BOULBY AND TEESDOCK

TIMES

April 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 Richard

- Richard Severn
Head of Mining



"As I step in for Grahame Wallace during his leave, I am pleased to introduce the April edition of The Boulby and Teesdock Times.

We focus on improving quality across our site and believe that every team member plays a vital role in maintaining and enhancing the quality of our products. If you notice any issues or potential impacts, please do not hesitate to report them. Your vigilance is crucial in ensuring we deliver the best to our customers.

We are continuing to promote the QFIT testing available at our medical center. As April is bowel cancer awareness month this initiative is particularly poignant. We would like to share the story of our friend and former employee, Justin, who is bravely battling bowel cancer. His journey reminds us of the importance of health screenings and early detection.

At the heart of our business is our incredible workforce. This month, we shine a spotlight on one of our apprentices, Bailey, whose hard work and dedication exemplify the values we have.

Volunteering is a great way we give back to our community. This month, we celebrate Lyn Harris for her dedication to SARA. Her efforts inspire us all to find ways to contribute our time and skills to help others.

Our Build Up Bay team have achieved great success with the JOY 42 continuous mining machine, completing a comprehensive overhaul without any accidents and staying within budget. This accomplishment highlights the expertise and commitment of our team.

Finally, we must acknowledge the impact of global events on our resources. With the rising costs of oil and lubricants due to the recent conflicts, it is vital that we manage our usage wisely. Being mindful of our consumption is essential for maintaining efficiency and reducing costs.

Let's keep supporting each other and working together. Enjoy the newsletter!"

Teeing up a great day

Step away from the office and onto the fairway for a premium corporate golf day at Close House, all while supporting your local air ambulance.

Just 15 minutes from Newcastle, Close House Golf Club sits in the heart of the stunning Northumbrian countryside, offering breathtaking views across the Tyne Valley.

Kick off the day with a breakfast roll before a 10:00am shotgun start. After 18 holes on a first-class course, unwind in the Clubhouse Lounge with a BBQ and drinks as we reveal the winning teams.

Format - Texas scramble (Yellow Tees) on the Lee Westwood Filly course, and golfers will be able to take part in longest drive, beat the pro and nearest the pin. An envelope draw and raffle will also be played on the day.

This months competition is for the avid golf enthusiasts.

ICL has kindly sposored £600 for a team of 4 employees to attend the event in aid of the Great North Air Ambulance. All four winners will be selected at random from the competition entrants.

Date - Tuesday 23rd June 2026

To be in with a chance of winning one of the 4 places simply send a picture of your finger pointing to the hidden Golf Ball to:

competitions@icl-group.com

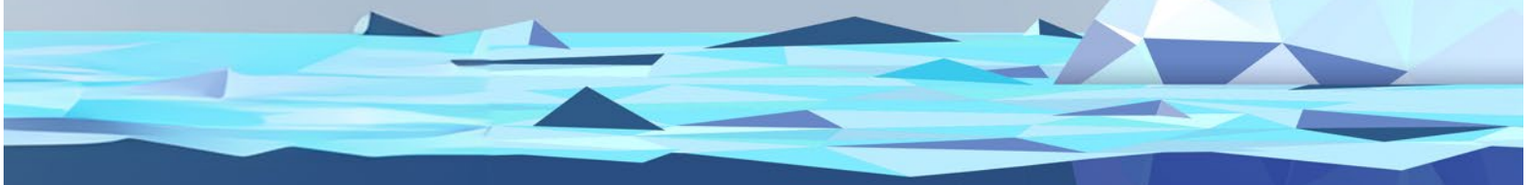


QUALITY MATTERS

Cost of Poor Quality (CoPQ Iceberg)

Traditional Quality Costs

- Customer Returns
- Rework
- Testing Costs



Hidden Costs

- Excessive Overtime
- Expediting Costs
- Unused Capacity
- Planning Delays
- Complaint Handling
- Overdue Deliverables
- Damaged Brand Reputation
- Lost Sales
- Testing Costs

In the drive to meet our throughput requirements, quality can sometimes be overlooked. However, the quality of our products plays one of the most essential roles in enabling the business to continue. Poor quality leads to lost revenue, whereas good quality will assist in increasing new and repeat sales.

The primary drive of quality is to identify any issues or variation and rectify them to align with specifications. The best way to do this is in prevention; ensuring we are following SOP's, continuously monitoring our processes and implementing improvements where gaps in the process appear.

For a Red Flag result, ask yourself, what action do I need to do to take this back to a Green Flag?

This is a story about four people named Everybody, Somebody, Anybody and Nobody. → There was an important job to be done and Everybody was sure that Somebody would do it. → Anybody could do it, but Nobody did it.

Somebody got angry about that, because it was Everybody's job. ← Everybody thought Anybody could do it, but Nobody realised that Everybody wouldn't do it. ← It ended up that Everybody blamed Somebody when Nobody did what ...

Anybody could have done!

Think of the consequences of taking no action on a quality incident. We don't always see the direct impact of this decision (or lack of decision), but it can impact the business in multiple ways. By observing the CoPQ iceberg you can see the large amount of hidden costs and problems associated with a poor quality product.

Remember: We are all responsible for the quality!

If you would like to discuss anything quality related, please contact **glen.collins@icl-group.com** or pop in!

FROM A NURSERY RHYME TO SAFETY AT THE MINE

Bailey Wnek's Journey from Childcare to EHS (Environment, Health and Safety) Apprentice shows power of adaptability and the pursuit of new challenges.



Can you describe your journey?

After leaving secondary school, I began an early year's educator apprenticeship in a local day nursery, after gaining skills and knowledge I left to work in Sen school as a one-to-one support. I then left to work in a mainstream primary school. After trying different areas of childcare, I felt like my career progression was limited and I needed a new challenge. I saw the advert for the EHS Apprenticeship on Facebook, so I researched the job in detail before applying. My dad is a face miner at Boulby and my uncle works at Teesdock, these aided with my understanding of the sites.

Pursuing an apprenticeship in a high-risk environment allows me to gain knowledge of health, safety and environmental practises, gain boots on the ground experience, knowledge of operations and equipment, talking to operators to learn their job role, learn how the different elements of the site function together and most importantly how to keep individuals safe and to protect the environment.

Why did you decide to pursue a career in EHS?

As I spoke before about my previous job roles, this apprenticeship is very different to what I had done in the past. I wanted a new challenge, and I realised within the first few weeks at Boulby, that this job was for me. I enjoy that most days are different. For example I go from working at the desk to being boots on the ground visiting the underground mine, site walks at Teesdock and Process. I am continuously learning and developing new skills which will help my career progression.

What is the most recent project you are working on?

Following on from the great opportunity I had to attend the HOP workshop in Ladenburg along with Vic Tosh from the safety team. I gained more knowledge about the HOP principles; I then created the Controls Save Lives safety campaign highlighting the sixth HOP principle. The campaign was designed to highlight the critical controls that ensure every employee returns home as safely as they arrived. Finish 2025 Safe- Start 2026 Strong!

The intent is to encourage teams to actively reflect on the controls they use, share any additional measures they've implemented, and detail their discussion on their GOARC activity. The safety campaign continues to be a success and continues to receive engagement from all the workforces.

What's the most rewarding part of your role?

Helping to keep individuals safe and protecting the environment is a key motivator for me. This role also offers a strong opportunity to develop my skills, gain valuable experience, and progress further in my career within EHS, taking on greater responsibility over time.

How are you settling into Boulby and Teesdock?

I have settled in well at both Boulby and Teesdock, quickly becoming an effective member of the teams on site. I have actively contributed to maintaining and strengthening a positive safety culture, working collaboratively with others, supporting individuals where needed, and building strong, trusting relationships with the workforce.

What's your hobbies and interests?

I have two young nephews, one is 2 years old and 1 is 10 months old so I enjoy spending time with them, as you can imagine they keep me busy and entertained. I also enjoying running and walking with my dog Walter.

Welcome **Dom Sperrin** to Our Team



We would like to introduce Dom Sperrin as our new Finance Business Partner, bringing over 11 years of finance experience, including a role as Senior Finance Manager in Warwick, where he worked with hospitals and health commissioners.

Dom recently relocated from Coventry to near Whitby 'on't moors' with a desire for a better quality of life by the sea, a decision shared by his family when his parents, former pub and micro-brewery owners in Warwickshire, retired and moved to Whitby in 2016.

He has already felt welcomed by everyone he has met and is settling in well into his new role. He is looking forward to an underground visit and further site visits next month, which will provide him with a deeper understanding of our operations.

Outside of work, Dom is a member of Whitby Golf Club, where he plays golf, albeit self-confessed "badly." He also enjoys watching football and Formula 1, walking his dogs on the beach, and traveling. These pursuits reflect his active lifestyle and love for the outdoors.

"Everything is as the mind makes it." - Marcus Aurelius

Saving energy not only benefits the environment but also helps reduce your electricity bills.

By implementing energy-saving practices room by room, you can make a significant impact. Here are some great energy-saving tips.

PUT YOUR ENERGY INTO SAVING COSTS AT HOME

BEDROOM

Lower the settings on your thermostat at night or use a programmable thermostat to to maintain a comfortable sleeping temperature.

Select blankets, and pillows made from materials such as cotton, which can assist in regulating body temperature.

Disconnect chargers, lamps, and other devices when they are not in use to prevent unnecessary standby power consumption.



LIVING ROOM

During the day, open your blinds to enhance natural illumination, minimising reliance on artificial lighting.

Swap out traditional incandescent bulbs for energy-saving LED or CFL options.

Plug your electronics (such as the TV and gaming console) into a power strip, and switch it off when not in use to avoid standby power usage.

BATHROOM

Install low-flow showerheads and faucets to decrease water consumption while maintaining comfort.

Set the water heater temperature to 50°C and insulate both the heater and hot water pipes to minimise heat loss.

Repair leaks: Consistently inspect for and repair any leaks in taps, toilets, or pipes to avoid wasting water and energy.

KITCHEN AND LAUNDRY

Keep refrigerator away from heat sources. Ensure door seals are tight. Avoid overstocking for better air circulation. Keep the door closed and set temperature between 3-5°C.

Use appropriately sized pots and pans for burners. Cover pots to retain heat and cook faster. Only boil the amount of water that you need.

Select Energy Star certified appliances to reduce energy consumption.

Whenever possible, wash clothes in cold water, as heating water requires a considerable amount of energy, **30°C is a good starting point**. Also, consider air-drying your clothes instead of using a dryer.

Always run your washing machine and dryer with full loads when you can.

After each use, clean the lint trap, ensure proper venting to avoid air blockages, and

HOME OFFICE

Activate power-saving settings on your computer and other office devices, like monitors and printers, and remember to turn them off when they are not in use.

Arrange your workspace close to windows to take advantage of natural light, which can help lessen the reliance on artificial lighting.

Configure your computer to switch to sleep or hibernate mode after being idle for a specified duration.

Adopting energy-saving measures in each room of your home can greatly reduce energy usage and decrease utility expenses.

By implementing these suggestions for every space, you will not only conserve energy but also play a role in fostering a greener and more sustainable future.

Begin making a positive change today!

Scan the QR code to give your ideas on where we can make energy usage reductions across the business.

ICL

SMALL CHANGE, BIG IMPACT!

Supporting SARA Animal Rescue: Compassion in Action



Lyn Harris and Ruth Sudron standing next to the donations collected by ICL Boulby & Teesdock

Over the last year, Boulby and Teesdock held a number of donation drives for SARA Animal Rescue, which is a vital organisation providing rescue care and shelter for pets in need. Lyn Harris, a Commercial Assistant who has worked at Boulby for 25 years, and in her spare time volunteers at SARA came along to drop off the donations.

Lyn's involvement with SARA began when a friend introduced her to the charity, where she started as an "Animal socialiser" giving her time on weekends, which ignited her passion for animal welfare. Balancing her full-time role with volunteering is challenging, but she dedicates as much time as possible to SARA, focusing on organising and assisting at fundraising events such as fun dog shows.



Spirit the bunny.



Lyn with one of SARA's residents, a German Shepherd puppy.

One of Lyn's most rewarding experiences was helping an aggressive rabbit, Spirit, learn to trust humans. Spirit's transformation led Lyn to adopt her.

Working at Boulby and Teesdock taught Lyn the importance of teamwork, which she now applies in her work with SARA. Her advice to aspiring volunteers is that even small contributions are extremely valuable, and SARA offers many flexible ways in which to help.

Ruth Sudron, Chairperson for SARA, highlights the charity's 31-year commitment to animal welfare. Despite financial challenges, SARA thrives thanks to donations from organisations such as Boulby and Teesdock.

SARA'S UPCOMING EVENTS 10AM TO 3PM

Fun Dog Show - Saturday, 11th July
Animal Charity Event - Saturday, 8th August
S.A.R.A. Open Day - Saturday ,12th September
Carols at Foxrush Farm - Sunday, 13th December
Saltburn New Years Dip (meeting at Saltburn Pier)

SARA's dedicated team of volunteers help to organise events all year round as an example is its fantastic Christmas Carols event at Foxrush farm and Saltburn New Year's Day Dip to name but two, their aim is to bolster the coffers so that these efforts can help as many pets in need as possible.

Each event is not merely a date on the calendar but an invitation to help as much or as little as you can, be it with a cash donation or giving some of your time to ensure these animals are safe and healthy. How will you choose to participate?

sara.foxrushfarm@gmail.com
or call
01642 488108.

SARA always appreciates donations of food, bedding, and other essentials. Every contribution, no matter the size, plays a crucial role in ensuring the welfare of the animals they serve.

To register, visit them or get in touch on the first Saturday of each month.

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.

GOARC
POSITIVE BEHAVIOURS SPOTLIGHT

Alongside safety reports the GOARC app helps us identify and celebrate positive behaviour, promoting a supportive workplace atmosphere.



Great example of major hazard bow tie Emergency preparedness Audit taking place with external auditor, Bow tie owner and Sponsor



Amco men Lee Wilson and Bailey Olds did an excellent job clearing product at level 7 in the rockshaft tower.



The 3 locked off points on RLO track locks removes and points all greased, locks then re applied. **Control saves lives.**



Great participation from Teesdock Management on GOARC Desk Top Practice



Miner operator changing picks on J61 using the correct isolation procedure-**Controls Save Lives**



All Stop! Safety Stand Down activity communicated at the 7:30 Process meeting

SAVINGS SPOTLIGHT

Radiation Source Replacement.



VEGAPULS 6X

A cost saving improvement from Andrew Troupe, one of Boulby's Electrical Operations Engineers followed routine monitoring when increased leakage around existing radiation sources was detected. This situation prompted an evaluation of 3 radiation sensors and replacing them with 2 x Vega (radar/non-radiation) sensors.

Identifying the Problem
After a thorough investigation by our Radiation Protection Advisor (RPA), we discovered that our radiation sources were well past their recommended lifespan. Tracerco, our RPA, provided an estimated quote of £97,000 to refresh the system and remove the old sensors, posing a substantial financial burden.

Exploring Alternatives
Further complicating matters were additional one off costs of making changes to adhere to the new Police Counter Terrorism Security Advisers (CTSAs) requirements. Recognising this as an opportunity for innovation, we explored the possibility of replacing or removing the existing radiation sources altogether.

The cost of ongoing requirements, such as Radiation Protection Advisor (RPA) training for five individuals (£6,000), the Environmental Agency annual fee (£2,500 approx), and the RPA annual fee (£3,000), added to the financial strain.

Considering External Quotes
Initially, we received a quote from Indurad, amounting to approximately £20,000 for only one sensor, not including installation costs. However, a closer examination revealed that an in-house solution could be even more cost-effective.

Implementing an In-House Solution
Our familiarity with VegaPlus probes, used in the Rock Shaft sump, presented a viable alternative. These probes already used here are known for their reliability and dust-handling capabilities. We decided to trial them alongside our existing system for six weeks.

Before a scheduled shutdown, we confidently transitioned to the new Vega probes, closing the old sources. The cost of each Vega probe was £2,200, and after the successful trial, we installed an additional probe to ensure dual redundancy. This setup allowed for seamless switching between probes with minimal effort, at an installation cost of approximately £5,000.

Cost Benefits and Indirect Savings
The indirect savings achieved by adopting an in-house solution were substantial:

- The new sensors will require a very limited maintenance regime, as opposed to the requirements for radiation sensors.
- Commonality of Spares: Streamlining equipment reduced spare parts inventory costs.
- Dual Redundancy: Improved system reliability minimised potential downtime.
- Familiarity of Personnel: Employees' existing knowledge of the Vega equipment reduced training costs and transition time.
- Reduced Risk Profile: Enhanced system reliability and safety reduced operational risks.

In conclusion, the decision to handle the upgrade internally not only saved significant costs but also enhanced operational efficiency. This case study exemplifies the power of in-house solutions in maintaining financial health while ensuring operational excellence.

JOY 42

TARGETED INTERVENTION 2025/26



Back in September 2025, JOY 42 arrived at the Build Up Bay (BUB) for a targeted intervention. The scope of work involved a complete stripdown to the mainframe so a compete and thorough assessment could be completed to create a scope of work to ensure the intervention was completed with zero incidents and under budget. As the commitment and investment continues at Boulby this intervention will secure a further 3-5 years of salt mining and will enhance reliabilty and efficiency, crucially reducing costs and downtime.

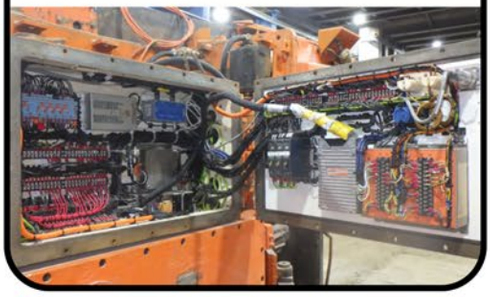
A new OEM (Original Equipment Manufacturer) centre ducting for the scrubber system. This was modified to accept the swing out bracket to enable the fan motor to be opened during maintenace periods.



Salvaged autolube grease unit overhauled then fitted to this machine. This now removes the requirement to manually grease the machine during maintenance periods and will prolong the life of multiple pivot pins



Multiple electrical upgrades to all main chambers and components to ensure reliability and efficiency



Replacment OEM track nose cones complete with new OEM track sections.



JOY 42 completed and prepped ready to leave the BUB.



Replacement heavy duty plastic sheeting cut to produce new light weight covers. The plastic covers replace the heavy and corroded old style cover that were supplied with the machine way back in 2008.



Complete hydraulic upgrade and revamp within the old cab area.



Personnel involved with the project.

Craig Beckwith – BUB F/man
Gary Milburn – BUB fitter
Martin Ollis – BUB fitter
Chris Smith – BUB welder
Keith Hill – BUB electrician
Tony Richardson KMC fitter
Justin Thorne – KMC fitter
Mike Whenlock KMC fitter
Phil Banda – Production electrician
Mick Booth - Production electrician
Liam Parkin - Production electrician
Nick Jennings - Production electrician

A MESSAGE FROM JED DAY: HUGE RISES IN OIL PRICES

Boulby and Teesdock are facing new challenges related to the huge price rise of oil and grease, due to the ongoing conflict in Iran, which has resulted in the closure of the Hormuz Strait—a critical artery for global oil transportation. This disruption has caused a significant increase in global oil prices and is projected to add an additional £87,000 to the company's oil and grease budget in 2026. There is also growing concern about potential supply shortages, which could disrupt production, drive costs even higher, and delay the fulfilment of customer demand, ultimately impacting both profitability and business reputation.

In 2025, total expenditure on oil and grease was £625,000, down from £745,000 in 2024, delivering a saving of £120,000. While this was a substantial achievement, continued price increases risk eroding these gains. However, this reduction clearly demonstrates that significant savings are achievable when teams work collaboratively toward a shared, targeted objective.

Our Goal: Reduce Consumption by 15%

In light of these challenges, our objective is to reduce overall oil and grease consumption by 15% to help mitigate cost pressures and protect operational resilience.

Here's how you can help:

1. Prevent Contamination - Contamination is a leading cause of unplanned oil changes. To combat this:

- Take extra care during oil changes and top-ups to prevent dirt ingress.
- Keep filling points and surrounding areas clean before opening any system.

2. Keep Equipment Cool - Heat significantly reduces oil life. You can help by:

- Clearing any product build-up on gearboxes or motors, which acts as insulation.
- Ensuring cooling fins and ventilation routes are not obstructed.

3. Avoid Wasting Oil

- Do not pour unused new oil away.
- Return all unused oil to the oil store for proper use.

4. Support Hardware Improvements - Accelerating the installation of condition monitoring and contamination control hardware will reduce waste long-term:

- Prioritise fitting sealed sampling points, sight glasses, desiccant breathers, and snap-on connectors.
- Report equipment that needs these upgrades for proactive planning.



5. Use the Correct Oil - Using the wrong oil can lead to costly system drains and refills:

- Ensure the right oil is used for each application.
- Obtain labels for all oils and greases from the Underground Planning office and fit them to all filling points.

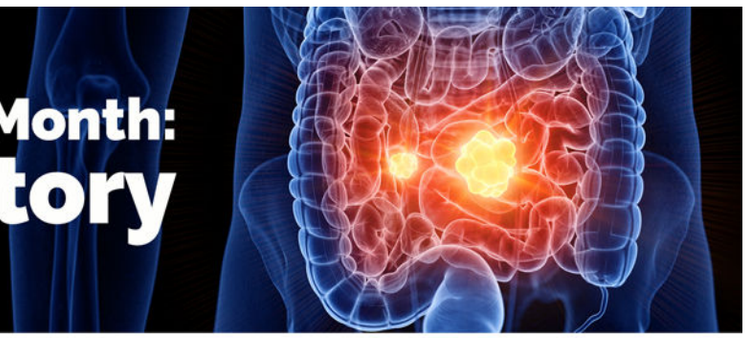
6. Report Leaks Early - A minor leak today could become a major oil loss tomorrow. If you see a leak, raise a notification immediately.

Additional Good Practices

- Challenge Unnecessary Oil Changes: If a change is planned without a clear technical reason, raise it.
- Improve Housekeeping: Clean working areas reduce contamination risk and product build-up.
- Share Success Stories: Let us know if your area finds a way to reduce consumption so we can apply it elsewhere.

Every litre saved makes a difference, both financially and operationally, especially as global supply remains uncertain.

Bowel Cancer Awareness Month: Justin White's Story



In the UK, bowel cancer ranks as the fourth most prevalent cancer, with one in seventeen men and one in twenty women facing a diagnosis and treatment.

Early stages often present no noticeable symptoms, making it crucial to be vigilant. If you experience symptoms such as unexplained weight loss, blood in your stool, persistent changes in bowel habits, or abdominal pain, it's important to take notice and see your doctor as soon as possible. You can also contact our Medical Department for a Q-Fit testing kit.

Q-Fit, which stands for Quantitative Faecal Immunochemical Test, is a simple test you can do at home. It involves collecting a small sample of your stool and sending it for testing to find blood that you can't see. Finding this blood early can lead to quick medical help and better outcomes.

In life, we often find ourselves connected through stories that touch us through shared experiences. One such story is that of Justin (Jud) White, former Lead Shift Medic.

Jud was diagnosed with stage 4 terminal bowel cancer, a reality that reshaped his understanding of time and the value of each moment. He shares his experience with urgency reminding us to rethink our approach to health, particularly the importance of seeking help from your doctor when you first notice a change in your bowel habits this may also include the early taking of a Q-Fit test. This simple, yet potentially life-saving test is available to those over 55, and it's something Jud wishes he had known about earlier.

"Don't wait till 55," he stresses, "the Q-Fit test could keep you alive!" His words, filled with hindsight call for action in the hope that others might avoid the hardships he has endured. His message is not only for those experiencing symptoms but for everyone, regardless of how they feel. Catching this insidious disease early could make all the difference.

Early Signs of Bowel Cancer:

- **Unexplained weight loss**
- **Blood in your stool**
- **Persistent changes in bowel habits**
- **Abdominal pain**

In reflecting on Jud's story, we are urged to consider the connections between our actions and their effects on those around us. Cancer, as he notes, is not just a personal battle; it is a shared ordeal that echoes through the lives of family and friends.

Jud reminds us that a positive Q-Fit test doesn't necessarily mean cancer. It could indicate something minor like haemorrhoids or a small tear in the bowel wall. However, it signals the need for further investigation—an opportunity to face the unknown with knowledge, not fear.

"Doctors don't wear their underpants outside their trousers and have X-ray vision," he observes sarcastically but seriously, highlighting the importance of proactive healthcare and the human limitations in the medical field. We are fortunate to have access to such resources and the support of dedicated medical teams.

In contemplating Jud's story, we must ask ourselves: How often do we take our health for granted, assuming the best until faced with the worst? How can we honour the gift of life by taking simple, preventive steps today? His journey is a call to action, a reminder that we are all responsible for our own well-being.

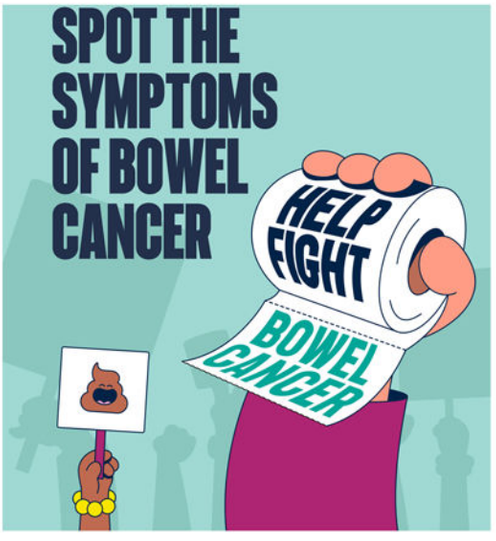
As April continues, let's support those who fight cancer and take steps to protect ourselves. Your health is very important to you and your loved ones. Protect it, value it, and encourage others to do the same.



Jud in his early years in the Medics Department



A more recent photo of Jud in front of one of the ambulances at Boulby Mine



RACE TO REFUGE

The Underground Egress Exercise to Evaluate Distance to Safe Haven





Vic with training self rescuer and blacked out goggles

Purpose of the Exercise

The primary reason for this exercise was to conduct an egress walk under challenging conditions. This was aimed at assessing the time duration, fatigue, and stress on the body when covering the distance from a work area to the nearest safe haven. The exercise was taken on by our Senior Safety Advisor, Vic Tosh, who wore a training self-rescuer and goggles with no visibility. She was escorted by two colleagues for safety reasons.

The data gathered from this exercise helps in applying the Naismith rule to establish a safe distance for underground workers in an emergency situation. With a self-rescuer duration of 120 minutes, it is crucial that these safe havens are accessible well within this timeframe.

Details of the Test Walk

The exercise involved a route from Drill Bay 2001 77 x/c to Safe Haven No. 4, covering a distance of 3,082 meters. Here are the detailed results of the trial:

Start Point: Drill Bay 2001 77 x/c
Finish Point: Safe Haven No. 4
Distance: 3,082 meters
Time: 57 minutes and 41 seconds (Self Rescuer: 120 mins; Oxy 6000: 60 mins)
Route/Terrain: Undulating with sharp inclines and an uneven floor



Arrival at the Safe Haven

Challenges and Considerations

The exercise identified several challenges workers may face when escaping under emergency conditions. The route from the work face to the safe haven includes uneven terrain and obstacles such as bridges and platforms, while heat, humidity, and limited visibility increase physical stress. Differences in individual fitness levels also affect travel times. Despite these factors, the exercise confirmed that all safe havens are within a safe distance when using a 120 minute self-rescuer.

This demanding trial provided valuable insight into the physical and mental strain of reaching a safe haven in a worst case scenario. Distance, duration, and wearing a self-rescuer with no visibility significantly increased fatigue and affected decision-making toward the end of the route. Overall, the findings confirm that the current placement of safe havens is appropriate, though ongoing review is essential to maintain underground safety.

Science and Technology Facilities Council

For the past couple of months, we've been using our space in the Boulby and Teesdock Times to share some background around deep underground science and the search for the rare and mysterious 'dark matter' in our universe.

This month, however, we'd just like to share an insight into what we've been getting up to in the lab...

XLZD Cleanroom Installation



You might often hear the word 'cleanroom' used when talking about our underground lab. But what exactly is a cleanroom and why does it matter so much for the science projects that we host?

Particle physicists don't like dirt. Or, more specifically, the experiments they design don't like dirt. Ultra-sensitive particle detectors (like dark matter detectors) need to be able to function at their absolute best, without contamination getting into their sensors. Too much dust or dirt inside a dark matter detector can produce false signals, which make it hard to look for rare particles.

We need to ensure that our experiments are kept free from dirt and dust (and the mine is pretty dusty!), so we install 'cleanrooms'.

Cleanrooms are designated portions of the lab which follow strict protocol in order to keep dust levels to a minimum. There are strict rules that must be followed to keep a cleanroom clean – only specific clothes can be worn, every item taken inside must be thoroughly cleaned, and the ventilation must be designed in such a way as to push air out of the area.

With all that being said, we recently took delivery and installed a new cleanroom tent in the lab! This cleanroom comes from the XLZD collaboration (a research group designing a state-of-the-art dark matter detector) and will be used for the manufacturing and screening of high-tech detector components.

We'd like to take this opportunity to thank all those at ICL-Boulby who assisted in the handling and moving of materials required to get this new addition to the lab underground.

STFC Science Board Visit

On the 14th of this month, we were lucky enough to welcome some senior executive members of the STFC (our parent organisation) Science Board to the underground lab for a tour of the facility. We're pleased to report that they were impressed by the range and variety of science that we host in the lab and have gone away with a greater appreciation for the support provided by ICL and its staff in the running of the underground lab.



Local Careers Event Attendance

You might have seen us out and about over the past couple of months as we have been attending some local careers / apprenticeship fairs - promoting careers in science and technology and showcasing the plethora of roles that go into operating a lab like ours.

We were lucky enough to speak to countless enthusiastic and inspired young people over the handful of events we've attended so far this year. If you or any young people in your lives are interested in what a career in science involves, please reach out to any of our team with questions!

Enhance Your Financial Future:

Book your 1-1 Pension Review Sessions

Richard Watson and Simon Wigdahl, our financial advisors that support us with the Royal London pension will be back on site during May for face to face sessions again. This is your opportunity to get an update on your pension and ask any questions you may have.

Boulby
11, 12, 14 & 18 May,
08:00-12:00 & 13:00–16:20

Teesdock
Tuesday 19 May,
10:00–12:00 & 13:00-15:00

Virtual – Telephone Meetings
Thursday 21 May,
09:00-12:00 & 13:00-16:20

All meetings will be held in the Admin building.

If the above dates are booked up, don't worry we will look to open up more.

ROYAL LONDON

ICL

We care about what you have to say. Speak Up!

Do you want to share your concerns or report a violation?

- Your Manager or the supervisor of your Manager
- Human Resources
- Your Regional Legal and Compliance Department
- Trust Person (if available at your site)
- ICL's Speak Up Line



ICL's Speak Up Line

You can report anonymously!

Go Online to:

www.ICLhotline.ethicspoint.com

Or use your mobile device to scan the following QR code:

- Simple and easy reporting tool
- Available 24/7
- Secure and Confidential
- Anonymous (if you want)
- Report in the language of your choice
- Operated by an independent third party
- Handled by internal or external professionals

ICL SPEAK-UPLINE

Remember! You do not have to know all the facts to Speak Up. If you honestly suspect inappropriate or unlawful conduct, report it. In reviewing concerns, ICL takes all appropriate action to protect the identity of the individual that submitted the complaint.

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

Diabetes Checks



To learn more about diabetes and whats available from our medical department, please scan the QR code and watch the video

YouTube

Detection of diabetes is only available via blood screening.

Instant finger prick testing is NOT an accurate result, it gives a very quick snapshot of sugar levels, and a diagnosis cannot be made from this.

Diabetes testing is now available through the ICL medical department blood screening programme. These are not stand-alone tests, but have been merged with the PSA, Cholesterol, Testosterone (male) and Thyroid (female) checks, replacing the old glucose screening.

Poly Plant:

The plant produced 72,059 tonnes of Granular and Standard product. The plant performed well throughout March; however, the budget was not achieved due to external factors. The average run rate was 112 tph, and the average run time was 20.3 hours per day. Granular yield was 44.4% during March, slightly below the 47% target. The theoretical yield based on ROM PSD was 45.3%. Ongoing improvement projects aimed at increasing granular yield include investigating the PSD in different areas of the mine and improving crusher control in the poly plant. GRN grades were consistently good throughout March, with an average of 14.5% K_2O for granular product.

PotashpluS Plant:

The plant operated for 17 days, producing 13,164 tonnes of PotashPlus 37%. The average run time was 18.2 hours per day, and the average run rate was 43 tph. Average K_2O for PotashPlus 37% was 37.9%, and average degradation was 3.4%. The average gas consumption was 167 kWh/t.

There was also a short 6 day production run, producing 3,912 tonnes of PotashPlus 45%. The average run time was 18.4 hours per day, and the average run rate was 42.5 tph. Average K_2O for PotashPlus 45% was 46%, and average degradation was 2.4%. The average gas consumption was 159 kWh/t.

Salt Plant:

A total of 22,221 tonnes of 10 mm salt were processed and shipped during the month. The most significant delay was a 2 hour stoppage due to the 201 conveyor tripping. The average plant run rate was 290 tph. Anti cake consumption averaged 53 ppm during the month. The anti cake mixing project is now operational.

The most significant breakdowns Poly Plant:

- 53 hours of delay caused by reduced run-rate operation due to wet ore
- 37.5 hours of delay due to a planned Network Rail outage
- 13 hours of delay due to tramp from underground

Significant breakdowns PotashpluS plant:
During 37% production

- 101.5 hours of delay due to a planned Network Rail outage
- 14 hours of delay due to wetting drum chute blockages
- 8.5 hours of delay due to 011 bucket motor change
- 8 hours of delay due to stack management

During 45% production

- 17.5 hours of delay due to a gearbox change on the 254 conveyor
- 6 hours of delay due to the Koppern compactor bearing cover loosening from vibration

Product	Target	Actual
Poly Hoist	78,000	74,783
Salt Hoist	30,000	22,221
Total Poly Processed	72,059	65,950
PotashpluS 37% Produced	20,813	13,164
PotashpluS 45% Produced	0	3,912

Production Figures

March 2026

Cleveland Potash Social Club

CPL.SOCIALCLUB@ICL-GROUP.COM

Social Club Draw April 2026 Winners:

1st David Brickley - 103578 - £200
2nd Ian Fishlock – 104155 - £150
3rd Louis Robson – 132474 - £100

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. Tickets Subject to availability for the following:

Cricket Yorkshire Men v Warwickshire at Scarborough Cricket Club 12/06/2026 11am
Summer Sounds Music Festival returns to Guisborough 11th & 12/07/2026
Great Yorkshire Show 14th -17/07/2026
Yorkshire Men v Hampshire at Scarborough Cricket Club 21/07/2026 11am
Yorkshire Men v Derbyshire Falcons at Scarborough Cricket Club 07/08/26 11am
Egton Show Wednesday 19/08/2026
Yorkshire Men v Leicestershire at Scarborough Cricket Club 27/08/2026 11am
Stokesley Show Saturday 19/09/2026
Day at the Races date and venue TBC
Summer Sound Music Festival returns to Guisborough 11th July - 12th July
Escape Rooms either Whitby or Redcar
Theatre Events
Murder Mystery Events

Clay Pigeon Shoots on the following dates:
25/04/2026
Please contact CPL.SocialClub@icl-group.com with your preferred date, your mobile number and an email address you can access at home.

Closing Date 21/04/2026

Golf Competition will be held on Friday 04/09/2026 starting with 1st Tee at 14.00 at Romanby Golf Club, You will be playing a 4 man Texas Scramble so all abilities will be able to play.

If interested please email Jonathan.Tremain@icl-group.com with your name, contact details, handicap and copy in the CPL.SocialClub@icl-group.com
Closing Date 31/05/2026



THREE SISTERS SEA TRIPS

6 HR SEA FISHING TRIP ON THE THREE SISTERS FROM STAITHES THERE ARE 2 PLACES AVAILABLE ON16/06/2026 OTHER DATES CAN BE ARRANGED IF ENOUGH INTEREST.

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

Follow us on:

Boulby Mine
01287 640140
Teesdock
01642 457131
Medical
01287 646523
EXT 3298