



JWN Foundation
TRANSFORMING LIVES AND COMMUNITIES FOR A BETTER JAMAICA

2020

ANNUAL REPORT



2020

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Chairman's Message

2020 marks the fourth fully operational year for the JWN Foundation as the formal vehicle for giving back to our communities and it has materialized to be the year that has tested the mettle of organizations worldwide on account of the pandemic.

The work done in 2020, to directly impact over 61,000 lives under our 8 targeted United Nations Global Goals for Sustainability, adds to our legacy and commitment to transforming lives! Despite the numerous challenges exacerbated by the global pandemic, I am particularly proud of the clear wins delivered under all functional pillars of the JWN Foundation, which includes Education and Development, Social Inclusion and Cultural Expressions.

In 2019, we tasked all our stakeholders with a commitment to stretch our efforts. The successes that the JWN Foundation has achieved in 2020, once again, would not have been possible without the support of our amazing volunteers, partners and community council members. The number of partners who responded to our calls for collaboration has more than tripled and we are extremely grateful to them, given all their help, to ensure that we were able to reach out and serve those susceptible groups with greatest need for our support. These partnerships have resulted in unprecedented employee participation, which was characterised by selfless contribution to the various programmes. Our partners also delivered amazing support, which has enabled us to expand the scope and direct impact of our projects by threefold.

BIG WINS 2020:

- Fully virtual JWN Foundation Scholarship Awards Programme 2020 to disburse 413 scholarships in Kingston, Clarendon and St. Elizabeth
- International Women's Day – Empowerment talks & distribution of 650 End Period Poverty kits to girls across 12 homes, infirmaries and schools in Kingston, Clarendon and St. Elizabeth
- Back to School Support providing handwash stations, tablets, laptops, PCs and projectors to 17 schools in Kingston, Clarendon and St. Elizabeth
- Nationally televised edition of Read Across Jamaica Day 2020

- Distribution of 10,000 food packages at several solidarity initiatives in our beneficiary communities
- 400 agricultural entrepreneurship starter kits distributed in St. Elizabeth and Clarendon
- Mural in recognition of J. Wray & Nephew's 195th anniversary
- Planting 286 trees to establish fruit orchards and shade groves, over 45% above initial target of 195

We are happy to report that since 2016, we have provided 1,213 scholarships valued at over \$76 million to youths in our communities!

I would like to thank the directors for their on-going volunteer service on the Board of the JWN Foundation and our hard-working team at the JWN Foundation for their amazing commitment to transforming lives and communities for a better Jamaica.

Thanks to all of their collective efforts, the JWN Foundation continues to transform lives in meaningful ways.

It is my honour to serve as Chairman of the Board of the JWN Foundation and it is my privilege to oversee this triple effect achieved in 2020!

WE LOOK FORWARD TO YOUR CONTINUED SUPPORT!



CEO's Message

Dear Friends of the JWN Foundation,
2020 has been a year like no other. It began like any normal year with our strategic planning and goal setting session and then we were firmly out the blocks. As it is with the best laid plans by mid-March, the COVID-19 global pandemic arrived in Jamaica and required that we quickly adapt and deliver social interventions beyond our usual remit.

Our usual fundraising efforts took a major hit with the public safety restrictions of social distancing and the ban on non-essential travel. We however, were able to persevere through the funding provided by our parent company, J. Wray & Nephew Limited and the Campari Group.

I am happy to tell you that our team pivoted, and our partnerships demonstrated agility and together we were able to be first out the gate – leading other non-profits in responding to the Government of Jamaica's national appeal for assistance. We responded with care in a manner that Protect our people whilst supporting our scholars and community schools. We focused on building resilience in our communities while being attentive to the short-term needs of the most vulnerable and in all of this we stayed true to our mandate of “transforming lives and communities for a better Jamaica.”

Our response began with a donation of bulk alcohol and then the formulation and manufacturing of our own brand of hand sanitizer in collaboration with our parent company, J. Wray & Nephew Limited. The entire process happened over one weekend and was made possible through the passion, integrity, and spirit of collaboration in our staff volunteers. Then we sought to address basic food security issues by providing groceries and vouchers to ensure that families had food to eat in the immediate and short term and thus initiatives such as the 10,000 food packages, the Bartenders' Walkthrough-Drive through Farmers' Market, the modified breakfast in schools programmes and the \$2.5M in supermarket vouchers were conceptualized and executed with aplomb.

Next, we delivered our annual scholarship programme. However, in the face of the pandemic with families struggling to stay afloat, we knew we still needed to provide this support especially as education is usually the first expense to be cut when faced with hunger and increasing poverty levels. We devised a fully remote scholarship programme with virtual interviews in order to ensure that the standards we worked hard to establish year on year were

maintained safely and effectively.

We then moved to provide additional support to our wider school community by providing laptops, tablets, multimedia projectors and remote learning toolkits. We further commissioned and installed hand wash stations and provided non-contact infra-red thermometers, hand sanitizers, vouchers for cleaning supplies and social distancing floor markers in anticipation of schools being reopened.

While education will always remain a core focus area for us, we moved to increase the quantum of our work in social inclusion in keeping with the needs we identified in our beneficiary communities.

In the interim, we created agricultural starter kits, established fruit orchards and shade groves and organized, in addition to our pop up food distribution centers, our first ever social fair to teach financial planning and management with various financial institutions to build resilience and to empower community members to take advantage of any opportunities which may arise that could increase or diversify their earning power and potential.

None of what we were able to achieve would have been possible without the support of the J. Wray & Nephew community. Camparistas contributed over two thousand volunteer hours to our communities through JWNF outreach activities and other community initiatives. Through the efforts, expertise and time of our volunteers, we found the necessary manpower to deliver in the manner consistent with our collective mandates. We demonstrated that we were indeed #StrongerTogether.

In a year when the need was greater than ever, the J. Wray & Nephew Foundation (JWNF) delivered targeted interventions valued at J\$50,894,908.18 (€293,039.75) to support COVID-19 relief on a national level and community-building on a grassroots level where JWN has facilities and our people live and work. We will continue to work with our partners and strengthen our relationships to assist those most vulnerable and at risk while these gaps still exist.

We urge you to continue to support us on our journey as we strive to overcome #Together.

Cheers,
TMA





About Us

Who We Are

The JWN Foundation, established in 2012, is J. Wray & Nephew Limited's vehicle for giving back to the wider society. We actively play our part in 'transforming lives and communities for a better Jamaica' through the JWN Foundation and focus on developing the areas surrounding J. Wray & Nephew's operations at Spanish Town Road in Kingston, New Yarmouth in Clarendon and Appleton Estate in St. Elizabeth. JWN Foundation aligns itself with the Campari Group's sustainability strategy.

OBJECTIVES

1. To strengthen relationships with its communities and partnerships amongst the private and public sectors and non-governmental organizations.
2. To increase engagement with our communities to foster goodwill.



Our Mission

**TRANSFORMING LIVES AND
COMMUNITIES FOR A BETTER
JAMAICA.**

Our Philosophy

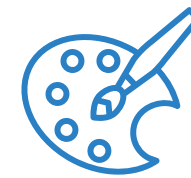
JWN Foundation is guided by Commitment, Collaboration, Creativity, Integrity and Transparency.



Our Pillars



**EDUCATION &
DEVELOPMENT**



**CULTURAL
EXPRESSION**



**SOCIAL
INCLUSION**



Our Work

For a Better Jamaica

Alignment with



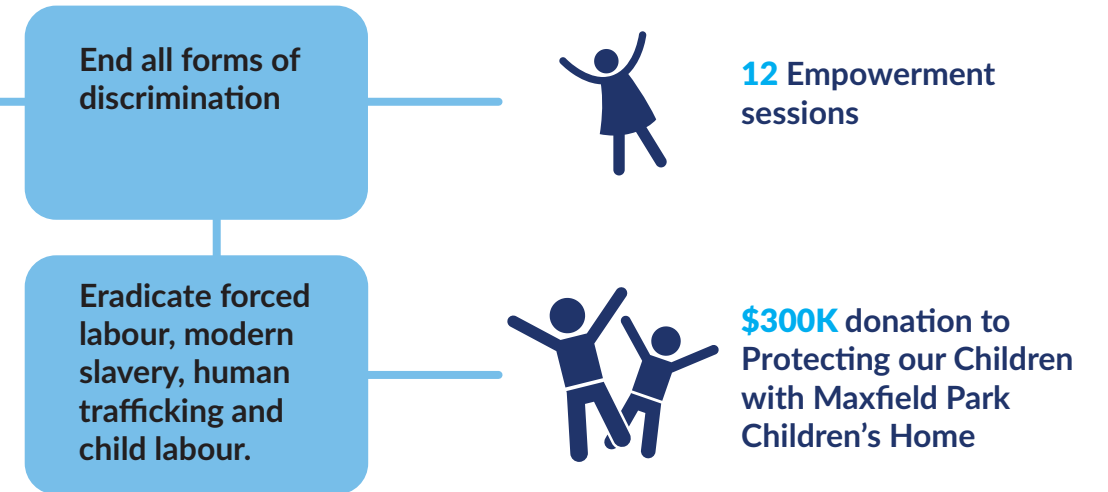
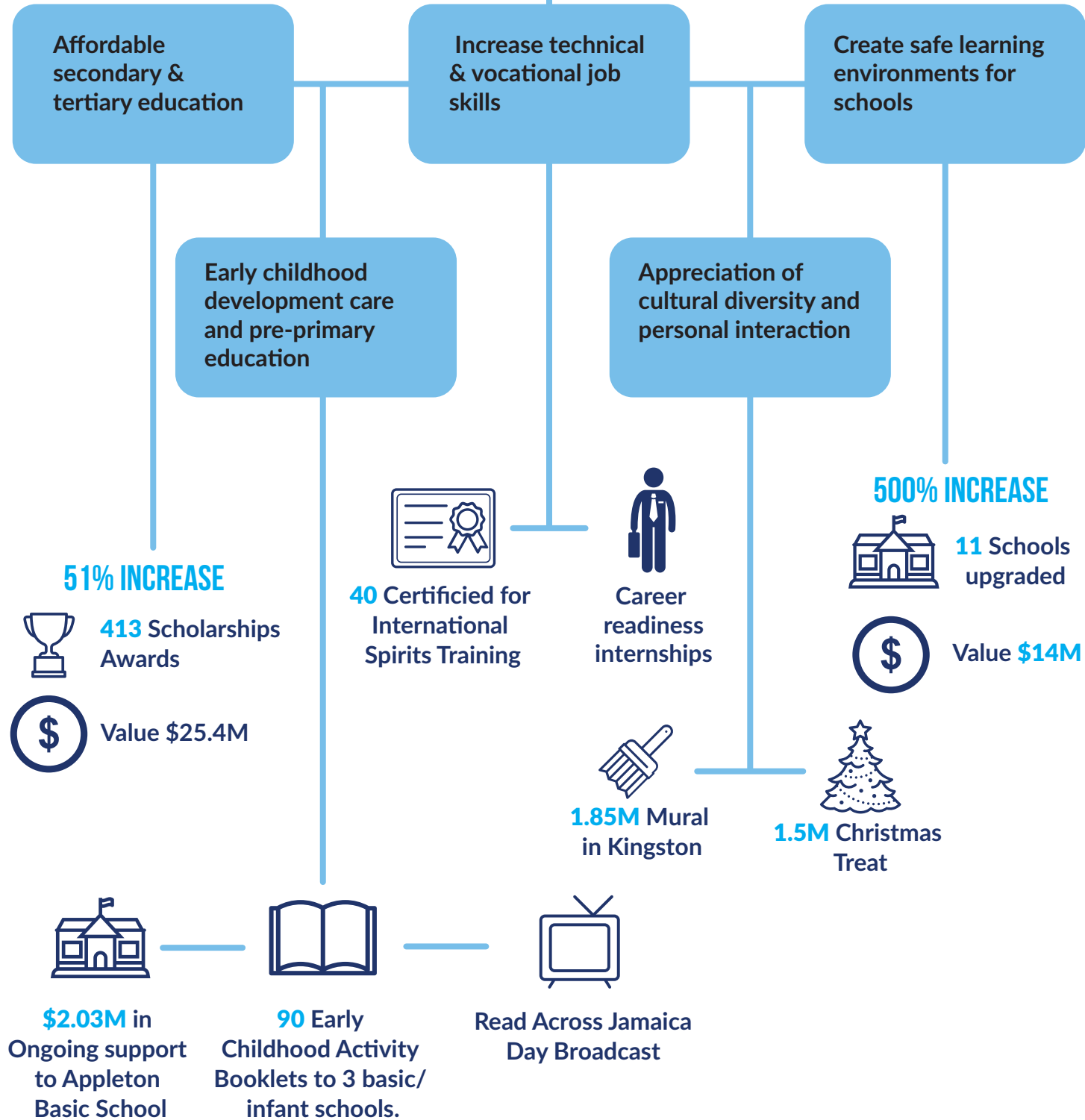
The Sustainable Development Goals (SDGs) comprise a collection of 17 global goals set by the United Nations General Assembly in 2015 for the year 2030. The SDGs are part of the Resolution 70/1 of the United Nations General Assembly, the 2030 Agenda.

The Sustainable Development Goals are:

- | | |
|--|---|
| 1. No Poverty | 10.Reducing Inequality |
| 2. Zero Hunger | 11.Sustainable Cities and Communities |
| 3. Good Health and Well-being | 12.Responsible Consumptionand Production |
| 4. Quality Education | 13.Climate Action |
| 5. Gender Equality | 14.Life Below Water |
| 6. Clean Water and Sanitation | 15.Life on Land |
| 7. Affordable and Clean Energy | 16.Peace, Justice and Strong Institutions |
| 8. Decent Work and Economic Growth | 17.Partnerships for the Goals |
| 9. Industry, Innovation and Infrastructure | |

The goals are broad-based and interdependent. The 17 Sustainable Development Goal's each have a list of targets that are measured with indicators. The JWN Foundation has aligned its functional pillars to the SDGs as part of the global thrust to measure our impact.







9. INDUSTRY,
INNOVATION AND
INFRASTRUCTURE

Affordable & quality
infrastructure
(regional transborder)
to support economic
development and
well being



1 Construction
Project



10. REDUCE
INEQUALITIES

Empower and
Promote Social,
Political, Economic
Inclusion



International
Women's Day:
12 simultaneous
sessions

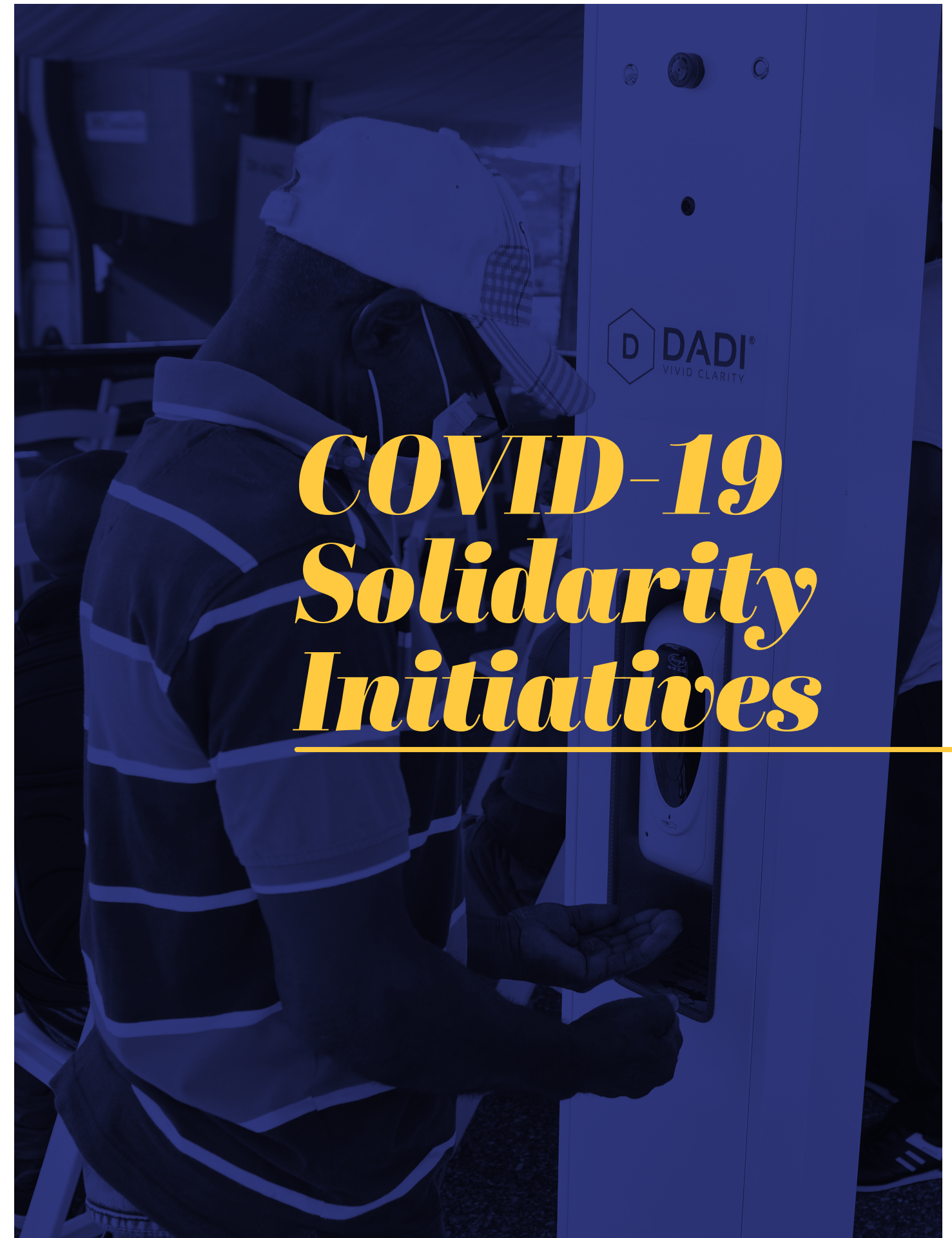


17. PARTNERSHIPS
FOR THE GOALS

Revitalize partnership



INCREASE 219%
Partnerships
Increase from 2019



COVID-19 SOLIDARITY INITIATIVES

The JWN Foundation in collaboration with J. Wray and Nephew Limited and the Campari Group, executed a series of targeted interventions in Jamaica in response to the global pandemic—COVID-19. Through this partnership, and as JWN's vehicle for giving back, the JWNF was able to once again demonstrate, through action, our commitment to supporting our communities in Jamaica.

ALCOHOL DONATION, HAND SANITIZER PRODUCTION AND DONATION TO NHF

JWNF partnered with the National Health Fund (NHF) to support all public health facilities (hospitals and clinics). In total 100,000 litres of alcohol was donated to the National Health Service as 50,000 litres of high strength (70%) alcohol and 20,000 litres of hand sanitizers which was delivered on March 20 to the National Health Fund (NHF).



\$250M
DONATION



100K
LITRES OF
HAND SANITIZERS

PRODUCTION AND DONATION OF HAND SANITIZERS

JWN delivered over 6,000 bottles of JWN hand sanitizers to all staff members, contractors, pensioners, at-risk groups within our communities, our volunteers and our first responders, customers and partners.



\$2M
DONATION



6000
HAND
SANITIZERS



BULK ALCOHOL PROVISION

Partnering with 27 entities in sanitation, healthcare, nutraceutical and pharmaceutical product development, JWN has reserved 258,329.88 litres of 70% alcohol for the manufactures of hand sanitizers to assist with supplying the market.



258K
LITRES OF
BULK ALCOHOL



\$80M
VALUE

ST. ELIZABETH HEALTH SERVICES GAZEBO

The JWN Foundation sponsored the construction of a gazebo at the Maggoty Health Centre due to its proximity to the Appleton Estate. The gazebo will provide a comfortable, external waiting area for the 1,200 patients received on a monthly basis and allow while allowing for social distancing to be practiced actively. The donation will go towards benefitting the Southern Regional Health Authority, St. Elizabeth Services and Maggoty Health Centre.



\$850K
VALUE



1200
BENEFICIARES



FOOD AND CARE PACKAGES 1

JWN donated 2,000 care packages to residents in the hard-hit community of Cornpiece, Clarendon, which was under quarantine for several weeks. This community is close to our New Yarmouth Estate. Within this initiative JWN offered 4,000 packages (1.2lb each) of Jamaica Gold Brown Sugar to be used in care packages for quarantined communities at a cost of US\$3,700.



2000
PACKAGES



\$3.6M
IN FOOD



US\$3700
SUGAR
DONATION

FOOD AND CARE PACKAGES 2

JWN's Commercial and Channel and Marketing team distributed 5,300 food packages through the Community Bar Round Robin (RR) Network. Each RR president received between 90 to 100 food packages to distribute in their communities based on the need. Packages contained basic food items that were packaged by JWNF's partner, the Lasco-Chin Foundation.



\$11.5M
DONATION



5,300
PACKAGES



PSOJ-CVSS NATIONAL COVID-19 RELIEF DONATION

JWN worked alongside the Ministry of Health and their associated medical and health facilities, to provide \$5,000,000 to the Private Sector of Jamaica's COVID-19 Response Fund to purchase medical equipment, testing kits and care packages for the most vulnerable in the communities with the highest incidences of COVID-19 infections at the time.



\$5M
DONATION

CAMPARISTA VOLUNTEERISM

Further to the JWN donation of \$500,000 to the Private Sector Organization of Jamaica and the Council of Voluntary Social Services' COVID-19 Jamaica Response Relief Fund, a total of 39 staff volunteers joined the PSOJ/CVSS team to package 3,120 food packages in 310 volunteer hours.



310
VOLUNTEER
HOURS



3120
PACKAGES





BAR RESTART PACKAGES

To support local community bars, 2,000 Bar Restart Packages were distributed to community bars across Jamaica. Between 100 to 150 bar owners received packages of 24 bottles of Magnum, Campari, Kingston 62 and Appleton Estate Signature Blend. Also included were hand sanitizers, masks and posters with social distancing and other COVID-19 messages. Bars were also provided with wash stations and decals to be used as physical distancing markers. Educational messages in the form of posters sanctioned by the Ministry of Health and Wellness also formed part of the package. Training was also provided to bar operators and owners.



2000
PACKAGES



\$35M
DONATION



SHAKEN NOT BROKEN: BARTENDING COMMUNITY SUPPORT



285 bartenders who work directly with JWN's Consumer Events Department and the JWN Academy, have been unemployed due to the cessation of events in keeping with the Government of Jamaica's directives to curtail the spread of COVID-19. A drive-through/walk-through farmers market was hosted to assist them during this crisis by providing 285 care packages. The bartenders, strictly following COVID-19 safety

protocols, drove or walked into the company's Spanish Town Road facility, where they were handed the packages. Supermarket vouchers, masks, assorted J. Wray & Nephew spirits, and hand sanitizers were also among the items offered to the bartenders, some of whom are affiliated with JWN's Barcode Training Academy, and others who are independent bar operators.





READ ACROSS JAMAICA



In observing and maintaining the relevance of Read Across Jamaica Day 2020 during the pandemic, JWNF secured partnerships with the Ministry of Education, Youth and Information (MoEYI), Jamaica Information Service (JIS) and BookFusion for the televised broadcast of four book readings of Caribbean authored children’s books by media personalities such as Emprezz Golding and Dahlia Harris along with two Camparistas. The video production

took place at our Dominica Drive location on April 27, 2020 and was broadcasted on a local free-to-air TV Station (PBCJ) on May 5, 2020 to reach approximately 20,000 students. Additionally, the recordings were shared with ten schools with a cumulative population of 6,000 students combined with YouTube views of over 1,200 to date, produced at a cost of \$295,567 (€1,701.80).

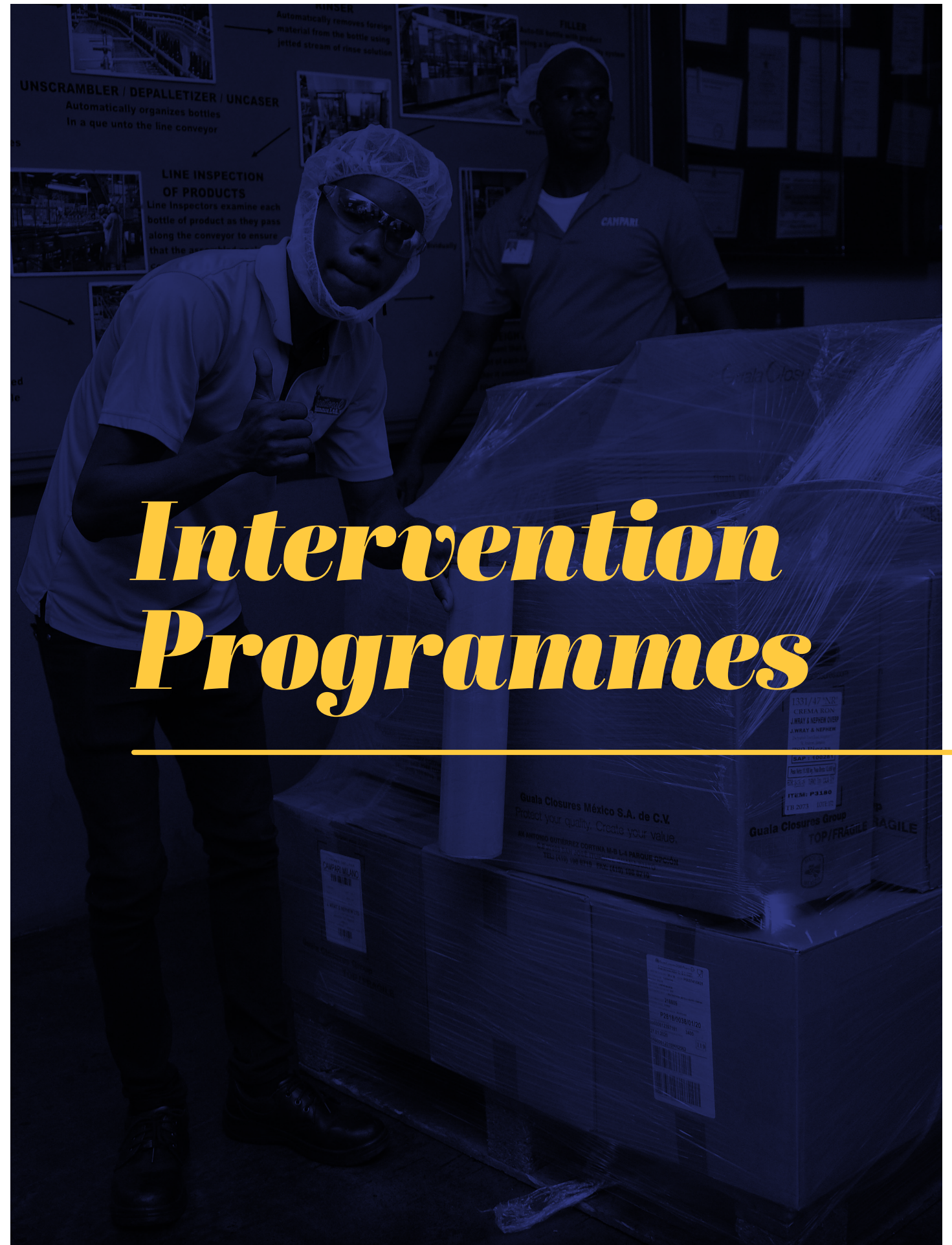
COMMUNITY COUNCIL MEETINGS



The Community Councils are an important part of the JWN family. They play an important role in identifying areas of concern as well as maintaining good community relations.

Our Objectives:

- To foster goodwill with JWN Communities in Kingston, New Yarmouth, Holland and Siloah by making our interventions more purposeful and increasing public awareness of the work of JWNF
- To position JWN as a socially responsible company and increase buy-in for JWNF’s overall objectives
- Encourage project applications from communities



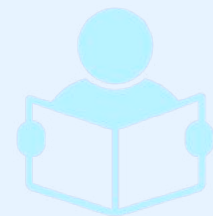
EDUCATION & DEVELOPMENT

JWN SCHOLARSHIP PROGRAMME

The JWN Foundation disbursed:

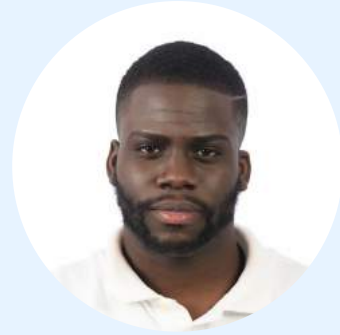


\$25M
IN SCHOLARSHIPS

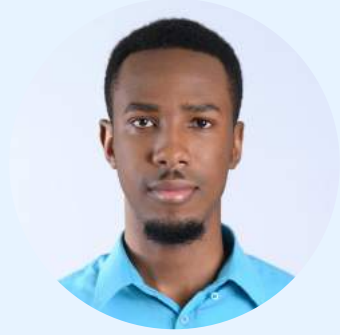


413
STUDENTS

Community Scholarship Programme



As part of the JWN Foundation's Scholarship Awards Programme 2020, 95 community scholarships were awarded totalling \$12,525,000 (€71,901.65). The entire execution of the JWN Foundation's 2020 Scholarship Programme was done remotely as the team worked on delivering a successful programme while maintaining the safety of staff, volunteers, students and friends of the Foundation.



Partnerships with Junior Achievement Jamaica, the Ministry of Education, Youth & Information and Education Consultant Michael 'Bedi' Walker, continued in 2020. Our successful tertiary scholars were featured in a 4 page supplement in the *Jamaica Gleaner* and the *Jamaica Observer* in lieu of our annual awards ceremony.

Special Scholarships to the Children of Affected Camparistas

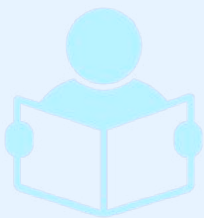
Through a partnership with J. Wray & Nephew Limited, the Foundation has been called on to support Camparistas as we transform our ways of working to support Camparistas by providing scholarships for those affected by redundancies as we moved to transform our ways of working and streamlined our operations.

Holland Estate Demographic Support

Emerging from the committed scholastic support of the dependents of the affected Camparistas in the 2018 closure of the Holland and Casa Marantha estates, the JWN Foundation disbursed \$1,575,000.00 (€9,041.53) for 51 students for academic year 2020-2021.



\$1.5M
IN SCHOLARSHIPS



51
STUDENTS



Appleton Estate Demographic Support

As an outcome of the Sugar Transformation Project, the JWN Foundation disbursed \$5,000,000 (€28,703.25) to 186 dependents of affected Camparistas for academic year 2020-2021.



\$5M
IN SCHOLARSHIPS



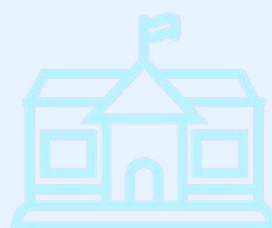
186
STUDENTS

BACK-TO-SCHOOL SUPPORT



In October, following the announcement of the reopening of schools as a result of the COVID-19 pandemic, the JWN Foundation partnered with the Ministry of National Security to assist schools in the communities we serve. This support allowed the schools to meet the sanitation and social distancing protocols safeguard the health and safety of our students. With the Ministry of Education’s objective to reopen schools on October 5, 2020, JWN Foundation partnered with the Ministry of National Security’s social intervention unit to provide support to the school communities in their efforts to meet the sanitization and social distancing protocols to safeguard the health and

safety of our students. To this end, JWN Foundation distributed assorted back-to-school support packages to 13 schools in Clarendon & St. Elizabeth, valued at \$14,302,592.84 (€82,350.64). This support included handwash stations, thermometers for temperature checks, face shields and masks, 800L of hand sanitizers and vouchers for cleaning supplies valued at \$600,000. Schools were also equipped with various tools such as multimedia projectors, tablets, stationery kits and calculators to enhance the online learning experience.



13
SCHOOLS



\$14M
VALUE



800K
LITRES OF HAND
SANITIZERS



\$50K
SUPERMARKET
VOUCHERS



30
THERMOMETERS



30
CALCULATORS



2500
MASKS



1500
STATIONARY
KITS



15
PROJECTORS



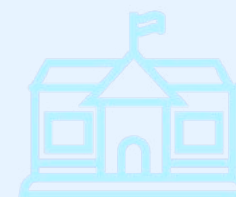
222
TABLETS



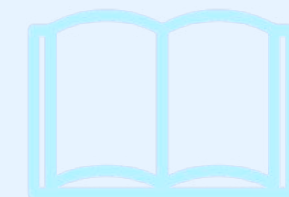
JWN FOUNDATION EARLY CHILDHOOD ACTIVITY BOOKLETS

Having received cries for support from Early Childhood Institutions within JWN communities to assist with continued learning, JWN Foundation partnered with two private sector companies—Copy Cat Jamaica and Fontana Pharmacy—to produce 90 Basic School Activity

Booklets for Penwood Basic School, Appleton Basic School and Middlesex Infant School. Packages included a 35-page activity booklet, a children's picture book, *The Missing Oink* by Kimberly Everett, one box of crayons, two pencils, one sharpener and one eraser.



3
SCHOOLS



90
PACKAGES


TRANSFORMATION THROUGH SKILLS TRAINING

Career Readiness Training

The JWNF initiated an internship programme whereby graduates of the JWNF Annual Scholarship Programme are given a chance to fully immerse themselves in the world of work. In 2020 there were two interns, one assigned to the PAD and the other assigned to the Commercial Departments; each received a stipend valued at \$100,000 per month.

WSET-WIRSPA Caribbean Spirit Initiative - Level 1 Spirits Training Certification

The West Indies Rum & Spirits Producers Association (WIRSPA) was invited to work with the Wine & Spirits Education Trust (WSET) to make spirits education available to the Caribbean hospitality sector, specific to beverage service professionals (bartenders, mixologists). The intent was to provide WSET Level 1 Award in Spirits qualifications to these service professionals. JWN, through a collaboration between PAD, CCM, JWN Academy and the Marketing Department, sponsored 40 persons—bartenders, sales representatives and merchandisers—for US\$2,600 (€2,140.74). This represented the largest contingent by any one company across the Caribbean, to partake in this internationally certified training course.


40
SPONSORED


US\$2,600

The Art of Bartending

JWN Foundation set out to facilitate the training and certification of 50 unattached youths between the ages of 18 to 35, from at-risk and inner-city communities, in the Art of Bartending at the JWN Academy through the HEART Trust NTA and funded by the Tourism Enhancement Fund (TEF). Cohort 3, comprising 28 students, was completed in January 2020. It was convened for three weeks starting in December 2019. In total, 63 people were exposed to this training exercise. The JWN Foundation provided a stipend to all participants of \$12,000 (€69.09) each, to offset travel expenses incurred and to guarantee their attendance.

63  — **\$12K** 
TRAINED PER PERSON



S O C I A L I N C L U S I O N

INTERNATIONAL WOMEN'S DAY



J. Wray and Nephew Limited celebrated International Women's Day 2020 on March 4, 2020 (Wednesday), ahead of the actual day March 8, 2020 (Sunday) by visiting five women's centres and seven primary schools namely: Women's Centre Foundation of

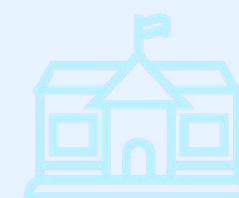
Jamaica, Mustard Seed Communities, St. Elizabeth Infirmary, Clarendon Infirmary, Maxfield Park Children's Home, Seaview Gardens Primary, Balmagie Primary, Seaward Primary, Race Course Primary, York Town Primary, Siloah Primary and Holland Primary.



The JWN Foundation donated 650 care packages consisting of sanitary napkins, soap, deodorant and other personal hygiene products to women and girls across three parishes: Kingston, Clarendon and St. Elizabeth for \$828,468.10 (€4,885.26).

On April 27th, JWN Foundation donated an additional supply of sanitary napkins and other hygiene items such as toothpastes, toothbrushes, deodorants etc. to

the young ladies at Maxfield Park Children's Home. The handover was made by our Foundation CEO, Tanikie McClarthy Allen to the Board Chairman of Maxfield Park Children's Home, Emprezz Golding. This donation was a timely and most needed due to the challenges faced by the home to provide for the young ladies in this very difficult time brought on by the COVID-19 pandemic.



12
INSTITUTIONS



650
WOMEN & GIRLS
SUPPORTED

1,000 Food Packages



pleton Estate with the creation of a distribution centre to reinforce what has become a national theme to “Eat What You Grow and Grow What You Eat.” In keeping with this theme, as well as to guarantee food security for the most vulnerable, is to promote healthy eating which, among other things, saw assorted food packages being handed out to those in need.



The J. Wray & Nephew Foundation (JWNF) in collaboration with the Ministry of National Security, and the Ministry of Industry, Commerce, Agriculture & Fisheries pressed along with the first in the series of interventions with the distribution of 1,000 food packages to at-risk groups via J. Wray & Nephew community council to a total value of \$7,000,000 to communities near Appleton Estate in St Elizabeth. Following consultation on developments in the Siloah and surrounding communities, PAD commenced discussions with the Ministry of National Security

to develop an action plan that would increase community outreach and help to combat the increased crime and violence in the area. Ultimately, to safeguard our most valuable assets—our staff, plant and property. The JWNF, as part of its St. Elizabeth Community Outreach, staged a day-long event at Ap-



\$7M
DONATION



SOCIAL FAIR- ST. ELIZABETH COMMUNITY OUTREACH



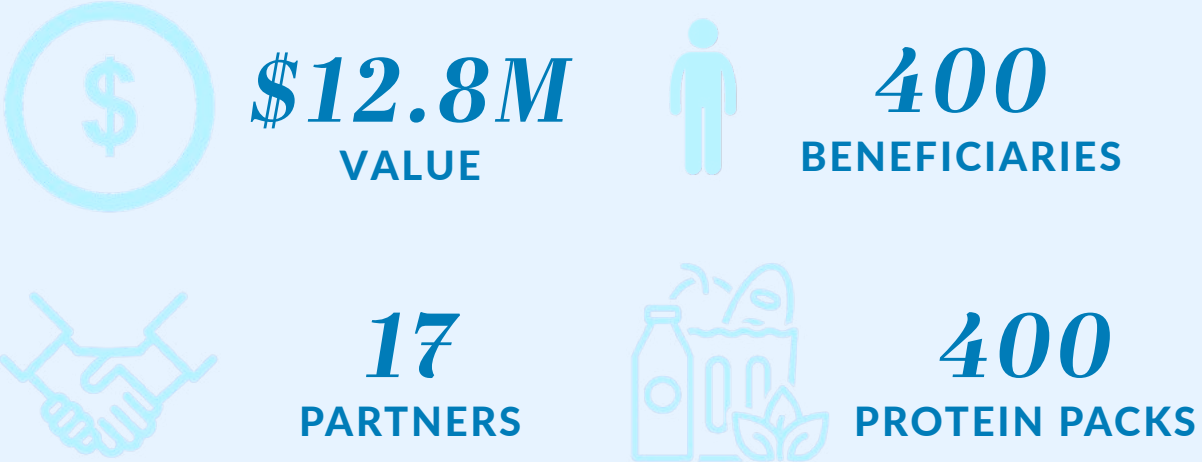
This outreach initiative was the second in a series of interventions aimed at helping staff transition— following the closure of the Appleton Estate Factory—with a value of \$12,757,280.24 (€73,453.13). Through this Social Fair, the JWN Foundation also provided transition support to Camparistas affected by the closure of the Appleton Sugar Factory. They provided vouchers for back-to-school medicals from the local medical community in St. Elizabeth, birth certificates from the Registrar General Department, and Jamaican passports from the Passport, Immigration and Citizenship

Agency (PICA). These vouchers allowed for persons to access these services in a responsible way and in compliance with the COVID-19 directives from the Ministry of Health & Wellness. In addition to the vouchers, persons benefited from Financial Management & Retirement Planning consultations by JMMB Group, Sagicor, Jamaica National, Bank of Nova Scotia and the Guardian Group, which facilitated the opening of bank accounts and introduction to investment opportunities. Registration with Jamaica Drug for the Elderly Programme via the National Health Fund; the National In-

surance Scheme, PATH and overseas Work Programme via the Ministry of Labour and Social Security and Skills Certification via the HEART Trust-NTA were facilitated. Staff also received protein packs consisting of eggs and assorted canned meats and vegetables valued at \$1.5M.

Entrepreneurship was also a major focal area

and agricultural start up kits comprised of seeds, fertilizers and vouchers for farming tools and other inputs for producing vegetable gardens were made available to interested participants.



MEAL SUBSIDY PROGRAMME FOR ONLINE LEARNING IN SCHOOLS

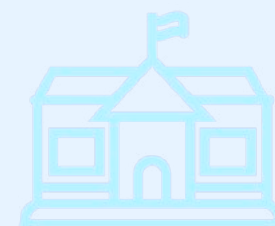
In recognition of the fact that children in the inner city communities were going hungry as schools were closed and they relied on receiving breakfast and lunch at school on a daily basis, and with the genesis of remote learning (October 2020), the JWN Foundation distributed 500 food packages valued at \$500,000.00 (€2,878.87), and supermarket vouchers valued at \$50,000 (€287.89) each, to four schools in Kingston—Balmagie, Seaward, Seaview Gardens and St. Patrick’s Primary schools, reaching 1,000 children on the schools’ welfare programmes directly, and their extended families of approximately 6,000 persons indirectly.



500
FOOD
PACKAGES



\$50K
SUPERMARKET
VOUCHERS



4
SCHOOLS



1000
STUDENTS

195 TREES FOR 195 YEARS

In November, the JWNF, PAD and EHS Department conducted a tree planting exercise in all parishes within which we operate. This project fed into the wider regional objective of planting one million trees across the Caribbean by 2021 being led by the Caribbean Philanthropic Network.

Camparistas set out to plant 195 trees in recognition of JWN’s 195th anniversary and over-delivered by planting 286 trees to a value of \$1,425,000 (€8,204.78). Sites included Sydney Pagon STEM Academy and Holland Primary in St. Elizabeth, New Yarmouth Estate, Garvey Maceo and Kemp’s Hill High Schools in Clarendon and North and South Complex at STR in Kingston.

Tree types included Lignum Vitae, Blue Mahoe, Yellow Poui, Palm and various fruit trees such as avocado, cherry, june plum, lime, almond, naseberry, sweetsop, sour-sop, mangoes and apples.

This initiative supports the achievement of the global Sustainable Development Goals (SDGs) and Jamaica’s Vision 2030 Agenda.

The Project will specifically address SDG 1 (Poverty), 2 (Zero Hunger), 13 (Climate Action), 15 (Life on Land) and 17 (Partnerships) among others and Vision 2030 Goal 4: Jamaica has a healthy natural environment.



286
TREES PLANTED



1.4M
VALUE



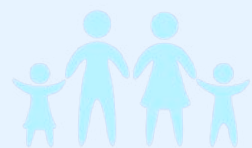
DELIVERING THE SPIRIT OF CHRISTMAS—THE SOCIAL DISTANCING EDITION

The JWN Foundation brought Christmas cheer to over 1000 families in Kingston and Clarendon by providing food packages and supermarket vouchers. This as the Foundation recognizes the challenges faced by families with children at home doing online learning. Food packages were distributed using the JWN

Foundation's network of support schools, York Town, Racecourse and Gimme-Me-Bit Primary schools in Clarendon. In Kingston, the Foundation provided \$400,000 (€2303.10) in MegaMart vouchers to the Balmagie, St Patrick's, Seaward and Seaview Gardens primary schools.



\$400K
IN MEGAMART
VOUCHERS



1000
FAMILIES



CULTURAL EXPRESSIONS



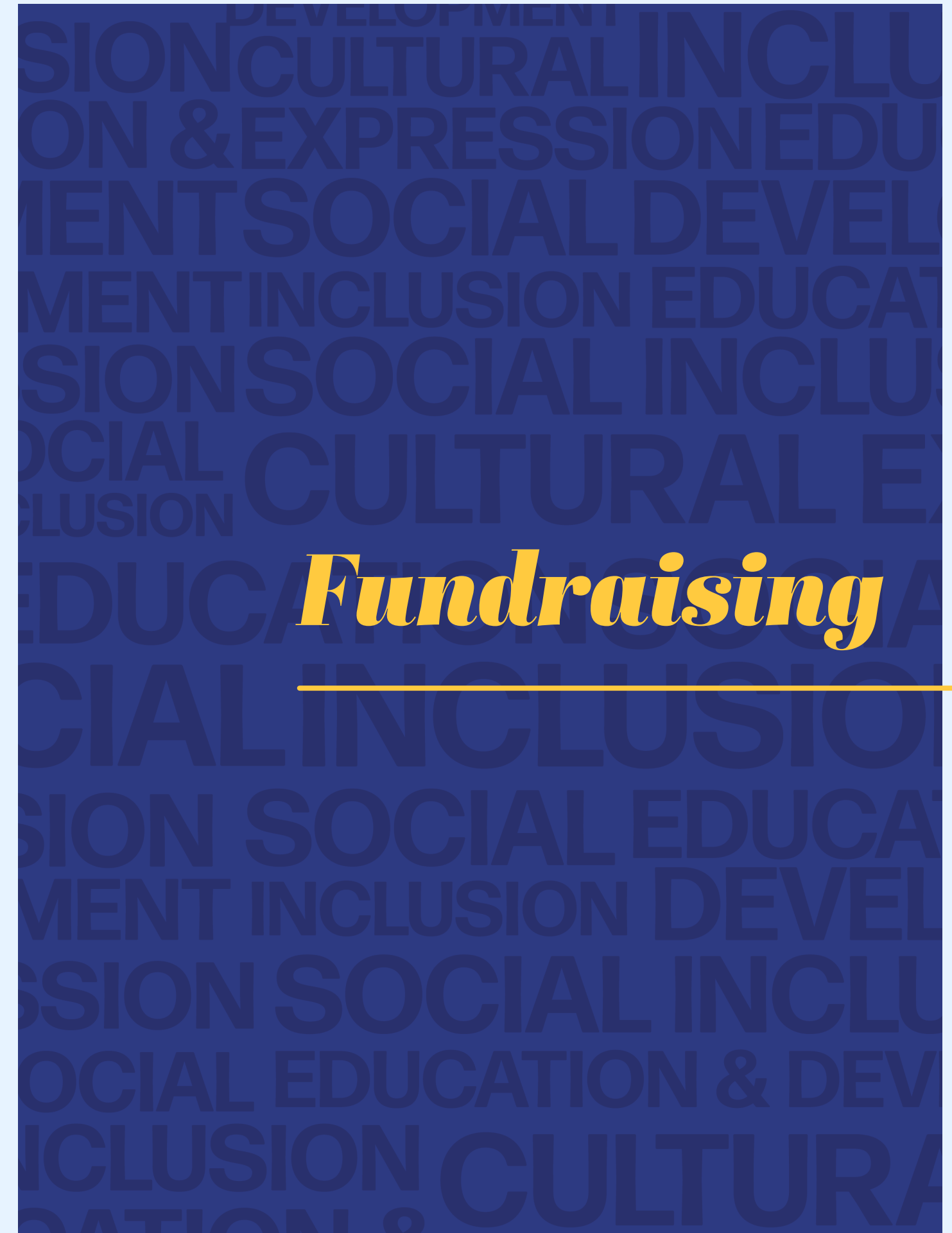
195TH ANNIVERSARY MURAL ON HENLEY ROAD, KINGSTON

The 195th commemorative 50ft mural project on Henley Road took place from July 20-28, 2020, at a cost of \$1,850,000 (€10,651.82). Our corporate partner Hardware & Lumber (H&L) Tru Value Limited provided the requisite primer, paint and sealer. The mural was designed by art students from the Edna Manley College of the Visual & the Performing Arts and follows a brief history of Camparista involvement in the communities over the years. The mural showcases imagery of JWN's contribution to the foundation of Jamaica's culture and spirit of our nation.



The community involvement and support in the execution of the mural was overwhelming. Members of the community (with a population of 9,735 persons) came on a daily basis to share their appreciation for the mural and our reinvestment in the community. Children and adults from the community and Camparistas were also involved in the execution by having their handprints placed on the wall.

On July 28, 2020, select community council members, representatives from the Government of Jamaica via the Member of Parliament, JWN Chairman and Senior Director of Public Affairs & Sustainability, “christened” the wall and cut a cake in celebration of its completion.





MILES REDEMPTION PROGRAMME

JWN employees supported a fundraiser where they used bundled miles for jet setting and bespoke vacations.



\$3.38M
DONATION



Leadership

BOARD OF DIRECTORS



CLEMENT "JIMMY" LAWRENCE
Chairman



TANIKIE MCCLARTHY ALLEN
Director & CEO



YANA SAMUELS
Company Secretary



JACQUELINE CURTHBERT
Director



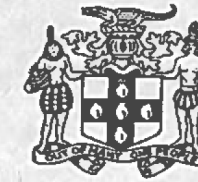
DWIGHT BALLI
Director



MARK McDONALD
Director



Charities Status



Government of Jamaica

CHARITIES AUTHORITY (DCFS)

CERTIFICATE OF REGISTRATION OF A REGISTERED CHARITABLE ORGANIZATION

Name of Organization: **JWN FOUNDATION**

Registration Number: **CA100-466C**

Address: **23 DOMINICA DRIVE, KINGSTON 5**

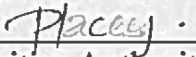
TRN: 002 - 081 - 563

This is to certify that the above named organization is a Registered Charitable Organization as under Section 2 and Section 17 of the Charities Act, 2013 and as such is eligible for tax exemption or relief under the Income Tax, G. C. T, Property Tax, Stamp Duty, Transfer Tax, Customs Acts and the Provisional Collection of Tax (Minimum Business Tax) Order, 2014.

This certificate is valid for the period indicated below:

Effective: *October 7, 2020*

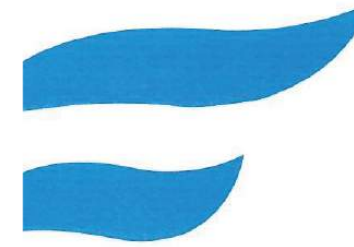
Expiry : *October 6, 2022*


Charities Authority
Department of Co-operatives &
Friendly Societies (DCFS)

December 23, 2020
Date

Note: This approval is subject to any change in the laws of Jamaica

Financials



HighFoster
& ASSOCIATES
CHARTERED ACCOUNTANT

Independent Auditor's Report

To the Members of JWN Foundation

Report on the audit of the financial statements

Opinion

I have audited the separate financial statements of JWN Foundation ("the Foundation") set out on pages 1 to 8, which comprise the statements of financial position as at 31 December 2020, the statements of comprehensive income, changes in equity and cash flows for the year then ended, and notes, comprising significant accounting policies and other explanatory information.

In my opinion, the accompanying financial statements give a true and fair view of the financial position of the Foundation as at 31 December 2020, and of its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS) and the Jamaican Companies Act.

Basis for Opinion

I conducted my audit in accordance with International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of Financial Statements section of my report. I am independent of the Foundation in accordance with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (IESBA Code) and I have fulfilled my other ethical responsibilities in accordance with the IESBA Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

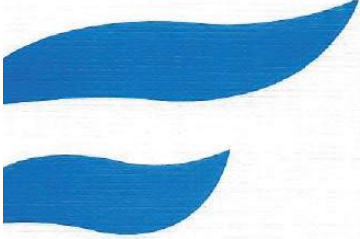
Responsibilities of Management and the Board of Directors for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with IFRS and the Jamaican Companies Act, and for such, internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Foundation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Foundation or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is responsible for overseeing the Foundation's financial reporting process.

Unit 6, 70 Half Way Tree Road, Kingston 10 | 876 649-5587 | clientsupport@hughfosterassociates.com



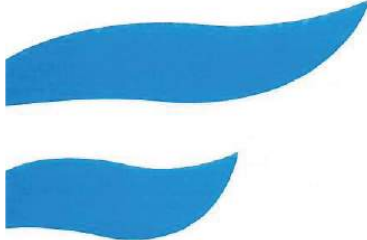
Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Foundation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that presents a true and fair view.

I communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during the audit.



Report on Other Legal and Regulatory requirements

As required by the Jamaican Companies Act, I have obtained all the information and explanations which, to the best of my knowledge and belief, were necessary for the purposes of my audit.

In my opinion, proper accounting records have been kept, so far as appears from my examination of those records, and the accompanying financial statements are in agreement therewith and give the information required by the Jamaican Companies Act, in the manner so required.

Hugh Foster & Associates
Chartered Accountant
Kingston, Jamaica
19 May 2021

Gregory S. Foster
ACCA, CA
Registered Public Accountant

JWN FOUNDATION

Statement of Comprehensive Income

Year ended 31 December 2020

(expressed in Jamaican dollars unless otherwise indicated)

	2020	2019
	\$'000	\$'000
REVENUE		
Contributions received	150,943	19,305
Fund raising event	5,193	9,409
Other income	528	-
	<u>156,664</u>	<u>28,714</u>
EXPENSES		
Events and outreach	81,716	19,221
Grants and scholarships	19,200	16,278
Scholastic awards and support	798	-
Bank charges and fees	331	385
Auditors' remuneration	110	100
Directors' remuneration	-	-
Other	1,943	2,364
	<u>104,098</u>	<u>38,348</u>
SURPLUS/(LOSS), BEING TOTAL COMPREHENSIVE INCOME FOR THE YEAR	<u>52,566</u>	<u>(9,634)</u>

JWN FOUNDATION

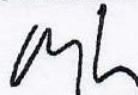
Statement of Financial Position

31 December 2020

(expressed in Jamaican dollars unless otherwise indicated)

	Note	2020 \$'000	2019 \$'000
NET ASSETS EMPLOYED			
Assets			
Taxation recoverable		33	17
Cash at cash equivalents	6	<u>79,967</u>	<u>24,139</u>
		80,000	24,156
Liability			
Payables and accruals	7	2,245	3,303
Funds held in Trust		<u>10,410</u>	<u>6,074</u>
		<u>12,655</u>	<u>9,377</u>
Net Assets		<u>67,345</u>	<u>14,779</u>
FINANCED BY			
Fund balance		<u>67,345</u>	<u>14,779</u>

Approved for issue on behalf of the Board of Directors on 19 May 2021 and signed on its behalf



Mark McDonald

Director



Clement Lawrence

Director

JWN FOUNDATION

Statement of Changes in Equity

Year ended 31 December 2020

(expressed in Jamaican dollars unless otherwise indicated)

	Fund Balance \$'000	Total \$'000
Balance as at 1 January 2019	24,413	24,413
Loss, being total comprehensive income for the year	(9,634)	(9,634)
Balance at 31 December 2019	14,779	14,779
Surplus, being total comprehensive income for the year	52,566	52,566
Balance at 31 December 2020	67,345	67,345

JWN FOUNDATION

Statement of Cash Flows

Year ended 31 December 2020

(expressed in Jamaican dollars unless otherwise indicated)

	2020 \$'000	2019 \$'000
CASH RESOURCES WERE PROVIDED BY/(USED IN):		
Operating Activities		
Surplus/(loss) for the year	52,566	(9,634)
Changes in non-cash working capital components:		
Receivables	-	246
Payables and accruals	(1,058)	3,124
Funds held in Trust	4,336	6,074
Net cash provided by operating activities	3,278	9,444
Tax suffered at source	(16)	(1)
Net cash provided by/(used in) operating activities	55,828	(191)
Investing Activities		
Net cash used in investing activities	-	-
Increase/(decrease) in net cash balances	55,828	(191)
Cash and cash equivalents at beginning of year	24,139	24,330
CASH AND CASH EQUIVALENTS AT END OF THE YEAR (NOTE 6)	79,967	24,139

JWN FOUNDATION

Notes to the Financial Statements

Year ended 31 December 2020

(expressed in Jamaican dollars unless otherwise indicated)

1. Identification and Activities

JWN Foundation (the Foundation) was incorporated on 27 May 2014 as a limited liability company by guarantee not have a share capital. The registered office of the Foundation is 23 Dominica Drive, Kingston 5.

2. Purpose of the Foundation Objects

The Foundation is a non-profit public benefit corporation, and it is not organised for the private gain of any person. The purposes for which this Foundation is formed are exclusively charitable within the meaning of the Charities Act, 2013 and include the following:

- (i) the advancement of education by inter alia providing financial support to schools and other institutions of learning, the provision of scholarships and aid to students including the supply of books, stipends, scholarships, exhibitions, prizes, grants, awards, educational career sport, bursaries, and other incentives for the purpose of the advancement of knowledge, education, and literacy;
- (ii) the advance of amateur sport by inter alia the establishment and funding of sports development programmes, the sponsorship of sporting events, establishing and/or providing financial and other support to sporting facilities;
- (iii) the advancement of health and the savings of lives by inter alia providing and assisting in the provision of medical facilities, support services and medical equipment, funding medical research and community health programmes.
- (iv) the advancement of good citizenship and/or community development;
- (v) the advancement of environmental protection or improvement through inter alia the funding and or promotion of programmes designed to protect the environment and to advance environmental awareness and to promote and support initiatives which focuses on the preservation and sustainability of the environment;
- (vi) the prevention or the relief of poverty in Jamaica; and
- (vii) the advancement of any other charitable purpose determined by the Board of Directors and classified as a charitable purpose under the Charities Act, 2013.

The Foundation currently holds funding and/or grants received from Fondazione Campari in trust which is allocated solely for use for the benefit of employees of J. Wray & Nephew Limited and their direct descendants pending written authorization from the Director of Human Resources of JWN. This funding should be used for this sole purpose and for no other purpose whatsoever based on the governing caveat issued by Fondazione Campari and accepted by the Board of Directors of the JWN Foundation in the meeting of the Board of Directors of the JWN Foundation of June 30, 2018 upon receipt of said funds.

3. Summary of Significant Accounting Policies

The principal accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

(a) Basis of preparation

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) and have been prepared under the historical cost convention.

The preparation of financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. Although these estimates are based on management's best knowledge of current events and action, actual results could differ from those estimates.

JWN FOUNDATION

Notes to the Financial Statements

Year ended 31 December 2020

(expressed in Jamaican dollars unless otherwise indicated)

3. Summary of Significant Accounting Policies (Continued)

(a) Basis of preparation (continued)

Standards, interpretation, and amendments to published standards effective in the current period.

Certain new standards, interpretation and amendments to existing standards have been published that became effective during the current financial period. The Foundation has assessed the relevance of all such new standards, interpretations and amendments and has concluded that none is relevant to its operations.

Standards, interpretations, and amendments to published standards that are not yet effective

At the date of authorisation of these financial statements, certain new standards, interpretations, and amendments to existing standards have been issued which are mandatory for the Foundation's accounting periods beginning on or after 1 January 2020 or later periods, but are not effective at the year end, and which the Foundation has not early adopted. The Foundation has assessed the relevance of all such new standards, interpretations, and amendments, and has determined that none is expected to have a material effect on the financial statements of the Foundation.

(b) Revenue recognition

Funding and contributions.

The Foundation would expect to receive funding and/or grants from

- (i) Fondazione Campari
- (ii) J. Wray & Nephew Ltd (JWN)
- (iii) Donor agencies that may partner with the entity on CSR projects.
- (iv) JWN Foundation funding raised independently through fund raising activities.

Contributions are recognised when received.

Interest income

Interest income is recognised in the statement of comprehensive income on a time proportion basis using the effective interest method. When a receivable is impaired, the company reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate and continues unwinding the discount as interest income.

(c) Awards and grants

Awards and grants are recorded when committed.

(d) Foreign currency translation

(i) *Functional and presentation currency*

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which it operates (the functional currency). The financial statements are presented in Jamaican dollars which is also the company's functional currency.

(ii) *Transactions and balances*

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of comprehensive income.

(e) Financial instruments

Financial instruments carried on the statement of financial position include cash and bank balances and other liabilities. The fair value of the company's financial instruments approximates their carrying values.

JWN FOUNDATION

Notes to the Financial Statements

Year ended 31 December 2020

(expressed in Jamaican dollars unless otherwise indicated)

3. Summary of Significant Accounting Policies (Continued)

(f) Cash and cash equivalents

Cash and cash equivalents are stated at cost. For the purposes of the cash flow statement, cash and cash equivalents comprise cash at bank.

4. Financial Risk Management

The Foundations activities expose it to liquidity, currency, and credit risks. The Foundation is not significantly exposed to interest rate risk as it has no interest-bearing assets or liabilities other than cash at bank. Management seeks to minimise potential adverse effects on the financial performance of the Foundation by applying procedures to identify, evaluate and manage the liquidity, currency, and credit risks, based on guidelines set by the Board of Directors.

The Foundation complies with the risk management policies of their funding entity which are designed to identify and analyse these risk, to set appropriate risk limits and controls, and to monitor the risks and adherence to limits by means of reliable and up-to-date information systems.

The Board of Directors is ultimately responsible for the establishment and oversight of the risk management framework. They provide principles for overall risk management, as well as policies covering specific areas, such as interest rate risk, currency risk, credit risk and liquidity.

(a) Credit risk

The Foundation takes on exposure to credit risk, which is the risk that its counterparties will cause a financial loss for the Foundation by failing to discharge their contractual obligations. Credit exposures arise principally from the Foundation's bank balances.

Maximum exposure to credit risk

The maximum exposure to credit risk, of the company, equal the respective carrying amounts on the statements of financial position, for all financial assets which are subject to credit risk.

(b) Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

The Foundation is exposed to foreign exchange risk primarily with respect to cash and bank balances denominated in US dollar. As at 31 December 2020 the statement of financial position includes aggregate foreign assets of approximately US\$74,294 (2019 - US\$47,194).

The Foundation manages its foreign exchange risk by ensuring that the net exposure in foreign assets and liabilities is kept to an acceptable level by monitoring currency positions.

(c) Liquidity risk

Liquidity risk is the risk that the Foundation is unable to meet its payment obligations associated with its financial liabilities when they fall due. Prudent liquidity risk management implies maintaining sufficient cash and bank balances, the availability of funding from sponsor and other committed credit facilities.

Liquidity risk management process

The Foundation's liquidity management process includes:

- (i) Monitoring future cash flows and liquidity on a regular basis. This incorporates an assessment of expected cash flows.
- (ii) Optimising cash returns on deposits and bank balances.

JWN FOUNDATION

Notes to the Financial Statements

Year ended 31 December 2020

(expressed in Jamaican dollars unless otherwise indicated)

5. Taxation

The Foundation has been declared a registered charitable organisation pursuant to Section 24(4) of the Charities Act, 2013. On this basis, the income of the Foundation is exempt from taxation under section 12 (h) of the Income Tax Act.

6. Cash and Cash Equivalents

	2020 \$'000	2019 \$'000
Cash and bank balances	72,647	10,524
Short-term deposits and investments	<u>7,320</u>	<u>13,615</u>
	<u>79,967</u>	<u>24,139</u>

Short term deposits have an average maturity of 30 days at weighted average interest rate of 0.75%. Included in cash and bank balances are funds held in trust for value of \$10.4M, as well as \$47.3M for projects to be executed by the Foundation over the next three financial years.

7. Payables

	2020 \$'000	2019 \$'000
Accounting and audit fees payable	110	100
Other payables	16	-
Grants and scholarships	<u>2,119</u>	<u>3,203</u>
	<u>2,245</u>	<u>3,303</u>

8. Related Party Transactions and Balances

	2020 \$'000	2019 \$'000
Transactions		
Contributions from Sponsor	<u>150,943</u>	<u>19,305</u>



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Thank you

THANK YOU TO OUR VALUED PARTNERS

1. ACE Courtesy Tours
2. Andre Hutchinson
3. Blueprint Consulting- SNB Creative Group Ltd.
4. Brown's Maintenance
5. Carimed Ltd.
6. CIG Holdings
7. Copy Cat Printers Ltd.
8. Council for Voluntary Social Services
9. Dahlia Harris
10. Dayton Robinson
11. Distinctly Dynamic Event Services
12. Dr. Prakash Kulkarni
13. Dr. Venkata Kota
14. DRT Communications Ltd.
15. Dwight Mullings
16. Eclectic Security Services Ltd.
17. Edna Manley College of the Visual and the Performing Arts
18. Elle Creative
19. Emprezz Golding
20. Fleetwood
21. Fontana Pharmacy
22. Food Palace
23. Forestry Department
24. GDM Associates Limited
25. Georgia Gray
26. Glastonbury Purveyors Company Ltd.
27. Grapevine Marketing and Associates Limited
28. H&L Tru Value Hardware
29. Hi-Lo Foods
30. Horace G. Helps
31. Hugh Foster & Associates
32. Industrial Sales & Services Ltd.
33. Island Promotion & Distribution Co. Ltd.
34. Kevon Jarrett
35. Kimberly Everett
36. Label Crafts Jamaica
37. Lasco Chin Foundation
38. LH Photography
39. Main Event Entertainment Group
40. Mega Mart
41. Mikey Johnson Trucking Company Ltd.
42. Ministry of Industry, Commerce, Agriculture & Fisheries
43. Ministry of National Security
44. Morrison's Variety Store
45. National Health Fund (NHF)
46. National Self-Serve Wholesale
47. Natural Taste Juices
48. Newport-Fersan (Jamaica) Ltd.
49. Oneil Stephens
50. Otney Campbell
51. Paramount Trading
52. Passport Immigration and Citizenship Agency
53. Patrick Campbell
54. PBC Jamaica
55. PC Solutions
56. Pelican Publishers
57. PSOJ/CVSS Covid Relief Fund
58. RADA
59. Rodney Longmore
60. Roger Clarke High School
61. Rudolph Brown
62. Southern Regional Health Authority
63. Stoplight Wholesale
64. Super 'K' Studios
65. Sweet Craft Ltd.
66. T. Geddes Grant (Dist.) Ltd.
67. True Bargain Hardware

VOLUNTEER MANAGEMENT PROGRAMME

JWNF continued its volunteer management programme for J. Wray & Nephew Limited. Staff engagement through volunteerism continued throughout the year with staff members assisting at Read Across Jamaica Day, International Women's Day, the JWNF Scholarship Awards Ceremony and JWNF Christmas Treats.



THANK YOU TO EACH AND EVERY ONE OF OUR VOLUNTEERS.

- | | |
|-----------------------------|--------------------------|
| 1. Allison Moss-Solomon | 22. Christopher Gayle |
| 2. Andrae Stephens | 23. Christopher Bailey |
| 3. Andre Waysome | 24. Christopher Henry |
| 4. Andre Gordon | 25. Claudette Cooper |
| 5. Andre Scott | 26. Clement Lawrence |
| 6. Andrew Dawes | 27. Collin McCalla |
| 7. Andrew Bennet | 28. Crystal Mason-Gordon |
| 8. Annesha Adamson | 29. Dahlia Martin |
| 9. Annette Davis | 30. Danica Chambers |
| 10. Ashley Murphy | 31. Daviann Lindo |
| 11. Atneil Braham | 32. David Morrison |
| 12. Burna Williamson | 33. Debbie Jarrett |
| 13. Cara Simpson | 34. Delroy Foster |
| 14. Carlton Spencer | 35. Devon Crossdale |
| 15. Carol Harker | 36. Dionne Salmon |
| 16. Catherine McDonald | 37. Donna-L Kerr |
| 17. Cedric Daley | 38. Doret Allen |
| 18. Charlene Maddix | 39. Dwayne Bailey |
| 19. Charmaine Walker | 40. Dwight Balli |
| 20. Cheryl Johnson | 41. Elena Diedrick-Lynch |
| 21. Chevelle Smith Chambers | 42. Gaye Bailey |

"The best way to find yourself is to lose yourself in the service of others."

-Mahatma Gandhi

- | | |
|--------------------------------|-----------------------------|
| 43. Georgia Fearon | 74. Mark McDonald |
| 44. Georgina Nugent | 75. Marsha Haughton |
| 45. Glenmore Harris | 76. Marsha Lumley |
| 46. Howard Britton | 77. Megan Humes Graham |
| 47. Iyasha Pryce | 78. Merline Small Sterling |
| 48. Kamal Powell | 79. Michelle Samuels |
| 49. Karen Jackson | 80. Michelle Brown-Sinclair |
| 50. Kayon Wright | 81. Nathalee Rattray |
| 51. Kedeah Williams | 82. Neville Bryson |
| 52. Kelleisha Wright | 83. Nicola Walker |
| 53. Kellye-Rae Fisher Campbell | 84. Olivene Rose |
| 54. Kemeshia Grant-Swaby | 85. Oneil Stephens |
| 55. Kenroy Gordon | 86. Oneil Williams |
| 56. Kerdeen Wallock-Berry | 87. Oshane Ellis |
| 57. Kerisa Fearon | 88. Ozano Christie |
| 58. Kerry May Anderson | 89. Paige Palmer |
| 59. Kevin Johnson | 90. Pavel Smith |
| 60. Kevin Cadogan | 91. Peter Welsh |
| 61. Khadine Nolan | 92. Rickardo Anderson |
| 62. Kimberley Polack | 93. Robert McNickle |
| 63. Kimberly Hamilton-Brown | 94. Rochelle Palmer |
| 64. Kimonia McPherson | 95. Rohan Robinson |
| 65. Kiske Brooks | 96. Ronald Hall |
| 66. Kizzy Lamey | 97. Rowena Anderson |
| 67. Kurtland Lawrence | 98. Samara South |
| 68. Leleika-Dee Barnes | 99. Samuel Henry |
| 69. Lily-Marie Hall | 100. Sasheeni Bennett |
| 70. Liseann Hamilton | 101. Sean Gayle |
| 71. Mahesh Guy | 102. Sean Davis |
| 72. Malik Russell | 103. Selah Morales-Thompson |
| 73. Mark Telfer | 104. Shainee Miles |



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|------------------------------|----------------------|
| 105. Shanice Hanson | 129. Tevon Hall |
| 106. Shanice Beharie Lee | 130. Theodore Bailey |
| 107. Shanise Weir | 131. Theon Scott |
| 108. Shantae Lewis | 132. Thomas Roulston |
| 109. Sharmon Hinds | 133. Thoron Mathie |
| 110. Shawn Davidson | 134. Tian Smith |
| 111. Shawn Ennis | 135. Tracy-Ann Jonah |
| 112. Sheldon White | 136. Tricia Smith |
| 113. Shemekia Murrery | 137. Vashti Mitchell |
| 114. Silvinus Daley | 138. Veronic Knight |
| 115. Simone Brown | 139. Wavany Wallfall |
| 116. Sophia Bernard-Fairman | 140. Winston Meeks |
| 117. Stephanie Lewars | 141. Yana Samuels |
| 118. Susan Price McIntosh | 142. Yanique Dixon |
| 119. Sydney Bennett | 143. Zhenya Wallace |
| 120. Sylvester Maragh | |
| 121. Taish Fuller | |
| 122. Tamara Brown | |
| 123. Tanesha Osbourne | |
| 124. Tanikie McClarthy Allen | |
| 125. Tannika White | |
| 126. Tashmin White-Frank | |
| 127. Telecia Lindo-Johnson | |
| 128. Tesfaye Brown | |