

05

PEOPLE WITH DIVERSITY

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5.1. APPROACH

People development at CMP focuses on cultivating an inclusive, productive, and sustainable work environment where employees' well-being and professional development are priorities. Our commitment aims at:

Promoting diversity and inclusion:

Creating a workspace where everyone feels valued and respected, regardless of their gender, origin, age, or any other differences

Development and training:

The company offers permanent learning and professional growth opportunities so all employees can reach their maximum potential.

Collaborator well-being: CMP implements wellness programs that address employees' physical, emotional, and financial needs, promoting a healthy work-life balance.

Open communication: We always seek to promote open and transparent communication to foster the trust and commitment of all organization members.

Occupational health and safety:

The objective is to prioritize occupational health and safety, ensure a safe working environment, and promote healthy practices.

Recognition: To value and recognize individual and team contributions, motivating our employees to maintain high performance.

Social and environmental responsibility:

To encourage the participation of our employees in initiatives that contribute to the sustainable development and well-being of the communities in which the company operates.

Our goal is to be an employer of choice where talent is attracted, developed, and engaged, thus contributing to CMP's continued success.



5.2. DIVERSITY AND INCLUSION

(GRI 3.3)

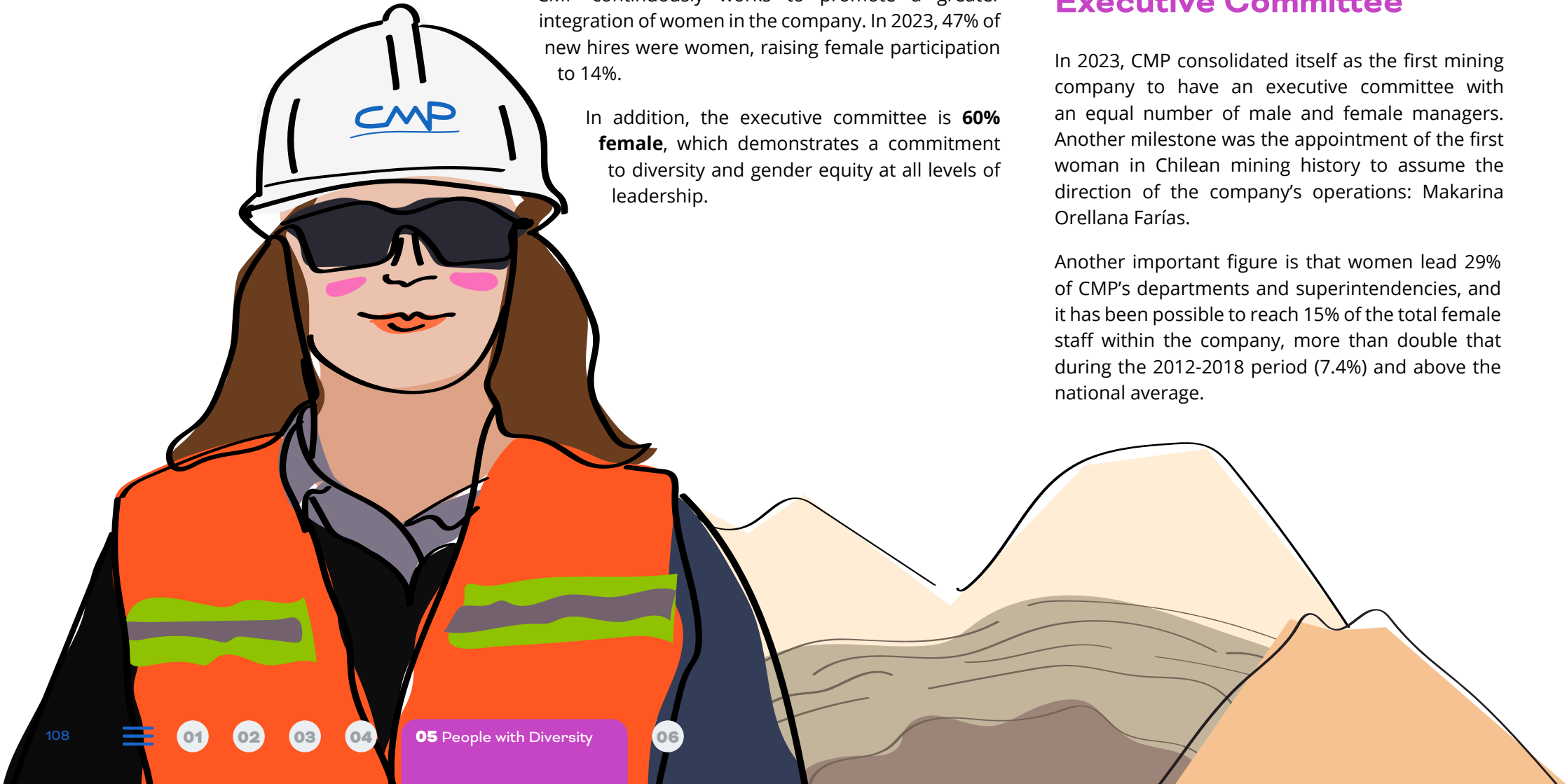
CMP continuously works to promote a greater integration of women in the company. In 2023, 47% of new hires were women, raising female participation to 14%.

In addition, the executive committee is **60% female**, which demonstrates a commitment to diversity and gender equity at all levels of leadership.

Executive Committee

In 2023, CMP consolidated itself as the first mining company to have an executive committee with an equal number of male and female managers. Another milestone was the appointment of the first woman in Chilean mining history to assume the direction of the company's operations: Makarina Orellana Farías.

Another important figure is that women lead 29% of CMP's departments and superintendencies, and it has been possible to reach 15% of the total female staff within the company, more than double that during the 2012-2018 period (7.4%) and above the national average.



1) Executive Committee: The following management positions of the CMP Executive Committee are held by women:

Planning and Development Manager
Claudia Monreal.



Occupational Health and Safety Manager
Stephanie Wilhelm



Relationship and Shared Value Manager
Macarena Herrera.



People Manager
Carolina Lomuscio



Operations Manager
Makarina Orellana



Environment and Climate Change Manager
Paulina Andreoli



Promotion of STEM careers in school girls

Compañía Minera del Pacífico (CMP), in collaboration with Finning, launched the Educational Robotics Workshop aimed at girls in 7th and 8th grade to promote education as a key tool for regional development. The workshops were held by the Catholic University of the North, benefiting a total of 42 students aged between 12 and 14 from schools in Huasco, Freirina, Vallenar, Domeyko, and Coquimbo, who showed a lot of interest when learning to program the movements of a robot.

The dynamic aimed to enhance skills and knowledge in science, technology, engineering, and mathematics (STEM) so that children, from an early age, consider new areas of professional development in the country's primary productive industries without gender bias.

“From CMP, we consider education a fundamental pillar of progress in this direction. Through our skill-building program, in collaboration with the Alfadeca project, the Local Public Education Service, and the Vínculo project, we bring science, engineering, technology, and mathematics closer to the next generation.

We want this experience to be memorable and open the way for more women to join STEM specialties and incorporate them into their lives to achieve academic and professional development in the future.” Carolina

Lomuscio, CMP's People Manager.



Agreement with Women In Mining Chile (WIM)

"We are happy to sign this vital collaboration agreement with WIM, which will allow us to further reaffirm our commitment to women in mining. From CMP, we are aware of the value that they provide both for our company and for the industry, and that is why we have a sound gender equity strategy that seeks to increase women's participation in the sector and promote their leadership", Francisco Carvajal, CMP's CEO.

Through this agreement, the company commits to promoting WIM's activities and projects within its organization and making women's participation in the mining sector visible. It will also facilitate WIM's role in events, seminars, and discussion panels organized by the company to highlight female leadership and experience at an industry level.

The commitment also involves generating business opportunities for WIM business partners and providing internships to the students involved, thus contributing to their academic and professional development. CMP is committed to actively

incorporating the entity in its recruitment processes, especially in programs aimed at young graduate professionals and trainees.



Wage gap

CMP's commitment is oriented to an employment value proposal with competitive, equitable, differentiating, and mobilizing compensation for those who work in the company, according to their different roles, performance, and experiences. This proposal contributes to the well-being, economic security, and integral development of all workers, framed within the process of risk management, based on the region, and closely linked or aligned to the Company's strategy.

Total compensation is one of the strongest communication and motivation tools between workers and the Company, so it must follow the values of CMP.

This involves conducting salary reviews with employees in non-competitive salary zones, making attractive offer letters to attract the best talent with an attractive total compensation proposal, positioning current staff according to the role and experience in the position, developing and maximizing the performance of all workers through goals that connect with the business, and managing compensation from a defined structure for the different levels.

CMP has a “workplace and sexual harassment and violence management and prevention policy.”



Reporting channel: An online reporting channel allows anyone who has experienced or witnessed harassment to file a report anonymously or by identifying themselves. These reports are channeled to the Labor Order Unit of the People Area's Superintendency, responsible for conducting investigations following the company's Internal Health and Safety Regulations (RIOHS) provisions. This year, 12 complaints related to workplace and one of sexual harassment were received and investigated through this mechanism.

Dissemination channels have been established for all the company's employees.

Plans made

- The Compensation and Benefits policy established the generation of a competitive employment value offer for employees, positioning us in the 50th percentile at 100% of the Midpoint of the Annualized Total Compensation of the defined reference market.
- We were invited to participate in the Willis Towers Watson (WTW) 2023 Salary Market Survey, evaluate its application, which will be implemented in the first quarter of 2024, and update our competitiveness position.
- The aim is to implement a salary structure for managers, PDPs, and special staff in the Compensation Administration with 12 levels or categories, using the Global Grading System methodology: GGS20 to GGS9. This methodology is the most widely used by the mining industry worldwide and provides competitiveness and equity analysis according to the reference market.
- The single CMP Scale is established for general staff employees. The minimum Base Salary (BS) is set at \$556,500, which is 20.98% above the guaranteed MMW in Chile.



- Preparing a monthly compensation base allows for analysis, focusing on executive and professional positions that have lost competitiveness.

Plans for 2024

- The definition and holding of WTW's Position Structure Study will allow CMP to have an updated organizational structure based on the grading positions. (For example, the definition of grade and structure for positions that meet more than one General Staff - PDP classification).
- Certify CMP's wage gap.
- Cases to be normalized following the monthly compensation base must be normalized using each case's salary review, subject to the approved budget.
- Implement digital systems for compensation management, such as Encode and SSFF Compensations Module.

CMP is committed to an employment value proposition that protects competitive, equitable, differentiating, and mobilizing compensation for employees according to their positions, performances, and experiences. It contributes to all workers' well-being, economic security, and integral development. It is framed within the risk management process, based on the region, and closely linked or aligned to the company's strategy.

The total compensation will constitute one of the strongest communication and motivation instruments between employees and the company, so it must respond to CMP's values, which are based on four components:

- **Equity and competitiveness**
- **Benefits and quality of life**
- **Development opportunities**
- **Connection between CMP and personal purpose**



Parental Leave

(GRI 3.3)

CMP seeks to focus on maternity and co-parenting protection.

Co-responsibility is relevant for CMP so that parents can exercise it with a flexibility of up to two months. Likewise, men have been granted one more week of parental leave compared to what is legally established.

A collective agreement allows a 6-week adjustment period when returning to work after parental leave ends.

There is also a policy on maternity protection, child nutrition, and family formation. Among its objectives is the incentive for parental co-responsibility.

Regarding the parental leave incentive, cultural communication campaigns are carried out with CMP's people, both men and women.

Labor inclusion

(GRI 405-1)

CMP has an agreement with the Best Buddies Chile Foundation to promote the labor, social, and educational participation of people with intellectual disabilities and developmental disorders. To this end, the Labor, Social Inclusion, and Leadership Program develops socio-labor skills.

Our company has **12 people** in a situation of disability, **1%** of the staff.

5.3. OCCUPATIONAL HEALTH AND SAFETY

(GRI 3.3) (GRI 403-1)

How CMP manages health and safety in its operations

CMP has defined the minimum requirements to generate, implement, and promote healthy behaviors and lifestyles for workers, including monitoring health cases that require it, avoiding the occurrence of secondary work accidents due to decompensation of pathologies (hypertension, type 2 diabetes mellitus, dyslipidemia or high cholesterol, overweight and obesity) measures that have contributed to raising the quality of life of CMP collaborators.

Health team

- Performs investigations of risk factors and altered examinations (using medical tests and controls).
- Applies the referral program to health promotion, treatment, and rehabilitation activities.

- Accompanies the specific health promotion program (food and physical activity) by groups of pathologies in search of compensation for diseases and health promotion programs for healthy people to keep them healthy.
- Carries out comprehensive health surveillance and monitoring of the promotion program's activities for each patient and reports on the follow-up once a month to each collaborator. For people without pathologies, it does this quarterly.
- Promotes the inclusion of the family, if the collaborator allows, to improve adherence to health promotion activities so that they do these accompanied and motivated.
- Search for continuous improvement based on the satisfaction of the care and each employee's health status.
- Design plans to continuously improve the employee's quality of life by promoting healthy lifestyles in five areas: Food, physical activity, tobacco and drug prevention, environmental health, and mental health.

The employee must:

- Participate in quality of life and health promotion programs organized by CMP.
- Do the physical activity recommended in their health checks by the CMP medical team.
- Immediately report to their supervision any medical contraindications detected in their health assessments that may restrict their performance of usual duties.
- Know the expiration dates of their health assessments.

The Labor Order Unit carries out regulated procedures in the company's RIOHS. Of the workplace harassment complaints filed, three were credited. The worker was dismissed in one, and in the other two, they were sent an official warning. In none of these cases was a lawsuit filed for Labor Protection.

In the case of sexual harassment, this conduct was not accredited.

These processes were all done before the analysis of each case's PRM.

One tool for collecting this information is the "exit survey" requested from people who resign from the company. There is also a reporting channel.

Reports of workplace and sexual harassment have been investigated and resolved.

Workplace and sexual harassment issues have mainly been presented by women.

Mental health

CMP has a mental health plan that targets people at risk, characterized by being overweight, with psychosocial factors, and decompensation diseases. This consists of three phases:

1. **Diagnosis of initial mental health**
2. **Intervention to improve happiness levels**
3. **Accompaniment and follow-up of the improvements obtained.**

It also includes the fatigue and drowsiness program and the work-home connection, among others.

Communication campaigns and quality-of-life initiatives accompany it.

Main indicators of the period

(GRI 3.3) (GRI 403-1)

In 2023, CMP managed to reduce the number of incidents involving people by almost 50%. However, the challenge is that their severity rose. This is due to the rise from 2 LTA accidents in 2022 to 5 in 2023. As a mitigation measure, CMP has strengthened the organization's PRM and internal communication, focusing on boxes 1 and 2.

OSHA and NIOSH standards have been incorporated into the risk management and health and safety programs.

The annual risk management and occupational health and safety plan is designed to comply with the health and safety protocols established by the Ministry of Health. It also includes the scheduling of periodic monitoring to ensure continuous adherence to these regulations.

Reports of workplace and sexual harassment have been investigated and resolved.

Workplace and sexual harassment issues have mainly been presented by women.

The Occupational Health and Safety Area outlines a yearly management plan defining the following year's specific objectives. The goals for 2023 are to achieve a frequency index of 0.30, a severity index of 10, and a TRIF of 3.5.

Analysis and investigation methodology

This analysis, investigation, and reporting methodology focuses on quickly identifying the causes of incidents. Within 12 hours, a team comprising 4 to 6 specialists is formed, and up to six concrete and verifiable corrective actions, half of which must be permanent solutions, are implemented.

Currently, Occupational Health and Safety (OHS) criteria are not applied in the selection of suppliers or services.



5.4. TALENT DEVELOPMENT

Progress in competence development strategy projects

The CMP collaborators' training processes aim to reduce competence gaps. There are training plans with numbers and statistical evidence regarding MH, use of tax exemptions, training processes, technical competencies, and other types of competencies, such as the BIT and more business-related ones.

The search is first established by a grade. That grade establishes the profiles and competencies, and a gap assessment is made on those competencies. And that is where it is closely connected to the succession program or plan. Then strategies are established to level out those technical gaps, and it is likely that the people detected take training courses, practical training, etc. In the case of being related more to management or softer skills or

competencies, they can go through other types of activities, such as coaching, for example. So, this is not very different anymore, but we can measure how much we have spent and how many people

have participated. I think that is also important. We can get these numbers there, such as how many MH there are, tax exemptions, etc.



Areas and scope of training

The life cycle of the grade:

From the collaborator's entry, CMP is concerned about providing support with their new roles through coaching and strengthening the skills required according to the grade, both in their onboarding stage and in the relevance of their roles, which leads to a shorter onboarding time.

 Number of program participants: **142**

Development plans:

These are workplace activities carried out based on opportunities detected through an evaluation that align with the skills required by the grade and those that must be strengthened. Here, the skills of the workers from the Trainee programs, the PDP groups, and the Successors are developed, which reduces readiness.

 Number of program participants: **125**

Learning plans:

The annual training plan focuses on four key areas: legal, job competencies, grade skills, and a CMP transversal approach. This comprehensive approach ensures that employees acquire specific knowledge, develop skills relevant to their roles, and benefit from training

that covers diverse aspects of professional growth. This leads to the Percentage of legal compliance and compliance with the Training Index.

 Number of program participants: **The entire company**



Training

The annual training plan considers all of CMP, addressing critical aspects such as sustainability, digital transformation, regulatory compliance, GRP operational model, and safety standards. For the operational area, the focus specifically targets the position’s technical competencies. Our company allocates 51,341 hours in educational and professional development for our employees during the year.



Performance management system

“At CMP, there is a company-wide performance assessment system. There are different levels/grades from the worker, the mechanical operator, the site, the boss, the process lead, superintendent, executive committee, and the CEO. The level depends on the grade. In some cases, there are 360 evaluations, in others, a goal is set. For example, this year, we incorporated an intermediate talks process to assess progress and establish commitments”, said Ignacio Hernández, Superintendent of People Services.

Although all CMP workers are part of the Performance Management Process, the Executive Committee (CEO’s direct reports) and the Managers (Middle Managers and Superintendents) have a 360° evaluation. This evaluation comprises direct boss evaluation (50% weighting), evaluation of two peers (25% weighting), and evaluation of two subordinates (25% weighting).

The multidimensional aspects assessed are Transversal Behaviors and PRM Behaviors, which are called SER Evaluation (Grade Evaluation System).

The rest of the CMP staff—special staff, Professional staff, and General staff—only have a 90° evaluation.

The performance assessment is annual, within the Performance Management Process that takes place between December of the evaluated year and part of January of the following year, where the assessments must be closed with a respective performance grade on a scale of:

2: Lower than expected

3: As expected

4: Higher than expected



The annual training plan is for everyone and addresses key aspects such as sustainability, digital transformation, regulatory compliance, the PRM operational model, and safety standards. For the operational area, the focus is specifically directed to the position's technical competencies.

Quality of life

Progress in projects associated with the socio-emotional well-being, quality of life, and mental health guidelines.

Corporate policy for organizational development and people.

SSINDEX: job satisfaction

Industrial relations

CMP is a set of worksites and, therefore, with different unions with which there is a duty to interact. An important milestone is anticipated collective negotiations and permanent work agendas implemented with the unions.

Outsourcing policy

1. Accreditation Standard: A rigorous accreditation process is established for individuals, companies, and assets, verifying compliance with predefined standards. Documentation must be uploaded to access the worksites, and non-compliance with these requirements will result in access being denied.
2. Special Regulation for Contractors or Subcontractors: A specific regulation is implemented that details the procedures for paying invoices and generating payment balances, among other things. Failure to comply with these standards will result in the withholding of payments until the deficiencies identified are corrected.
3. Central Employee Training Data Entry: Training is offered in managing the SAP module dedicated to central employees, where the information of all contractor companies is stored. The fulfillment of staffing levels and other requirements stipulated in the contracts with the principal is verified.
4. Central Employee Training—Overview: The contracting companies will be notified in case of non-compliance with the checks and on-site controls (VCT) and issued non-compliance letters. The repetition of such incidents may lead to evaluation and possible termination of services.
5. Central Employee Training—User Manual: Detailed training on using the Central Employee module is provided to ensure that users understand and follow the established procedures. Failure to comply with these guidelines may result in corrective and disciplinary actions, as necessary.

05

PEOPLE WITH DIVERSITY

ADDITIONAL
INFORMATION



1. Workplace and sexual harassment

Indicator of workplace and sexual harassment	2021	2022	2023
Total number of staff trained in workplace and sexual harassment matters	no information	no information	0

Indicator of workplace and sexual harassment	2022		2023	
Number of reports of sexual harassment (Law ° 20.005)	3	1	2	0
Number of reports of workplace harassment (Law No. 20,607)	6	0	10	2

2. Training and Benefits

Resources for training	2022	2023
Monetary resources destined for education and professional development for the people who work in the entity (USD)		1,037,400 (785,891,786 CLP)
Total number of trained employees	1,715	1,972
Total number of employees	1,868	1,997

Average Annual Number of Hours of Personnel Training	2023	
	Men	Women
Senior Management	5	10
Managers	13	17
Bosses	23	13
Operator	28	21

Annual Total of Personnel Training Hours	2023	
	Men	Women
Senior Management	48	62
Managers	603	308
Bosses	2,693	660
Operator	42,385	4,582

3. Staff and Diversity

(GRI 405-1) (GRI 2.7) (GRI 2.8)

Work safety indicators	2021		2022		2023	
	Own	Contractors	Own	Contractors	Own	Contractors
Number of employees	2,019	7,609	1,954	8,446	1,972	8,424

Gender indicators	2023	
	Men	Women
Senior Management	1	-
Managers	9	6
Bosses	47	18
Administrative	155	74
Other professionals	381	124
Other technicians	1,102	55
TOTAL	1,695	277

Gender indicators	2023	
Managerial positions in income-generating areas	5	6
STEM positions: associated with areas related to science, technology, mathematics, and engineering	69	28

Indicators by nationality	Senior Management		Managers		Bosses		Administrative		Other professionals		Other technicians	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Breakdown by nationality												
Brazil										1		1
Chile	1		9	6	47	17	151	74	379	119	1,098	52
Colombia										1		
Peru											2	
Venezuela							4		2	1	1	
Cuba										1		1
Spain										1		1
Japan											1	
United Kingdom						1						
TOTAL	1	0	9	6	47	18	155	74	381	124	1,102	55

Indicators by job seniority	Senior Management		Managers		Bosses		Administrative		Other professionals		Other technicians	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Breakdown of job seniority												
Less than 3 years			5	5	20	14	16	8	124	79	128	32
Between 3 and 6	1		1		11		12	18	54	15	179	7
More than 6 and less than 9								4	8	2	22	1
Between 9 and 12			1	1	4	2	52	23	91	21	437	15
Over 12 years			2		12	2	75	21	104	7	336	
TOTAL	1	0	9	6	47	18	155	74	381	124	1,102	55

(GRI 2.7)

4. Formality and Adaptability Own Workers

Labor Formality	2023	
Labor formality	Men	Women
Indefinite contract	1,695	277

Labor Formality	2023	
Job adaptability	Men	Women
Ordinary working day	401	187
Extraordinary shift (4X4)	1,294	90

5. People Management

New hires by age group and gender	2022		2023	
	Men	Women	Men	Women
Age range				
Under 30	13	12	8	20
Between 30 and 40	43	13	40	36
Between 41 and 50	6	15	22	9
Between 51 and 60	9	2	6	1
Over 60	1	0		

Recruitment	2022	2023
Number of vacancies filled by internal candidates in the year	94	112
Total number of vacancies filled in the year	269	254
Total hiring costs (USD)		53,250
Total number of employees at the end of each year		1,972

Rotation by age group (departures)	2022		2023	
	Men	Women	Men	Women
Total number of people who left the organization (by age range and gender)				
Under 30	13	12	3	3
Between 30 and 40	43	13	14	9
Between 41 and 50	6	15	7	7
Between 51 and 60	9	2	4	2
Over 60	1	0	1	

Voluntary outgoings	2023
Number of employees who choose to leave the organization (by resignation, retirement, early retirement, etc.)	53

86.5% of employees work in the same region of operations.

Employee satisfaction	2023
Number of employees with the highest level of engagement, satisfaction, or well-being	958
Number of employees who answered the survey (SSIndex)	1,052

Performance assessments	2023
Number of employees who received performance assessments during the year	1,907

(GRI 401-3)

6. Postnatal Leave

Indicators of Postnatal Leave	People entitled to postnatal leave in Chile for 2023 (number)		People who made use of postnatal leave in Chile for 2023 (number)	
	Men	Women	Men	Women
Senior Management				
Managers		2		2
Bosses				
Operator				
Salesforce				
Administrative				
Auxiliary				
Other professionals		4		4
Other technicians	1	7	1	7

(GRI 401-3)

Average number of postnatal days used	Men		Women
	5-day leave	6 weeks leave (or less)	
Senior Management		0	0
Managers		4	4
Bosses		0	0
Operator		0	0
Salesforce		0	0
Administrative		0	0
Auxiliary		0	0
Other professionals		8	8
Other technicians		16	14
TOTAL		28	26

7. Equity and Wage Gap Policy

(GRI 405-2)

Gender Pay Gap	2023			
	Average monthly gross salary (USD)		Average Monthly Bonus (USD)	
	Men	Women	Men	Women
Senior Management	57,928	42,816	9,576	7,539
Managers	25,011	29,957	4,068	5,702
Bosses	11,955	11,024	2,660	2,342
Operator				
Salesforce				
Administrative	4,022	3,667	1,266	1,060
Auxiliary	-	6,950		
Other professionals	6,950	6,106	2,131	1,822
Other technicians	3,835	3,207	1,492	1,230

8. Work Safety

(GRI 403-9)

Work safety goals	2021		2022		2023		Definitions
	Goals for collaborators	Goals for contractors	Goals for collaborators	Goals for contractors	Goals for collaborators	Goals for contractors	
Number of work accidents	5	59	14	39	8	27	Considers CTP and STP incidents.
Number of fatalities due to work accidents	0	0	0	0	0	0	In December 2023, the accident of Ferronor with fatal consequences is under review by SNGM to determine whether to classify it as railway or mining.
Accident rate (per 100 workers)	0.29	0.78	0.72	0.46	0.41	0.32	
Fatality rate (per 100,000 employees)	0	0	0	0	0	0	

Work safety goals	2021		2022		2023		Definitions
Rate of occupational diseases (per 100 workers)	0.15	N/A	0.10	N/A	0.00	N/A	
Days lost due to accidents	27	567	0	36	3	153	
Average number of days lost per accident	0.04	0.01	0.00	0.06	0.33	0.03	

Work safety indicators	2021		2022		2023	
	Own	Contractors	Own	Contractors	Own	Contractors
Number of work accidents	5	59	14	39	8	27
Number of fatalities due to work accidents	0	0	0	0	0	0

Work safety indicators	2021		2022		2023	
Number of accidents with lost time	1	4	0	2	1	4
Number of accidents with no lost time	4	55	14	37	7	23
Near-miss or near-accident events	115	92	9	14	134	70
Number of occupational diseases	3	N/A	2	N/A	0	N/A
Days lost due to work accidents	27	567	0	36	3	153
Total hours worked	4,013,229	11,382,440	3,839,588	12,881,297	3,372,874	13,342,544

9. Trade Unions and Collective Bargaining

(GRI 2.30)

Freedom of Association (CSA 3.1.5)	2023
Number of employees represented by an independent union or covered by collective bargaining agreements by subsidiary	
Union N°1 Pellet Plant	134
Union N°1 Romeral	283
Union N°2 Pellet Plant	154
Union N°5 Pellet Plant	53
Union Punta Totoralillo Port	74
Workers Union - Mina Los Colorados N°1	168
Workers Union - Mina Los Colorados N°2	247
Workers Union - N°2 Magnetite Plant	88
PDP Union	355
Trade Union CNN	260

Legal and Regulatory Compliance (GCN 461 8.1.2)	2022	2023
Number of sanctions enforced regarding regulatory breaches related to workers' rights	0	2
Amount (CLP) that these sanctions represented	0	0
Number of employment protection actions	0	0

Conflicts with Trade Unions (SASB EM-MM-310b.2)	2023
Number of strikes and shutdowns of operations by workers	0
Total length of strikes and closures of operations by workers	0