, suggesting room for improvement.



Stage 6: V5 Drill Bit - The Future of Drilling - Currently under production, the V5 drill bit builds on the V4 design. It will feature a removable pointed section to reduce costs and allow for easier replacement of worn parts. Additionally, the cutting head will undergo an improved heat treating process to minimize the risk of damage.

This journey of innovation underscores our determination to overcome the challenges posed by dolomite and optimizing our drilling operations. The development of the V5 drill bit promises to enhance efficiency, reduce downtime, and ultimately drive our projects toward greater success. We look forward to sharing more updates as we continue to push the boundaries of drilling technology.



Section view of a drill hole passing through the Dolomite (the blue blocky hatch), the area where the V4 drill bit was tested is marked in black and shows the strong downward deflection with the V4 drill bit.

SEAL THE DEAL

Sealing Compressed Air Pipes for Airtight Savings!

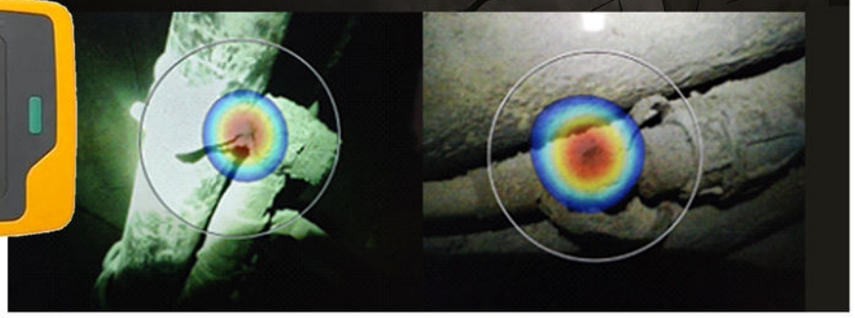
The whole of the mine needs a constant supply of compressed air, this is for the safe havens, pneumatic transfer chutes and to power several machines and tools. Over time the lines have developed leaks which is a significant cost to the business.

A plan was put in place to survey these leaks which ranged from very noticeable leaks to leaks that were not detectable with the naked ear!!

So, the Fluke was used to identify these areas.



The fluke ii900

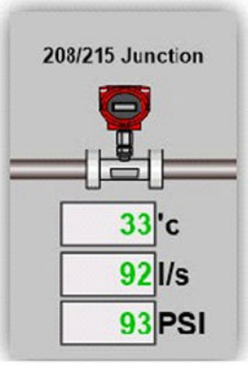


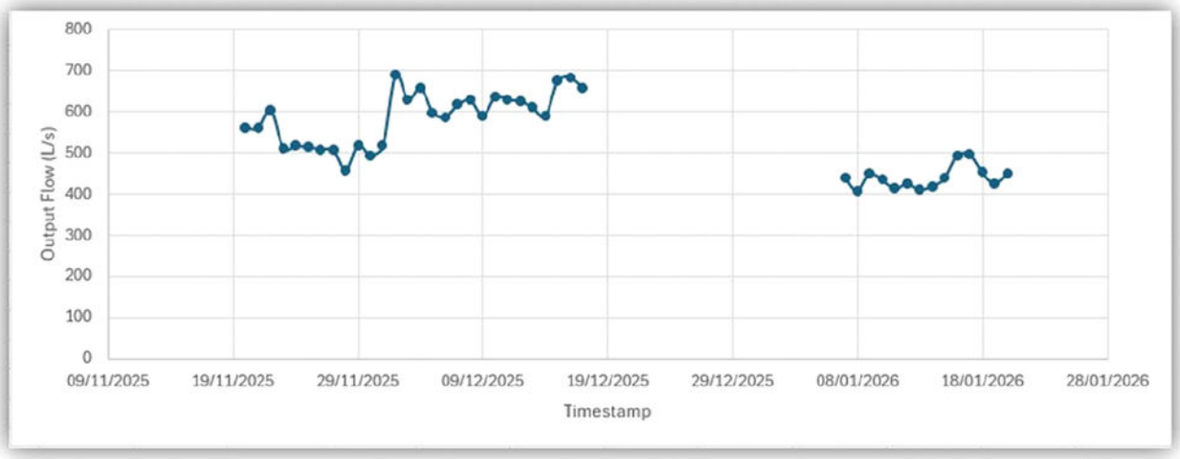
Pictures of 3" line leaks

Due to the nature of fixing a leak, the time to do this is when the mines footfall is at a minimum as large areas of the mine must be isolated. The decision was made to tackle all the leaks in the Christmas shutdown.

Taking data from Scada we could see the central compressors we're delivering a flow of 92l/s just to one leg of the mine 208/215 and a mine average total of 600l/s

The team now had a target to aim at, one of Scot Oglesby's teams led by Colin Steel set out to fix the total of 10 leaks. Once completed a second measurement was taken and the reduction was outstanding:





This saving is converted into real money due to the compressor's energy reduction; In December the compressors were running at 79,127 kWh and January was 61,000 kWh equating to **£2500** saving.

I'm sure that if all personnel in the mine saw pound coins coming from a pipe, they would do something about it, not just walk past. Communication is key!

SAVINGS SPOTLIGHT

Reducing Trailing Cable Costs

A Message from Craig Szekeres & Tom Goodchild

In recent years, we've closely examined trailing cable performance and repair and replacement costs. What has really stood out is just how much progress we've made not only because of the engineering improvements Tom Goodchild has made, but because of the shift in behaviours and ownership across the production teams. Together we do make a difference!

WE WANT TO HIGHLIGHT THE REAL REASON BEHIND THIS SUCCESS GOOD HUSBANDRY.

Why this matters?

Trailing cables are often damaged not by equipment failure, but by the way they're handled day to day. When we position them poorly, leave them exposed to the raw material of Poly, or don't spot early wear, it creates avoidable cost and unnecessary downtime.

For us, the "why" has always been clear:

- *Every preventable cable repair is wasted money and lost production time.*
- *Looking after the cables properly improves availability for all.*
- *Clean, well managed work areas keep us safer and productive.*
- *Reducing waste strengthens the business without adding risk.*

THIS WASN'T ABOUT FINDING FAULT, IT WAS ABOUT RECOGNISING WHERE SIMPLE CHANGES CAN MAKE A MAJOR DIFFERENCE.

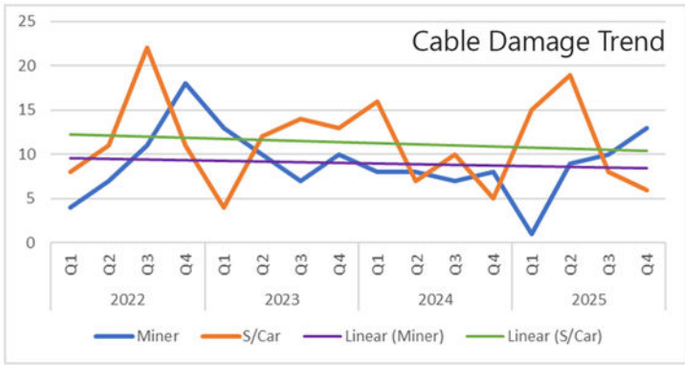
We've been genuinely impressed by the response underground. Across the panels and shifts, the effort has been noticeable:

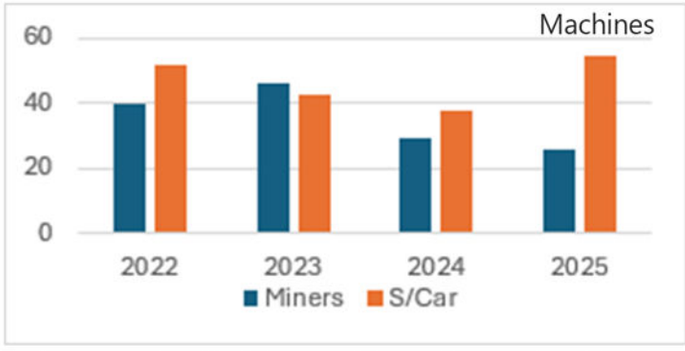
- *Operators taking those extra seconds to position cables & corner rubbers correctly.*
- *Crews & Electricians reporting issues earlier due to good pre shift inspections, long before they become failures.*
- *Colleagues challenging each other and reinforcing the right behaviours.*

These small, everyday actions are what have delivered the biggest gains. Yes, the engineering improvements matter, the new specifications and repair processes have all helped but the real change came from the way people approached the job.

The Result: Waste & Downtime Reduced, Zero Added Risk.

As shown in Figure 1, both Miner and S/Car cable damage trends have reduced over time. While there are still fluctuations quarter to quarter, the overall direction is clearly in downward trend, reflecting the combined impact of better engineering controls and, more importantly, improved cable husbandry underground.





Cable damage trend for Miner and S/Car cables, with linear trend lines illustrating a sustained reduction over time.

Developing and adopting effective engineering controls has been another critical part. These improvements include:

- *New and improved suppression cable anchor points*
- *New and improved miner cable pulling clamps*
- *Improved cable connection systems for miner cables*
- *Development of new repair rubbers and enhanced processes*

Further to the above, extensive investigation into shuttle car cable performance was undertaken following fluctuations identified within the cable damage trend. This work ultimately led to the discovery of three omissions within the existing shuttle car cable specification. By working closely with the cable manufacturer, a new and improved specification was developed and subsequently rolled out across site. As a result, 1,050m of new shuttle car cable is now in circulation. This financial investment, coupled with the continued strong cable husbandry demonstrated by the teams, will help stabilize performance and further improve our cable usage figures moving forward. By focusing on husbandry and doing the basics well, we've managed to reduce trailing cable costs significantly without introducing any additional risk to the operation. That is a real achievement, and it shows what we can deliver when engineering and behaviour line up.

Looking Ahead

This is a perfect example of how we can continue to improve. When we combine better tools and procedures with strong ownership from the teams, we create sustainable, positive change. If we can do it with trailing cables, we can do it elsewhere.

A big thank you to everyone who has played their part. The results speak for themselves, and they demonstrate exactly what we can achieve when we work together. SAFE CERTAIN & SUSTAINABLE.

SKIP THE EXTRA COST

Dean Mitchinson (Shaft Mech Forman) and James Jewell (Mech Operations Engineer Shafts and Winder) requested the disposal of two redundant 13-tonne mine skips via our Environmental Advisor, Alex Wilkes. Initial investigations identified significant challenges with lifting the skips due to their weight and overall dimensions. Several options were considered and risk-assessed, including dismantling the skips in situ and alternative lifting methods, but the safest and only viable solution was the use of a crane.

Hiring a crane solely for this task would have cost approximately £3,000, making the removal disproportionately expensive. However, through effective teamwork and coordination, the skips will now be lifted onto flatbed trailers for removal on 3rd April, when a crane will already be on site to undertake a rope change. This approach eliminates the need for additional crane hire and greatly reduces overall costs.

Once removed, the skips will be transported to Northern Metal Recycling for dismantling and metal recovery. Credit received from the scrap metal will offset the transportation costs and contribute toward the management of other waste streams.



Ear Irrigation

What is Earwax?

Earwax is a natural mix of dead skin cells, hair, dust, and cerumen - wax made by glands in the ear to protect the ear canal. Everyone produces it, but the amount varies.

When Earwax Becomes a Problem
Some people develop wax plugs that can cause:

Blocked or reduced hearing
Fullness or discomfort in the ear
Tinnitus (ringing)
Mild dizziness (occasionally)

Our medical team can check your ears to confirm a wax blockage and offer an ear Irrigation service if required.

medics@icl-group.com
01287 646523
EXT 3298



For more information on this service please scan the QR code

Improving Connections at the Underground Lab

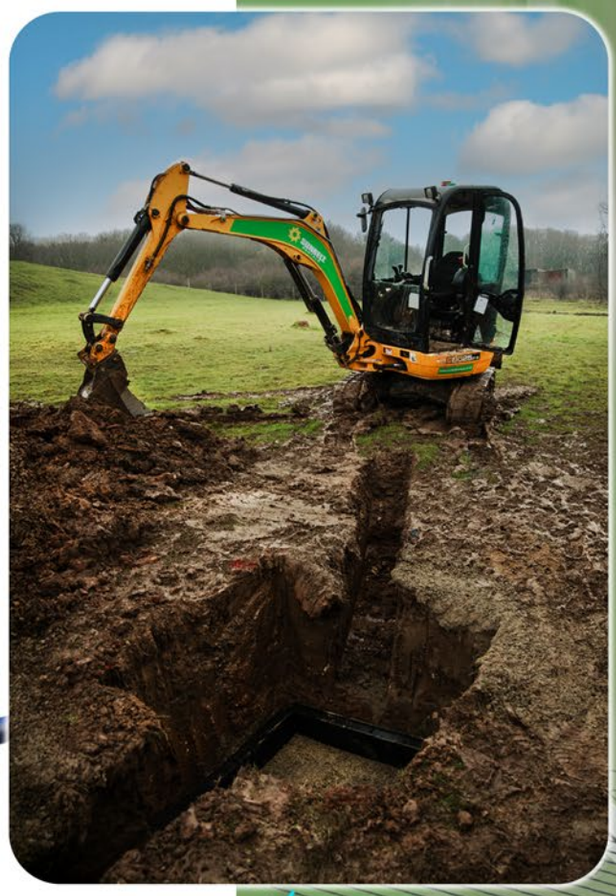
Since the Science and Technology Facilities Council set up the Boulby Underground Laboratory in the early 90's it has continued to grow with ongoing investment and ICL's support. One improvement which has been in development for a few years is a new data connection from the Laboratory Surface building to the UK network. This will ensure live, unbroken, reliable data to be sent to the many Universities which fund experiments in the lab, and will be an asset which attracts future interest.

In late 2025 the STFC team where given confirmation of funding and instructed AMCO GIFFEN to carry out the design and installation of two new fibre routes.

The construction commenced in January this year around the mine end carpark, and then progressed through the Gun club. The major sections are to be installed either side of the West site boundary has just started with the final rail crossing scheduled to take place in March.

Work consists of trenching, ducting and pit installation before Openreach will attend site to install the fibreoptic cable and ultimately connect it to the network.

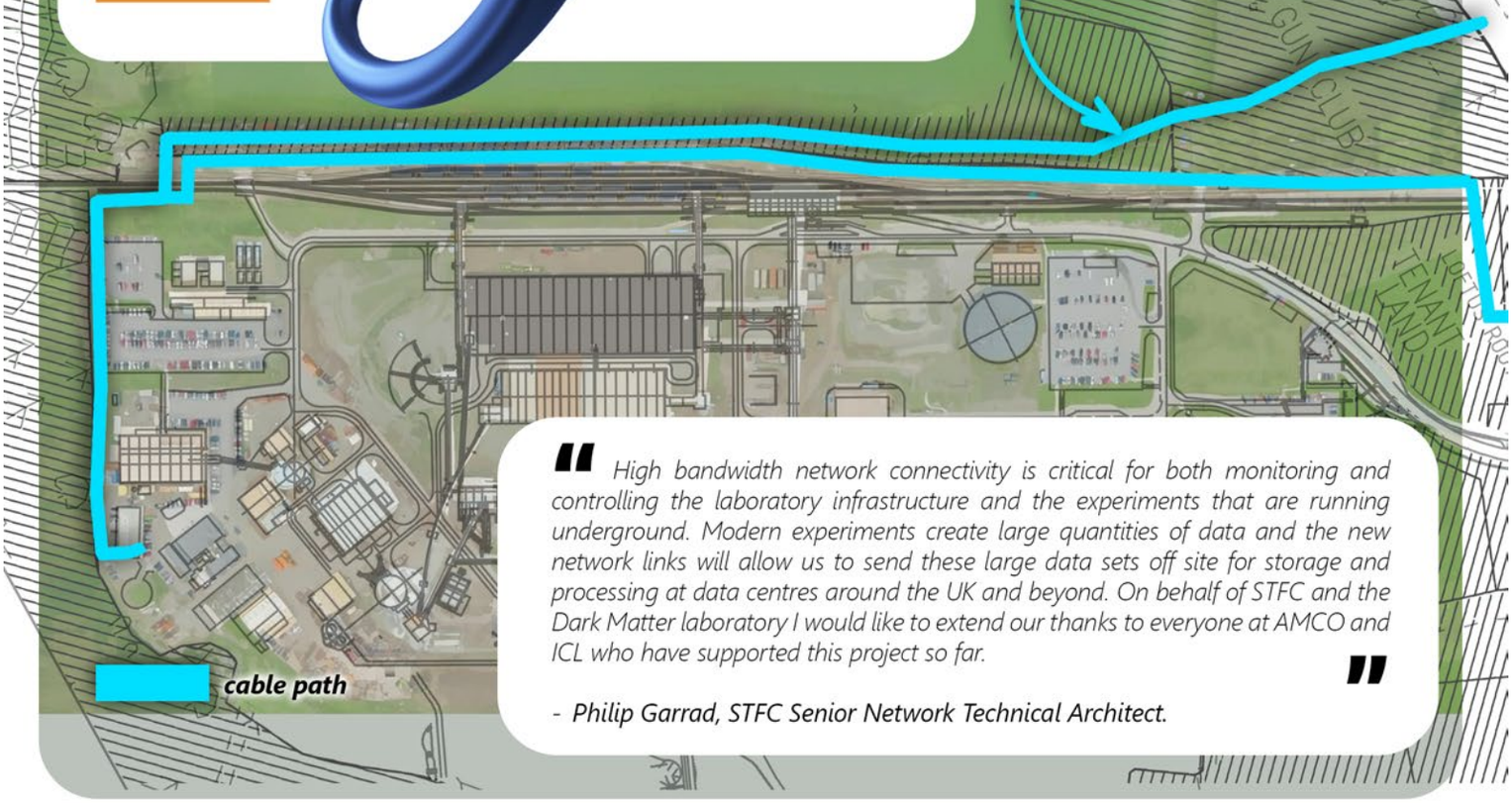
Despite the recent weather, good progress has been made to date, with the major work on target to be complete by the end of Q1.



Science and Technology Facilities Council

AMCO·GIFFEN





"High bandwidth network connectivity is critical for both monitoring and controlling the laboratory infrastructure and the experiments that are running underground. Modern experiments create large quantities of data and the new network links will allow us to send these large data sets off site for storage and processing at data centres around the UK and beyond. On behalf of STFC and the Dark Matter laboratory I would like to extend our thanks to everyone at AMCO and ICL who have supported this project so far."

- Philip Garrad, STFC Senior Network Technical Architect.

NEW MEASURES FOR WORKING AT HEIGHTS



As part of our desire to continuously improve safety at Boulby and Teesdock we have identified key hazards and used bow tie assessments to manage them.

In creating the working at heights bow tie and reviewing the associated procedure it became clear that additional control measures were required to achieve best practice.

The existing working at heights managers rule (MR) will be replaced with a new standard operating procedure (SOP) and the required training levels for each role on site have been re-assesed.

SOP 57 will replace MR 43. Roll out of the procedure and training will begin in February 2026.

MAJOR CHANGES OF WORKING AT HEIGHTS SOP



MEWP Operation
Best practice requires a trained person in visual contact at ground level to initiate rescue.



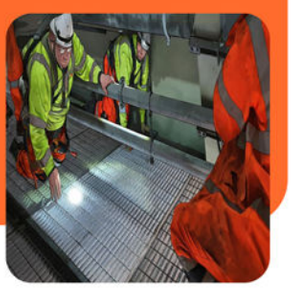
Underground Harness Use
All WAH activities (except for 4m roadways) to be formally risk assessed.



Using Machines As Access Platforms
Use of machines as working at height platforms to be considered in RAMS.



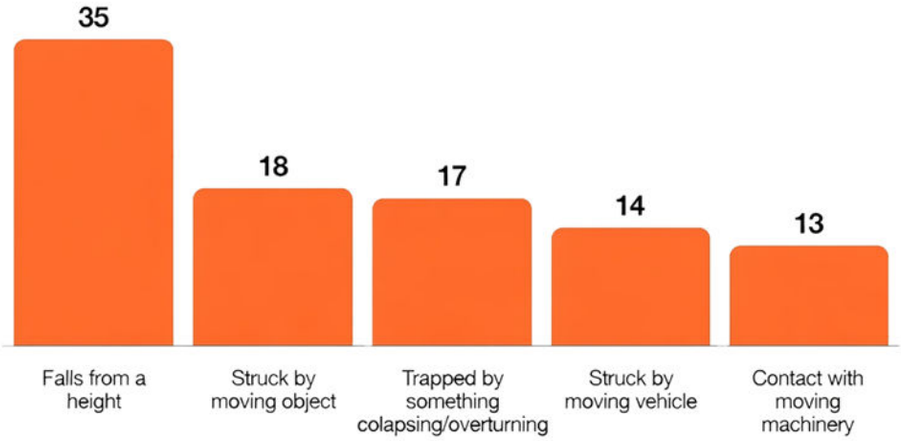
Falling Objects
Tool tethers to be considered when working outside of fixed handrails.



Created Openings
Openings to be controlled with a hard barrier or covered with a fixed plate.

WORKING AT HEIGHT INJURIES THROUGHOUT THE UK 2024-2025

The most common kind of fatal accident continues as falls from a height, accounting for over a quarter of fatal injuries to workers in 2024/25.



Note: Chart above shows all accident kinds accounting for 10 or more deaths in 2024/25.

Falls from height are the most common cause of death in the workplace – in 24/25 there were 35 deaths, 2 of which were in our region.

In total there were 44,000 related accidents accounting for 416,000 lost working days.

That's the equivalent of all our employees being off sick for 3 years!

LOLER Equipment

A new way to order

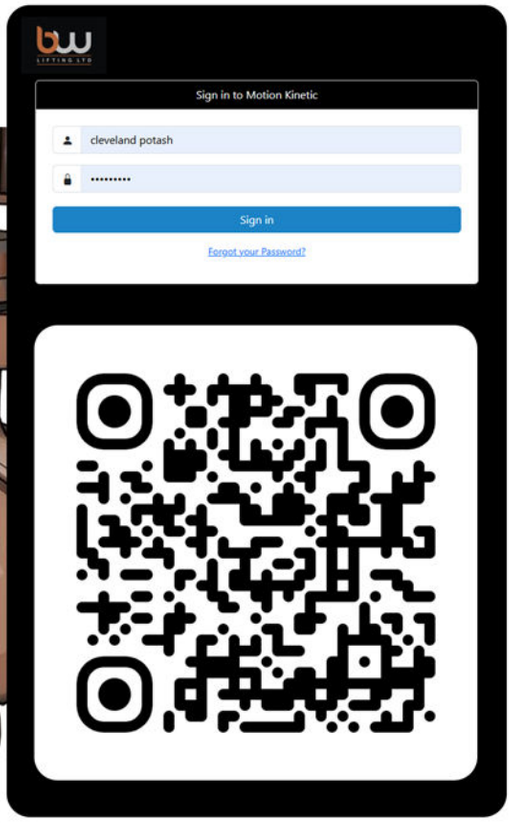
ICL Boulby has established a contract with BW Lifting to handle all our LOLER requirements.

What is LOLER?

Lifting Operations and Lifting Equipment Regulations 1998 is a UK HSE legislation that ensures all lifting equipment used at work is properly planned, supervised, and undergoes thorough examination.

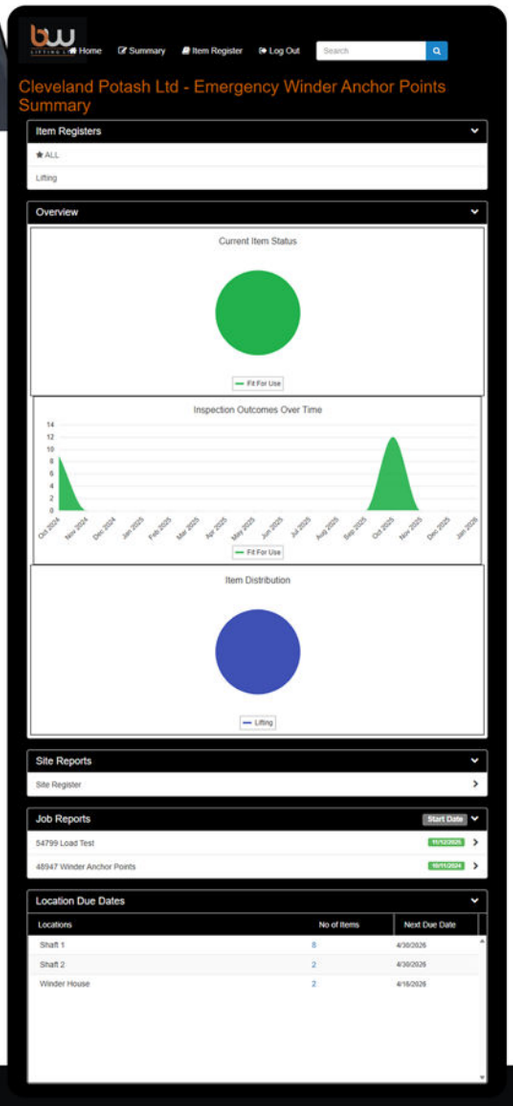
This partnership is designed to enhance both efficiency and transparency, covering everything from inspections to ordering.





What will this mean for you?

The BW portal has been re-worked to make it easier to check your areas for any non-compliances. The main menu has the planning areas (Processing, Infrastructure, Teesdock etc), which can then be filtered further to see individual sections (Diesel Workshop, Pump Lodge, Build Up Bay etc). Simply scan the QR code to login, the username and password are availble by contacting **tiffany.hankinson@icl-group.com**, and you can dive into your relevant section and find lists of your equipment, and records of its inspection history.



You can also download and print reports for every single item of LOLER equipment that they have on those registers, or download your register of items so that you can make sure you have everything ready for the 6 monthly LOLER inspections!

If you want a little demo specific to your needs, just email our statutory planner, Tiffany Hankinson and she can show you everything you need to know!

The news doesn't stop there though, thanks to setting this contract up with BW, all purchases will be able to be added to the relevant sections of the portal before they even get delivered, making control of the register that bit more easy!

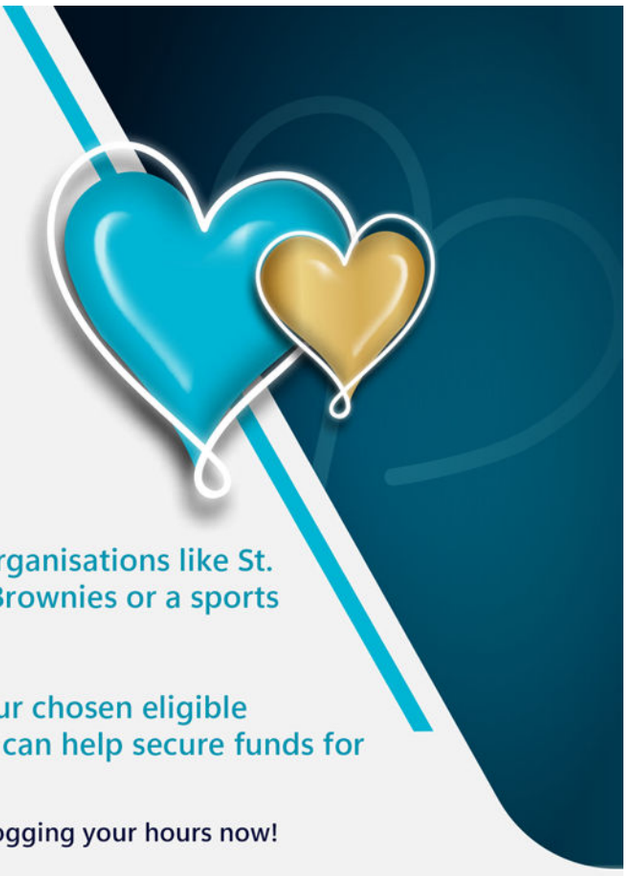
Ordering all the equipment just got easier too! Navigate to the Boulby and Teesdock SharePoint page, and you'll see a button for the LOLER catalogue – click that, and it will take you to the most up-to-date copy of the catalogue and ordering form, a spreadsheet which you can download.

This has all LOLER items available to order, with space for you to simply input the quantity you require! Fill that out, save it, and send it on to **tiffany.hankinson@icl-group.com** and she will take care of the rest! If anything you require is not in the catalogue, just let Tiffany know and she can look into getting it added.

All we need from you is to let us know when you are going to discard any LOLER equipment so that it can be removed from your registers. This can be done with a quick email to Tiffany, who will arrange for BW to remove the relevant items from the portal.

BW LIFTING LTD

YOUR TIME
YOUR CAUSE
OUR SUPPORT



Are you passionate about giving back to your community?

Whether you lend a hand at a food bank, volunteer with organisations like St. John Ambulance, or support local groups such as Scouts, Brownies or a sports team, your time and effort make a significant impact.

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 access the We**Care** app on sharepoint, and start logging your hours now!

Track Your Time, Make It Count

Log your personal volunteering hours in the **WeCare App** to unlock ICL support.

Matching Donations for Your Volunteering

ICL will donate to your chosen **eligible nonprofit** based on your personal volunteering hours:

Your Volunteering	Your Volunteering	Your Volunteering
30+ hours/year	**60+** hours/year	Group of **5+** (**75+** hours total)
ICL Donation	**ICL Donation**	**ICL Donation**
5$ per hour	**10$** per hour	**5$** per hour per person

What Counts as Eligible? Registered and inclusive nonprofit, with no political or religious affiliation.

Need Help Finding a Cause? Have a Question?

Reach out to your local **HRM**, **Community Relations Manager** or **Social Impact Manager** to help match you with meaningful opportunities that fit your passions and schedule.

Get Started Today!

The new time and attendance system has now been operational for a month. Please be aware that we are still making tweaks to the system to improve it based on the feedback we are receiving from everyone. Please note:

- Bank holidays for 1 January 2026 are not showing in employee accruals yet. This will be corrected by end of February and will not be lost moving into the new holiday year.

- Please be aware that the rule to carry over any annual leave is set to a maximum of 40 hours (5 days). If you have any annual leave hours accrued and above the maximum allowed, please speak to your manager and let HR / Payroll know before 28 February if you have approval to carry this over.

- If you log into your HCM2GO app, it is recommended when prompted to tick the 'remember me for 30 days' box. This will avoid dual authentication for 30 days.

- Only annual leave approved in the new system will be accepted. If any employees are still not registered to use the ADP Realtime app, please reach out to HR or Payroll so that we can assist.

ADP® Realtime

HIGHLIGHTS OF THE UPDATED POLICY CHANGES

Service Anniversaries and Holidays

As we look to continuously to improve our own policies, we recognised the current service recognition award policy was outdated and did not adequately acknowledge ICL's gratitude for employees' dedication and recognise their vital role in the company's success. We believe the new policy has greater alignment with our values to allow for ICL to express appreciation to serving employees for their ongoing contributions and commitment to the future. Effective from 2026 service recognition intervals will be at 10, 20, 30 and 40 years continuous service, with the following financial and anniversary year holiday awards and replace the current policy.

Continuous Service Years	Award	Additional holiday award (anniversary year only)
10	£1,000	2 days holiday
20	£2,000	1 week's additional leave granted for that holiday year or a working shift rotation between rest periods.
30	£3,000	1 week's additional leave granted for that holiday year or a working shift rotation between rest periods.
40	£4,000	1 week's additional leave granted for that holiday year or a working shift rotation between rest periods.

All monetary awards will be subject to tax and national insurance deductions in the usual way and will be paid to the employee on the next available payroll month after the anniversary date registered in Success Factors. Years of service are treated as continuous and no breaks in service will be counted.

To be eligible to receive the award you need to be an active employee at the point of your service anniversary.

Additionally, we have also reviewed our holiday allowance and have raised the holiday allowance for new staters to 26 days from 23. Why? We believe our holiday entitlement was not attractive to prospective talent considering ICL as their next employer. By making this change we believe we are now more competitive and are better able to attract and retain new talent into the business.

Holiday allowance levels after completing both 2 years and 5 years of service will remain the same at 27 and 28 days respectively as this remains competitive.

ICL

Production Figures

January 2026

• Poly Plant produced 60,392tonnes during the month, a further 2,331tonnes of material has been transferred to AACN production. During the start of the month, run rates were slowed to 100tph to achieve the GRN yield target. Consequently, this affected the overall plant output to achieve monthly budget. Run time for the plant average at 21hr/day and run rate averaged at 102tph. Average GRN yield was 43.6% as the PSD of ROM supplied was one of the variables impacting the yield. Average D50 of the mineral supplied was 8.6mm for the month, this has given a theoretical plant yield of 44.9%. Plant parameters were investigated to focus more on the surface variables that impacted the yield. Significant delays to the month were 36hrs to reduced operational days at the start due to stock management and 25hrs delay due to Freightliner loco failure resulting insilo full, and an 11hrs delay due to Screen 2 feed box failure.

Both granular and standard product showed significant variations in grade throughout January. At the start of the month, disseminated halites from 150 panel affected the grades but saw an improvement in both products significantly as 150s tonnage were restricted and the district moved downwards into better ore. High grade was present on both 502 retreat and 505 advance coupled with 150 taking maintenance and move ups gave very high grades in mid-January. Finally, towards the end of the month restricted tonnes from 150's and an increase in halite on 505 brought both products back towards Lower limits.

• PotashpluS plant production restart was brought forward and the plant restarted on the 2nd January, produced a total of 16,804tonnes. Plant reliability was poor which resulted with an average run time of 15.5hr/day. Several significant delays contributed to the run time issues which were 35hrs delay due to blockages to the wax lines, 26hrs delay due to compactor issues and unable to meet quality spec with 14hrs delay due to blockages in the wetting drum discharge chutes. Average run rates were low due to poor circuit stability at 37tph which resulted In higher gas consumption of 163KWh/t (target is 145KWh/t) during the month. Grade of the product was variable due to blend control issues but averaged at 37.7% K2O with a degradation value of 3.8%. Wax control in the plant was good throughout the month and averaged at 4090ppm based on application with a targeted dosage rate of 4000ppm.

• A total of 25,489 tonnes of salt was processed and shipped as 6mm salt during the month. Average plant run rate was 236tph which was 11sph to 12sph. The anti-cake consumption was 52ppm during the month, variability in the anticake was due to use of old stock from last year, the new onsite mixing system was operational during the month. 6.5hrs delay due to 214 screen motor change was the only delay in the month.

Product	Target	Actual
Poly Hoist	74,000	69,867
Salt Hoist	28,000	30,660
Total Poly Processed	68,456	60,392
PotashpluS Produced	17,840	16,804

Cleveland Potash Social Club

Social Club Draw January 2026 Winners:

1st Prize - Dogan Cetinkal - 134605 £200
2nd Prize - Daniel Barstow - 134247 £150
3rd Prize - Dean Hind - 103921 £100

Join us for the Social Club AGM

Thursday 19th March 2026 from 12:30 to 13:00 in the Conference Room, Admin Building.

We would like to invite all our valued members to join us at the upcoming Annual General Meeting (AGM). Your presence is key to shaping the future of our club, and we want to hear from you!

Share Your Ideas

Do you have any proposals you would like to discuss at the AGM? Remember, only items on the agenda can be discussed, so don't miss your chance to contribute! Or perhaps you're interested in joining our committee?
Please email our Secretary, Lindsey Pace: CPL.socialclub@icl-group.com by 02/03/2026.

Stay Informed

Keep an eye out for your invitation, which will be sent out soon. We'll also post the agenda online and on our noticeboards at least 14 days before the AGM.

Monthly Meetings

We're eager for your input and ideas for new events at our monthly meetings. This is a fantastic opportunity to get involved and help create the events you wish to see.

WE WANT YOUR IDEAS FOR 2026

We have had the following suggestions for Social Club Events. Please let us know ASAP which events you are interested in, either individually or as a group from your shift, then we can arrange suitable dates. We are also open to other suggestions

Clay Pigeon Shoots here at Boulby in March or April. Grahame Beedle can accommodate us on a Saturday afternoon after 13:00.
Escape Rooms either Whitby or Redcar
Visit to Whitby or another Brewery
Bongo Bingo
Theatre Events – let us know what you are interested in?
Murder Mystery Events
Great Yorkshire Show 14 to 17/07/2026
Egton Show Wednesday 19/08/2026
Stokesley Show 19/09/2026
Day at the Races date and venue TBC
Golf Competition proposed date 04/09/2026 TBC

USEFUL LINKS & INFORMATION

Careers

ICL

CHAMPION

Boulby Mine Community Hub

THE DOME
DETERMINATION OF MIND & EXERCISE

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

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