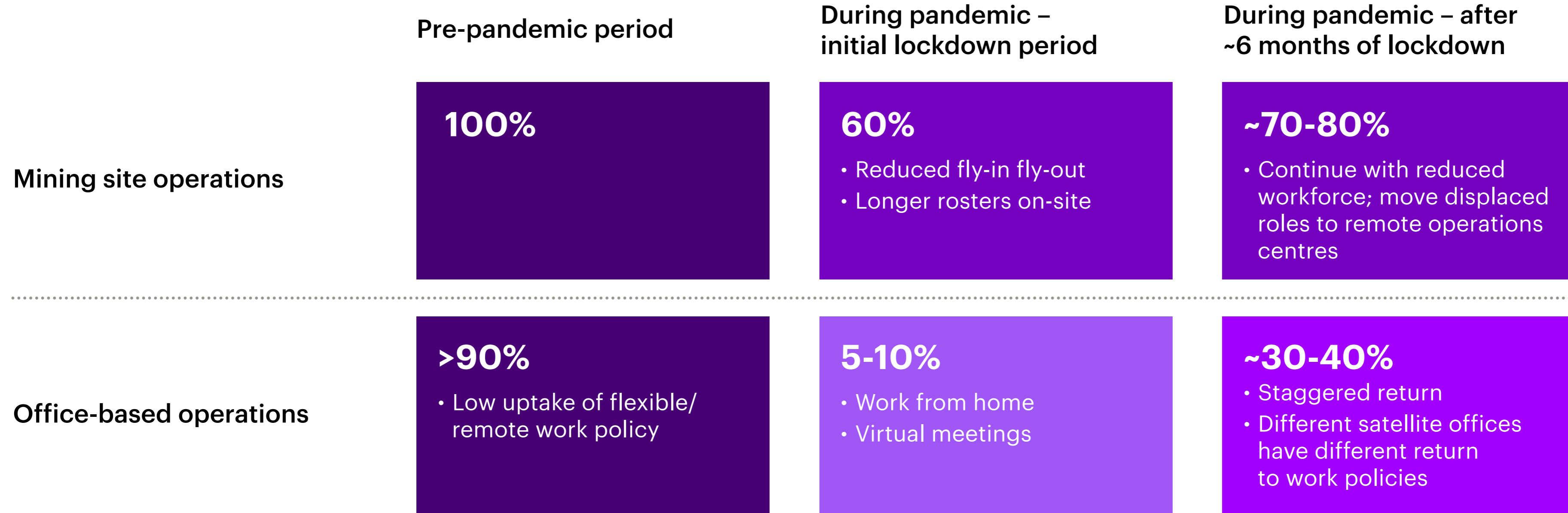


## Figure 1: Pandemic has disrupted mining workforce dramatically



Workforce distribution across mining-site and office-based operations

% workforce working on site or at office

Source: Qualitative evidence from CHROs interviewed in this study