BOULBY AND TEESDOCK

TIMES

July 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 July edition of the Boulby & Teesdock Times. Starting with safety, as you would expect, most of you will be aware that we had a major accident on the salt plant on the 18th June when one of our team incurred a serious injury that resulted in the amputation of his left-hand little finger. On investigation of the salt screen equipment, it is clear to see that a number of unguarded 'nip' points exist that we haven't previously recognised as a hazard. Initial changes have been made before restarting the salt plant which prevent access to the salt screens whilst in operation and further changes will be made to apply a more permanent and sustainable solution. As ever hindsight is wonderful, and we can all clearly see the issues after the event, but not all hazards are as apparent as others. We all see the hazards associated with rotating equipment such as fans, couplings, shafts, pulleys etc, but other hazards are not as abundantly apparent. Hazard perception training in the second half of the year coupled with use of technology will assist in further improving all our hazard perception. However, for now hand injuries remain our greatest risk in our business so let's continue to undertake risk assessments for the tasks that you both regularly and randomly complete. Where is there potential for crushing and entanglement of your hands in the task? Can you use tools that distance your hands the point of work and hazard? Are you using the correct tool? Where is your non-dominant hand placed during the activity?

Although no quality article in this month's edition there is a major focus during the Qtr2 Townhalls that I am delivering across the business. 'Everybody' and not 'Somebody' can make a difference to quality at all the different operational touch points of our process from 'pick point' to loading a ship at Teesdock. Working as an integrated team does make a difference to Quality! There is no better example than the recent positive feedback that I have received this week from our third-party surveyor in Brazil where the Poly Grn and Pot+ 37% loaded in May is now being offloaded where they are recording low levels of dust and fines. Focus and integrated control in the Mine, Processing and Teesdock delivered this positive result and feedback and will positively influence future orders! 💪

At the end of the first half of the year I am pleased to be able to share with you that we have had a strong financial performance as result of strong sales prices and volumes which are underpinned by reliable operations, sustainable cost reductions, and efficiency improvements. Further granular detail is provided in our Qtr2 Townhalls. However worth pointing another example of cost reduction without increased business risk! Once again it is about challenging established practices and the way we do things! On this occasion it was our audit process and the certifying process. Review, rationalisation and working with the certifying body has delivered cost reduction and freeing manhours within our business for more valuable opportunities! Thanks Andrew Haigh-Turner! It's easy to keep doing the same thing – but does it add value and is there a better way?

This month's edition includes two great examples from Jed Day of how AI can assist us in transforming our everyday tasks and assist in driving improved business efficiency. Certainly, emphasising how AI can allow us to work more efficiently, smarter, and definitely not harder! Where can AI be used in your department and your everyday activities multiplying effort and freeing you for more value adding activities?

Enjoy this month's edition!"

Root Cause Analysis :
Missing May Competition Winner

KELVIN TOPSET®

In keeping with our commitment to continuous improvement, a full investigation has been completed into why last month's competition winner was not drawn.

Immediate Cause: The draw was missed.

Underlying Cause: The competition organiser 'forgot'.

Root Cause: The competition organiser believed *"I'll remember that later"* was a robust management system.

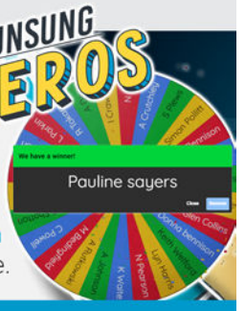
Corrective Action: Winner will be drawn this month.

Lesson Learned: Write things down.

Investigation Outcome: No equipment, systems, procedures or colleagues were found to be at fault. **Just Dave (Tad).**

Congratulations to **Vic Tosh** on winning May's competition. The prize was a £50 Love2Shop Voucher

Sorry!



Congratulations to **Pauline Sayers,** who was randomly selected from the volunteers registered in **ICL's WeCare app**.

Pauline has won a **£100 donation** to a registered charity of her choice.

July's competition prize is an Oypla Coolbox, Hot Cold Portable Electric Picnic Box

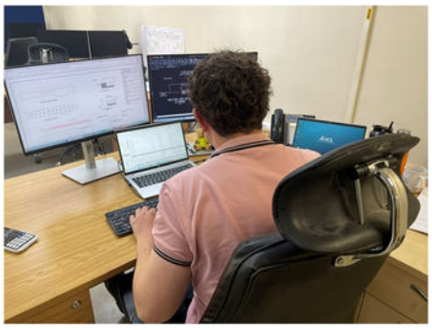


To be in with a chance of winning, simply seek out the hidden coolbox in this months edition and send a picture of it to **competitions@icl-group.com**

MORE THAN A MINE AND A TERMINAL:

INVESTING IN THE NEXT GENERATION









When we think of Boulby Mine and Teesdock Terminal, we often picture mining operations and logistics. While these are at the heart of what we do, Boulby and Teesdock are much more. They are also places where people develop, careers begin, and future talent is nurtured.

A great example of this is the Paul Hogarth Bursary, which provides students with the opportunity to gain valuable industry experience through fully funded courses and summer placements. Two of our bursary recipients have recently completed four-week placements at Boulby, gaining first-hand experience across a diverse range of disciplines while making meaningful contributions to the business.

Engineering Experience in Action

For Josh Harland, a second-year Civil and Structural Engineering student at Northumbria University, the placement marked a welcome return to Boulby. Throughout his time on site, Josh played an active role in several live engineering projects, including the Winder Generator and Teesdock Hammerhead projects. Working alongside experienced engineers, he produced CAD drawings and engineering calculations, supported site surveys, coordinated with contractors, and assisted with project delivery.

The placement provided Josh with invaluable exposure to real-world engineering challenges, allowing him to develop practical skills in civil and structural design, AutoCAD, technical drawing and multidisciplinary teamwork. It also strengthened his understanding of Construction (Design and Management) Regulations (CDM), safety requirements and site-based working practices, while enhancing his analytical and problem-solving abilities through hands-on project work.

Reflecting on his experience, Josh said one of the biggest lessons he learned was the importance of collaboration, communication and continuous improvement in delivering successful projects. He also saw first-hand how early engineering decisions can impact on project cost, operational efficiency and, most importantly, safety.

Looking ahead, Josh hopes to build on this experience as he works towards a career in engineering project management. He plans to apply the knowledge gained during his placement to his university studies, pursue a project management qualification alongside his degree and continue developing both his technical expertise and leadership skills through future professional opportunities.

Alongside his project work, Josh also completed Six Sigma Lean White Belt and Working at Heights training and took part in the company's annual ESG Week activities. His placement will culminate in a professional development dossier, providing a valuable record of his achievements that he can share with future employers.

A Different Perspective on Wellbeing

The third and final recipient of the Boulby and Teesdock Paul Hogarth Bursary, Alannah Inglis, brought a very different academic background to site. As a Sport Psychology student, a mine and terminal may not seem the obvious environment for her discipline, but Alannah quickly discovered how closely workplace wellbeing aligns with the principles of sport psychology.

Throughout her placement, she explored the important relationship between physical activity and mental wellbeing within the workplace. Her projects included writing an article for the Boulby & Teesdock Times examining the link between exercise and mental health, supporting the onsite Personal Trainer, Glyn, during the company's annual ESG Week, designing an employee questionnaire to better understand engagement with weekly gym classes, and working alongside the site physiotherapist to learn how employee wellbeing initiatives can help reduce injury-related absences.

These experiences enabled Alannah to develop strong communication, engagement and rapport-building skills while gaining a deeper understanding of the role wellbeing plays in supporting a healthy, productive workforce. The placement also provided some unforgettable experiences. Alannah headed underground to see the mine in operation, giving her a completely new appreciation of the environment and the teamwork required to keep the operation running safely. She also visited the Boulby Underground Laboratory, witnessing another fascinating dimension of the Boulby site.

More Than Mining

The experiences of the Paul Hogarth Bursary students perfectly demonstrate that ICL Boulby and Teesdock are about far more than mining and logistics. They are places where engineering, science, health, wellbeing and innovation come together, creating opportunities for people from a wide range of academic backgrounds to learn, contribute and grow.

These students show that no matter your discipline, there is an opportunity to make a meaningful contribution. Whether it's designing engineering solutions or supporting employee wellbeing Boulby and Teesdock continue to be places where careers begin, potential is realised and the future is shaped.

RAISING THE STANDARD AND LOWERING THE PRICE

Our Health and Safety, Quality, Environment and Energy management systems are tested and certified to meet their respective International Standards Organisation standards.

Following a recent tender process and work on our documented processes, these four management systems have been integrated into one system.

Lucideon are our approved certifying body and will conduct an audit in November. Through integration we will reduce the number of audits from seven to two, and from 20 days to 8. This equates to at least 400 hours for more valuable opportunities and more than £10,000 saved.

Being certified to these standards reassures ourselves, our neighbours and community, the wider ICL Group, Regulators and our customers that we are legally compliant and can provide a quality product, safely and with little impact on the environment.

However large or small, everyone contributes to the success and continual improvement of our systems through their daily activities.


Certificate of Registration LUCIDEON

This is to certify that the Quality Management System of

Cleveland Potash Ltd

Boulby Mine, Loftus, Saltburn-by-the-Sea, Cleveland, TS13 4UZ
&
Tees Dock Terminal, Grangetown, Middlesbrough, TS6 6UD

Meets the requirements of

ISO 9001:2015

Scope of Registration

The processing of mined ores into potassium and salt products for agricultural and industrial applications including the safe loading and unloading of bulk carriers at Cleveland Potash Teesport Terminal.

Signed for and on behalf of Lucideon CICS Limited


Certificate of Registration LUCIDEON

This is to certify that the Environmental Management System of

Cleveland Potash Ltd

Boulby Mine, Loftus, Saltburn-by-the-Sea, Cleveland, TS13 4UZ
&
Tees Dock Terminal, Grangetown, Middlesbrough, TS6 6UD

Meets the requirements of

ISO 14001:2015

Scope of Registration

The Processing and Distribution of Mined Ores into Potassium and Salt Products for Agricultural and Industrial Applications.

Signed for and on behalf of Lucideon CICS Limited


Certificate of Registration LUCIDEON

This is to certify that the Health and Safety Management System of

Cleveland Potash Ltd

Boulby Mine, Loftus, Saltburn-by-the-Sea, Cleveland, TS13 4UZ
&
Tees Dock Terminal, Grangetown, Middlesbrough, TS6 6UD

Meets the requirements of

ISO 45001:2018

Scope of Registration

The winning and processing of mined ores into potassium and salt products for agricultural and industrial applications, including the safe loading and unloading of bulk carriers at ICL UK Teesdock Terminal, excluding liquid cargo.

Signed for and on behalf of Lucideon CICS Limited


Certificate of Registration LUCIDEON

This is to certify that the Energy Management System of

Cleveland Potash Ltd

Boulby Mine, Loftus, Saltburn-by-the-Sea, Cleveland, TS13 4UZ
&
Tees Dock Terminal, Grangetown, Middlesbrough, TS6 6UD

Meets the requirements of

ISO 50001:2018

Scope of Registration

The Energy Management System related to all Energy Sources that the Mining, Processing and Support activities use at ICL Boulby and ICL Teesdock sites.

Signed for and on behalf of Lucideon CICS Limited

GOARC

GOARC Hazard Reporting - Severity Level Definitions

On GOARC the L1, L2, and L3 severity levels when submitting a hazard are used to indicate the potential consequence of the hazard. While wording can vary slightly by site, the standard interpretation is:



L1

L1 – High Severity (Major Risk) Definition:
A hazard that could result in serious or catastrophic consequences if not controlled.

Typical outcomes:
Fatality or life-changing injury
Major environmental impact
Significant asset damage or loss
Major operational disruption

L2

L2 – Medium Severity (Moderate Risk) Definition:
A hazard that could cause moderate injury or harm but is not likely to be life-threatening.

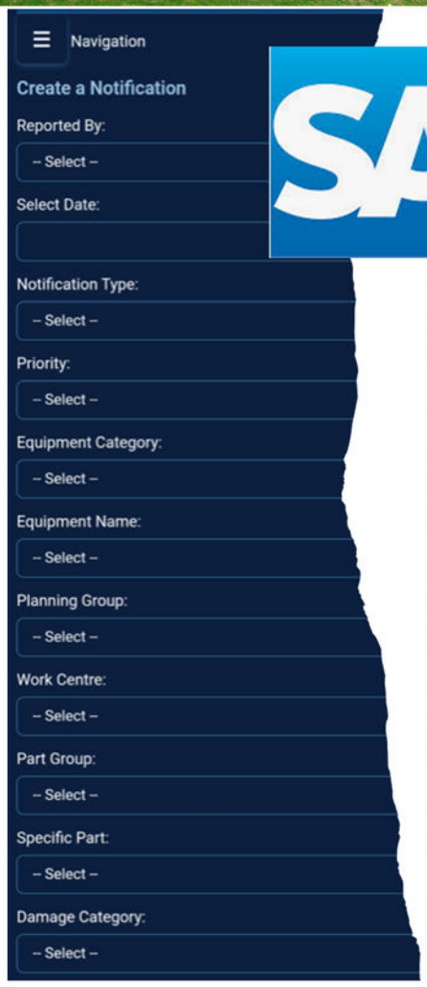
Typical outcomes:
Lost Time Injury (LTI)
Medical treatment injury
Localised environmental impact
Equipment damage requiring repair

L3

L3 – Low Severity (Minor Risk) Definition:
A hazard that would likely result in minor injury or negligible impact.

Typical outcomes:
First aid injury only
Minimal or no environmental impact
Minor equipment damage.





Using AI to Simplify Maintenance Reporting at Boulby

At Boulby, Jed Day, Planning Manager, and his team have been exploring practical ways to use AI to improve the way work is carried out on the ground. A recent example is the development of a mobile SAP notification app, designed to make defect reporting quicker, simpler, and more accurate.

Traditionally, raising notifications in SAP could be seen as complicated and time-consuming, leading to under-reporting, inconsistent data and delays in responding to issues. AI tools were used to design and build a user-friendly app that removes much of that friction.

The app can be used directly on a phone or tablet at the point of work. It intelligently guides users through the process, filtering options based on the equipment selected and ensuring the right damage and cause codes are captured first time. Users can also attach photos, giving planners much clearer information without the need for follow-up conversations.

AI played a key role in accelerating the development of the app - helping to structure the logic, streamline the user interface, and quickly iterate designs based on feedback. What would traditionally have taken months was developed and refined in a fraction of the time.

The result is a simpler process for the workforce and better-quality data for planners. Notifications can be created in seconds, reviewed and standardised, and then uploaded into SAP in bulk ready for conversion into work orders.

This approach is already delivering benefits including improved reporting, faster response to defects, reduced planner workload and better overall visibility of maintenance issues.

Most importantly, it shows how AI doesn't need to be complex or theoretical - it can be applied in practical ways to solve everyday problems and make a real difference to how we operate.

Using AI to Transform Maintenance at Boulby

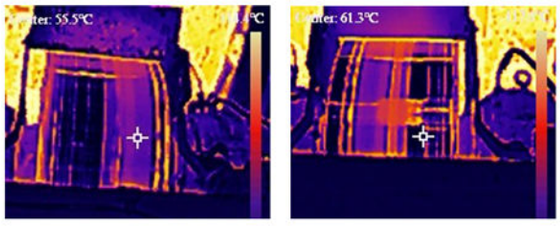
AI has also been used to fundamentally improve how plant and equipment are maintained.

The approach was simple in concept but powerful in execution. Multiple sources of existing data, which had previously not been fully utilised, were brought together. This included historical breakdown and corrective maintenance records from SAP, oil and vibration analysis results, current maintenance task lists, thermal imaging data, temperature readings, and photographs of equipment and surrounding environmental conditions.

By combining these sources of information, AI was able to identify and analyse patterns far more effectively than traditional methods. Historically, the maintenance strategy relied heavily on time-based tasks and visual inspections, often resulting in a reactive approach to equipment issues rather than preventing them before they occurred.

Just as importantly, this work demonstrated that the solutions to many operational challenges already exist within the data collected every day. AI provides the capability to connect that data, generate meaningful insights, and enable more informed and effective decision-making.

Following the success of the initial trial, the next phase is to expand this approach across other areas of the site, supporting the transition towards a smarter, more predictive maintenance strategy.



Integration of AI with Maintenance Data
Combining AI with plant maintenance data enhances defect detection and asset reliability significantly.

Focus on High-Criticality Assets
Predictive AI models target key assets like conveyors and dryers to improve failure prediction accuracy.

Goals and Outcomes of the Trial
Aim to reduce repeat failures by up to 25%, optimise resources, and demonstrate operational value through AI.

NATURE AT BOULBY MINE

To the south of Boulby Mine lies 'Mines Wood,' an extraordinary example of Ancient Woodland. With continuous woodland cover dating back to at least 1600 AD, this rare and valuable habitat is a testament to nature's resilience and richness. In the UK, only about 2.5% of the land remains as such ecosystems, making Mines Wood a crucial sanctuary for countless endangered plants and animals.

A Rich and Resilient Habitat

The centuries-old undisturbed soil and decaying wood in Mines Wood have crafted an ideal environment for biodiversity to flourish. The area is actively managed to enhance its resilience and biodiversity, ensuring it remains a thriving habitat for wildlife. The Industry Nature Conservation Association (INCA) plays a vital role in this effort, particularly through its Breeding Bird Survey (BBS) conducted at the Boulby site.

Avian Diversity and Conservation

During the 2026 breeding season, INCA completed three surveys, recording 157 birds across 32 species. The survey predominantly found woodland passerines (perching or song birds), including Chiffchaff, Wren, and Blue Tit. Notably, species of conservation concern such as Grey Partridge and Skylark were also observed, highlighting the site's importance for various bird species. This diverse habitat supports a rich assemblage of birds, underscoring the need for ongoing habitat management.

Butterflies, Bats, and More

Beyond birds, the diverse grassland habitats across the site provide a haven for butterflies and pollinators. A significant milestone was the reintroduction of the Small Pearl-bordered Fritillary butterfly in 2023, which was successfully observed on-site three years later. Additionally, the presence of reptiles, such as the Slow Worm, adds to the ecological tapestry of Boulby Mine.

Bats also find a home here. Six bat species have been recorded on the wider site, with the woodland and grassland offering valuable feeding habitats. The Brown Long-eared Bat, along with three other species - Natterer's, Daubenton's, and Whiskered or Brandt's bat use a historic tunnel as a roost in Mine's Wood, making it a critical hibernation site.

Commitment to Conservation

Ongoing monitoring and management efforts are essential to protect the local populations and preserve the unique biodiversity that Boulby Mine supports. As we continue to balance industrial progress with ecological stewardship, initiatives like those at Mines Wood serve as a beacon of hope and inspiration for conservation efforts worldwide.

Join us in celebrating and protecting the natural wonders of Boulby Mine, ensuring that its rich biodiversity continues to thrive for generations to come.



OWL-SOME NEWS



Our Environment Team recently welcomed a visit from Colin the "Owl Man," who came to inspect one of the barn owl breeding boxes on Boulby site. We're delighted to report that the box was home to three healthy young barn owls, all of which have now grown big enough to spread their wings and fly the nest.

It's fantastic to see these protected birds thriving on site and highlights the positive impact of our ongoing biodiversity efforts. The team is now discussing the installation of additional breeding boxes across Boulby to support even more in the future. Did you know that the buisness sponsors 20 barn owl boxes across East Cleveland? It's just one of the ways we're helping local wildlife flourish. We'd certainly say that's something to hoot about—and it's clear our environmental work isn't just winging it!



DEEP DIVE WITH SIMON REEVE

In June, we welcomed BBC presenter, adventurer and journalist Simon Reeve to Boulby Mine filming for his new tv series exploring the people, industries and communities that shape modern England.

During his visit, Simon was taken underground by Vic Tosh, Safety Advisor, and Thomas Edwards, Chief Geologist, who gave him a behind-the-scenes tour of our mining operations and a trip to the Boulby Underground Laboratory guided by Jonny Gutteridge of STFC.

The visit provided a fantastic opportunity to showcase the unique work taking place at Boulby, the expertise of our people and the innovation that exists beneath the surface. The series is expected to be broadcast later this year.

ESG WEEK 2026

ROUND-UP

In June, we hosted our annual Environmental, Social and Governance (ESG) Week, bringing together employees, contractors and partners for three days packed with activities, learning opportunities and team engagement. This year's event built on the success of previous years, with increased employee participation and a wider variety of activities, demonstrations and exhibitors. ESG Week continues to provide an opportunity for colleagues from across the business to come together, learn something new, share experiences and celebrate the many aspects that make Boulby and Teesdock more than just a workplace.

A number of exciting new additions proved to be a huge success. Employees had the opportunity to test their skills with axe throwing, while the EHS team hosted interactive competitions through their Command Tasks. Dräger showcased its breathing apparatus (BA) systems, giving employees valuable insight into safety equipment and technology. Our Rock Engineering team demonstrated the important work they do to support safe underground operations, while representatives from Royal London were on hand throughout the event to offer guidance and advice on pension planning, helping colleagues better understand and prepare for their financial future.

Alongside the new attractions were many of the returning favourites. Arctic Foxxes Ice Cream once again proved popular in the summer sunshine, while the Whitby Falconers captivated visitors with their impressive birds of prey.

Champion's Contracting Services generously sponsored the ever-popular clay pigeon shooting, and the week concluded with the traditional Senior Leadership Team BBQ, where employees enjoyed great food and the chance to relax together.

One of the biggest highlights of this year's event was the incredible volunteering effort that took place away from the main event.

Across two days, two teams of volunteers dedicated their time and practical skills to support the North York Moors National Park Rangers in restoring footpaths within Mines Wood, located to the south of the site. Following significant landslides during the winter months, sections of the public footpath had become inaccessible. Working together, the volunteers helped reopen the route, making it safe for the local community and visitors once again. This initiative demonstrated the employees giving back to the local environment and community through teamwork, commitment and practical action.

A huge thank you and well done goes to everyone who volunteered.

UNSUNG HEROS







The event received positive feedback from you, through the post-event communications survey. Many colleagues commented on the welcoming atmosphere and the opportunity to reconnect with people from across the business.

Some of the comments included:

"Had a great feel to it and good to catch up with old colleagues I do not now see."

"The diversity of the stands. All were very helpful and insightful especially the roof bolting examples and the MIND VR headsets brilliant!"

"Whole site participation and chance to meet other colleagues on otherwise different shifts or areas."

The feedback also provided valuable suggestions for future events. This year's layout was changed to trial a new approach, and while many welcomed the fresh format, some employees felt the layout could be improved, while others suggested that a small number of stands *"didn't really relate to ESG and didn't feel relevant."*

The ESG Committee welcomes all feedback and will carefully consider these comments as planning begins for next year's event, ensuring ESG Week continues to evolve and deliver the best possible experience for everyone.

A huge thank you goes to everyone who organised, supported, exhibited, volunteered and participated throughout the three days. Your enthusiasm and engagement made this year's ESG Week our biggest and most successful yet, reinforcing that ESG at Boulby is about far more than policies, it's about people, community, wellbeing, safety and working together to make a positive difference.



YouTube

Scan the QR code to watch the round up video of this years event.

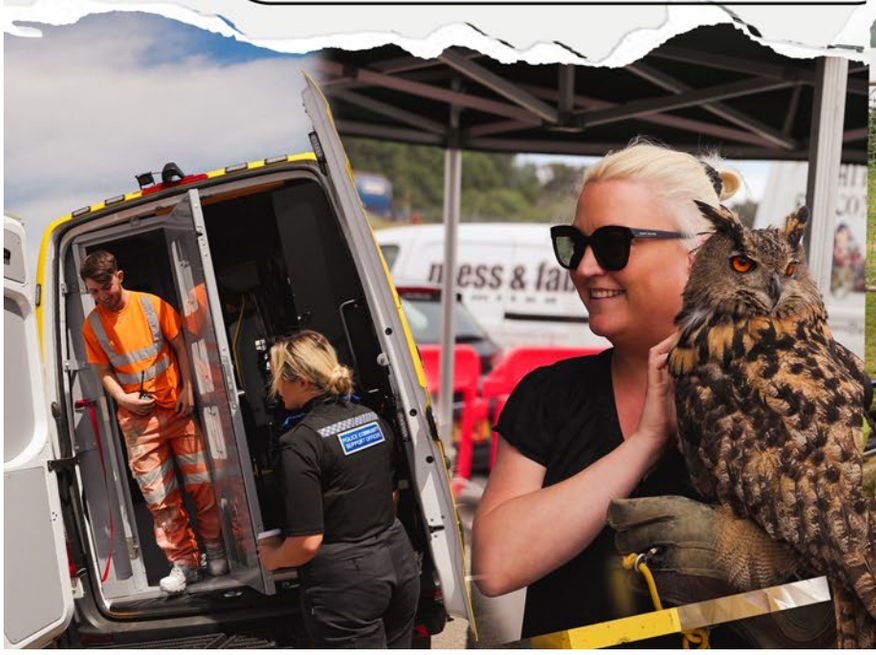














Boulby's Underground Rescue Team Supporting the Land of Iron



On 21 May 2026, several members of the Boulby Underground Mines Rescue Team carried out the annual Land Of Iron mock emergency exercise, continuing their longstanding support for the local museum.

The museum is required to practice an emergency drill annually as a requirement, stipulated by the Health and Safety Executive (HSE), to ensure that the site remains safe and compliant for public access. By meeting these standards, the museum can continue offering guided tours down the drift, preserving an important part of the region's mining heritage while ensuring visitor safety.

During the exercise, the rescue team simulated realistic underground emergency scenarios within the drift. Activities focused on casualty management, first aid, and safe extraction techniques, skills critical to responding effectively in confined and potentially hazardous environments. The team also demonstrated their ability to coordinate a structured and efficient response, ensuring that any incident could be managed safely from initial contact through to evacuation. The mock practice not only reinforces the team's high standards of readiness but also plays a vital role in supporting the museum's ongoing operations.

Without this annual demonstration of capability and preparedness, public access to the underground workings would not be possible. The continued partnership between the Boulby Mines Rescue Team and the Land Of Iron Museum showcases a strong commitment to both safety and community engagement. This annual event highlights the professionalism and dedication of the rescue team, whose efforts go beyond emergency response to actively supporting the preservation and safe enjoyment of local heritage.

The Land Of Iron Museum would like to express its thanks to the Underground Boulby Rescue Team for their exceptional commitment, professionalism, and unwavering dedication.



Excellent reaction and well done to the Rescue Members that responded

Colin Steel
Jon Brough
Ben Wnek

ICL BOULBY UNDERGROUND RESCUE TEAM REWARD AND RECOGNITION MEAL



In recognition of their continued commitment to emergency preparedness, training excellence, and professionalism, the Underground Rescue Team at Boulby Mine have been formally rewarded through a Reward and Recognition team meal. The team meal recognises not only the time and effort invested in maintaining rescue readiness, but also the selfless attitude demonstrated by the team in preparing to respond to emergency situations. This form of recognition provides an opportunity for the team to come together away from the workplace and acknowledges the value of their contribution. As a volunteer underground mines rescue team, all members commit to completing a minimum of seven structured training sessions each year to remain current, competent, and fully rescue ready in line with the Mines Regulations 2014. This significant commitment often undertaken alongside normal operational duties ensures each team member maintains the skills, knowledge, and physical capability required of an effective underground rescue professional.

Recent training has included rescue scenarios from drill bays, district areas, egress routes, belts roads, casualty extractions from underground safe havens, casualty extraction from vehicles, live casualty handling, casualty reassurance, safe transportation, effective use of rescue equipment, advanced first aid application exercises, and wearing of breathing apparatus over long periods in hot and humid conditions. All of which require a high level of skill, teamwork, and dedication. Their level of competence and preparedness provide absolute confidence that, should an underground emergency occur, Boulby Mine has a highly skilled team ready to respond immediately and decisively. The team consistently demonstrates exceptional teamwork and discipline during training exercises and simulated incidents.

The business benefits from a wealth of experience within the Underground Rescue Team, with some members having over 24 years of rescue service, alongside newer members with up to three years of experience. This blend of expertise and developing talent creates a strong, resilient team that can draw upon a broad range of skills and perspectives. Members bring knowledge from multiple disciplines across the mine, enhancing the team's overall capability, decision-making, and effectiveness during training exercises and emergency response situations. This balance of experience and succession planning ensures the team remains highly capable and prepared to meet future challenges.

Their commitment makes a tangible difference and reflects great credit on themselves and the organisation.



ROYAL LONDON

Investing made simple: build confidence with the basics

Important:
please take the time to review your pension beneficiaries. It's easy to check and change your nominations on the Royal London App. Remember, prior beneficiaries from our old AVIVA pension didn't transfer to Royal London, so check the App to make sure you have the correct people nominated.

Investing can be a powerful tool to help your money grow and work harder for the future you want. The good news is that you don't need to be an expert to make investing work for you – simply understanding a few basics can make a real difference.

So whether you're completely new to investing or just need a refresher, the topics below cover some of the essentials that can help build your confidence and set you up for success.

SCAN THE QR CODES BELOW TO FIND OUT MORE

Investing for beginners: how to get started

This guide breaks down some of the things you'll need to know before you get started, including whether investing is right for you and what you can invest in.

What are stock markets and how do they work?

You'll often hear people mention 'stock markets' when they talk about investing.

Understanding investment risk

'Risk' can sound a bit worrying when it comes to your money – and it's one reason some people hold back from investing. But once you know what risk really means (and how it can affect your investments), it's easier to choose an approach that feels right for you.

Saving vs investing

Both matter – but they do different jobs. Learn when saving makes sense, when investing can help, and how they can work together in our guide to saving vs investing.

Market volatility: why do my investments go up and down?

Seeing the value of your investments fall can understandably be unsettling, but it's actually a very normal part of investing. Here we explain what causes market volatility, what it means and how to navigate it.

Want to know more about your pension investments?

You can find out more about how your Royal London workplace pension is invested by visiting your employee hub –

yourplan.royallondon.com/*insertbespokeemployeehublink*

A Message from HR:

HR and Payroll Queries -Central Mailbox Process



To help us manage and respond to your queries more efficiently, we kindly ask that all general HR and Payroll enquiries are submitted to the dedicated mailbox:

MyUK.HR@icl-group.com

Using this central inbox enables us to:

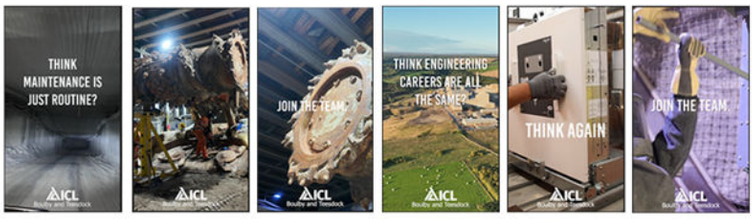
- Ensure all queries are properly logged and tracked.
- Provide timely and consistent responses.
- Direct your query to the appropriate HR or Payroll representative, avoiding unnecessary delays.

Please note that it can be difficult to accurately track and manage queries raised via telephone calls. Submitting your query by email helps us ensure that nothing is missed and that you receive a prompt response.

When contacting us, please include as much detail as possible to allow us to assist you as efficiently as possible. Thank you.

THINK AGAIN

Social Media Video Campaign



This campaign has been created to challenge perceptions and raise awareness of the incredible work taking place at Boulby and Teesdock sparking curiosity by giving people an insight into the diverse roles that keep our operations moving.

Over the next eight weeks, we'll be sharing a series of short, engaging videos across social media featuring the unique skills, technology and expertise that make Boulby and Teesdock such remarkable places to work.

When you see these posts on social media, we'd really appreciate your support by liking, commenting and sharing them with your own networks. Every interaction helps us reach a wider audience and show more people what makes Boulby and Teesdock such a unique place to work.

Do you know someone who may be interested in career opportunities at Boulby or Teesdock?
If so, please encourage them to get in touch with our recruitment team at
recruitmentuk@icl-group.com

Facebook

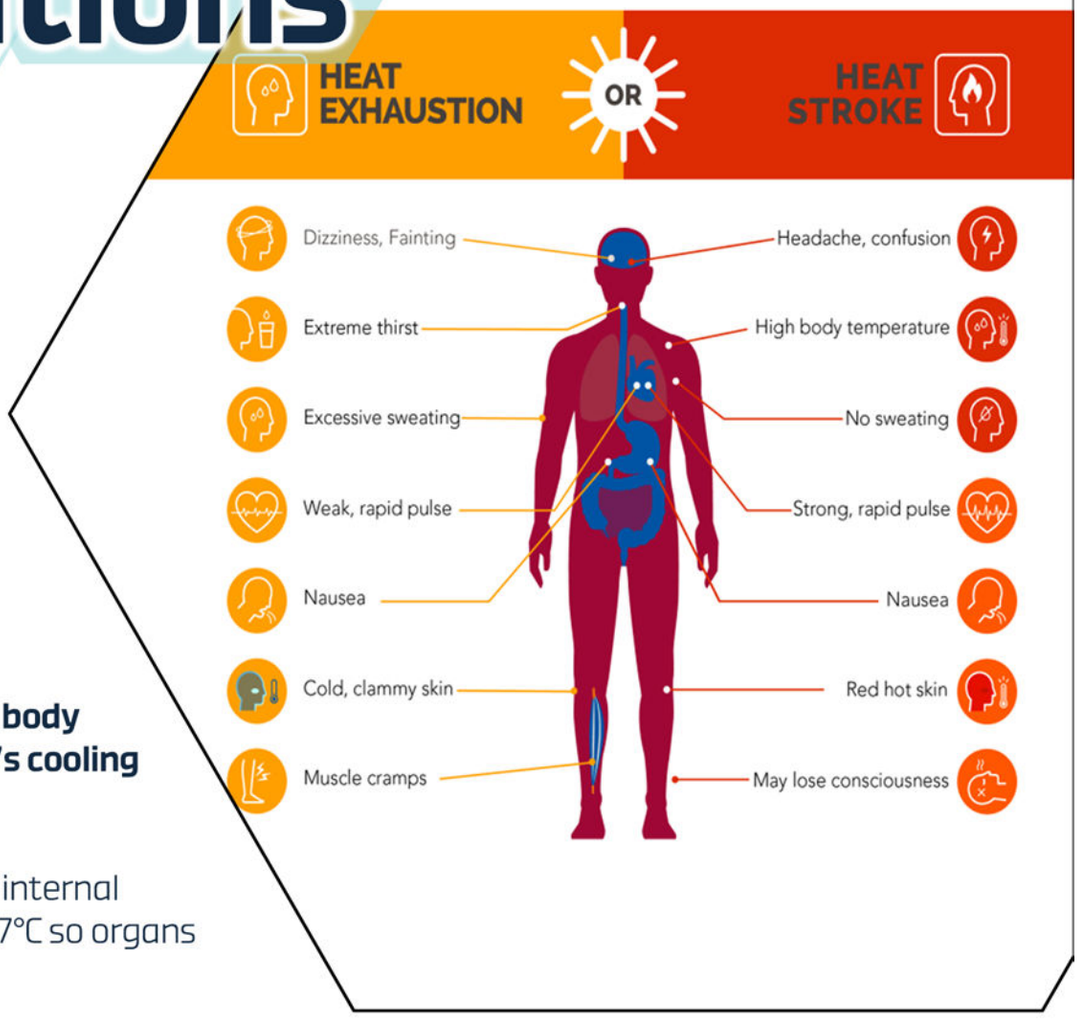
YouTube

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Working In Hot Conditions



Hydration Hydration Hydration !

When working in hot conditions, the human body behaves a lot like a car's cooling system.

The human body keeps internal temperature around ~37°C so organs function properly.

In the same way a car cooling system keeps the engine at a safe operating temperature so components don't overheat.

Key Signs
Skin changes from clammy to dry as fluid levels have dropped to a point where sweat cannot be produced.

Sweating stops - Critical point!
Core temperature will elevate leading to potential death.

Keep hydrated.

To learn more about working in hot conditions, please scan the QR code and watch the video

YouTube

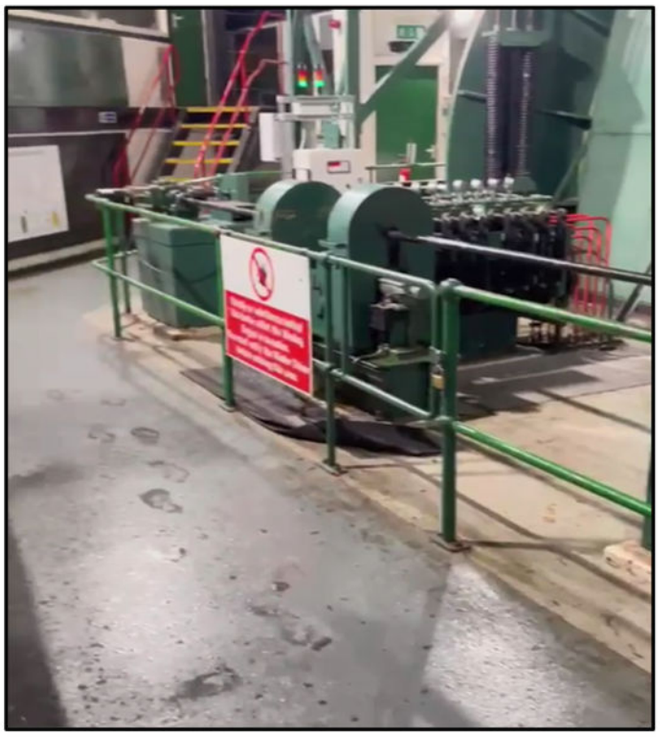
Contact the medics:
medics@icl-group.com
01287 646523
EXT 3298

Positive Reporting Spotlight

A freak storm caused rainwater to ingress the Winder building and contact the Man Winder motor.

An excellent response from the Winder team specifically Adam Lindsey (acting supervisor), isolated the machine, cleaned and dried the motor, electrically tested and then carried out running tests before handing back to service.





Poly Plant:
The plant produced 71,344 tonnes of Granular, Mini Granular, and Standard product in June, performing consistently and exceeding budget. The average run rate was 115 tph, with an average daily run time of 21.3 hours. Granular yield was 44.6%, below the 47% target. This was due to the screen mesh alterations made to prioritise Mini Granular production for a shipment. Work continues on improving crusher control in the poly plant, and plans are in place to investigate PSD across different areas of the mine to better understand its impact on poly plant performance. GRN grades remained consistently good throughout the month, averaging 14.4% K_2O in granular product.

PotashpluS Plant:
The plant operated for 22 days, producing 15,086 tonnes of PotashPlus 37%. The average run time was 18.9 hours per day, and the average run rate was 40.6 tph. Average K_2O for PotashPlus 37% was 37.6%, and average degradation was 2.7%. The average gas consumption was 160 kWh/t, gas consumption has improved due to circuit stability.

There was also a short 3 day production run, producing 1,955 tonnes of PotashPlus 45%. The average run time was 21.5 hours per day, and the average run rate was 40 tph. Average K_2O for PotashPlus 45% was 45.8%, and average degradation was 1.9%. The average gas consumption was 156 kWh/t. There were no significant delays during the 3-day PotashPlus 45% production run.

Salt Plant:
A total of 18,362 tonnes of 6 mm salt were hoisted and processed during the month. An additional 8082 tonnes of 10 mm salt was moved by road.

Salt screen meshes were changed to produce 6mm salt due to Market demand.

The average plant run rate was 280 tph (14 skips per hour). Anti cake consumption averaged 47 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:

- 13 hours of delay due to Prioritising Potashplus shipment.
- 6.5 hours of delay due to Material flowability issues

Significant breakdowns PotashpluS plant:
During 37% production

- 162 hours of delay due to Raw Material blend
- 18 hours of delay due to waxing drum tyres failure
- 9 hours of delay due to wetting drum chute blockage

Production Figures

June 2026

Product	Target	Actual
Poly Hoist	76,000	73,085
Salt Hoist	28,000	18,362
Total Poly Processed	69,657	71,344
PotashpluS 37% Produced	15,610	15,086
PotashpluS 45% Produced	0	1,955

Cleveland Potash Social Club

Social Club Draw July 2026
Winners:
1st Place 🥇 : Lee Strike - £200
2nd Place 🥈 : Jon Brough - £150
3rd Place 🥉 : Dogan Cetinkal - £100

Summer Draw

To be drawn 4th August at 10:00 in the Video Conference Room (prior to the August Monthly Draw) 1st Prize £1,000, with 2 other prizes of £500.00 each.

Caribbean Carnival Family Day at Redcar Races Saturday 8th August
Closing Date 31/07/2026

Cricket Yorkshire v Derbyshire Falcons Friday 7th August
Closing Date 24/07/2026

Discounted tickets for Flamingoland, Alpamere, Forbidden Corner Monk Fest - Monk Park Farm

Thirsk Races Friday 14th August and Saturday 5th September
Apply ASAP!

Egton Show Wednesday 26th August
Closing Date 31/07/2026

Stokesley Show Tickets Saturday 19th September
Closing Date 28/08/2026

Oktoberfest German Beer Festival Saturday 26th September Gisborough Hall
Apply ASAP!

Chris Ramsay – Here Man Show at Stockton Globe Wednesday 30th September
Apply ASAP!

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

We welcome your ideas!



The group that enjoyed a Fishing Trip on the 3 Sisters Charter Boat from Staithes Left to Right: Paul Chambers, Simon Bowes, Adam Robertson, Dan Stone, Seb Strzadala and Arek Rutkowski

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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