



IWIM

Culture

Calendar 2026

IWIM 2026 Culture Calendar

Introduction

A DEI (Diversity, Equity, and Inclusion) calendar serves several important purposes, primarily by fostering a more inclusive, equitable, and respectful environment in the workplace. Here are a few reasons why having a Culture Calendar can be valuable:

1. Raising Awareness of Diverse Holidays and Celebrations

A Culture Calendar helps individuals and organisations acknowledge and celebrate diverse cultural, religious, and social events. For example, holidays such as Juneteenth, Ramadan, Diwali, or LGBTQ+ Pride Month may not be widely known or celebrated by everyone. A calendar ensures that these significant days are recognised, promoting understanding and empathy among members of diverse groups.

2. Promoting Inclusivity

By highlighting a wide range of cultural observances, a Culture Calendar reinforces the idea that all people, regardless of their background, are seen, heard, and valued. This acknowledgement helps people feel included and respected, contributing to a more welcoming environment.

3. Encouraging Respect and Sensitivity

When individuals are aware of different religious and cultural holidays, they are more likely to show respect for their colleagues' or peers' practices. For example, knowing that someone celebrates Hanukkah or Eid may encourage people to adjust schedules or expectations (such as deadlines or meetings) to accommodate those observances, fostering a more considerate workplace culture.

4. Driving Education and Dialogue

A Culture Calendar can also serve as a tool for education. It encourages people to learn about other cultures, experiences, and perspectives, which can help dismantle biases, misconceptions, and stereotypes. In workplaces, it can spark important conversations about race, gender, disability, and other social issues, helping to promote broader social understanding.

5. Supporting Allyship

A Culture Calendar can be a useful guide for individuals who want to act as allies to marginalised groups. It provides information on when to show support—whether through attending events, joining celebrations, or simply learning more about the challenges faced by different communities—creating opportunities for meaningful solidarity.

6. Aligning with Organisational Values

Many organisations today embrace diversity, equity, and inclusion as core values. A Culture Calendar is one way to operationalise these values, demonstrating an active commitment to a fair and respectful culture. It shows that the organisation is taking intentional steps to address diversity and equity in meaningful ways.

7. Enhancing Employee Engagement

When individuals feel their unique identity and experiences are respected, they are more likely to feel engaged and motivated. A Culture Calendar can contribute to a sense of belonging, which can improve overall morale, retention, and productivity in the workplace.

8. Fostering Community Connections

A Culture Calendar can promote connections between different groups, helping to build stronger relationships and support networks. By celebrating and participating in one another's cultural events, people can experience greater unity and understanding, bridging divides that may exist due to race, religion, or other differences.

In summary, having a Culture Calendar is a proactive tool for creating an environment where people of all backgrounds feel respected, valued, and included. It contributes to a culture of learning, allyship, and mutual understanding.

Themes

Ability | Cultural Heritage | Health | Mental Health | Nature | Neurodivergence | Religion | UN Days | Workplace

Legend**Religion**

- Bahaí: *
- Buddhism: ☸
- Christianity: †
- Druidism/Paganism: ☆
- Hinduism: ॐ
- Islam: ☰
- Judaism: ☪
- Orthodox Christianity: ‡
- Sikhism: ☩
- Tibetan Buddhism: ☷
- Zoroastrianism: ☺

Countries

Armenia	India	Singapore
Australia	Indonesia	South Africa
Bangladesh	Ireland	South Korea
Brazil	Japan	Sri Lanka
Cambodia	Malaysia	Thailand
Canada	Mexico	United Kingdom
China	Myanmar	United States
Colombia	Nepal	Venezuela
Ecuador	New Zealand	Vietnam
Ethiopia	Peru	European Union
France	Philippines	
Hong Kong		

IWIM CULTURE CALENDAR 2026 - JANUARY

IWIM

MON	TUE	WED	THU	FRI	SAT	SUN
			1 New Year's Day 	2 World Introvert Day 	3	4 World Braille Day 
5	6 Epiphany / Three Kings  Guru Gobind Singh Jayanti  Armenian Christmas 	7 Orthodox Christmas 	8	9	10	11
12	13 Lohri / Maghi   Korean American Day 	14 Makar Sankranti   Old New Year / Orthodox New Year 	15 Al Isra Wal Miraj 	16 Al Isra Wal Miraj 	17 International Mentoring Day	18 World Religion Day
19 Martin Luther King Jr. Day  Ethiopian Orthodox Timkat  Brew Monday 	20 National Day of Racial Healing 	21	22	23 Vasanta Panchami 	24 International Day of Education World Day of African & Afrodescendant Culture	25 World Leprosy Day
26 International Customs Day International Day of Clean Energy	27 International Holocaust Remembrance Day	28	29	30	31	

MONTHLY AWARENESS

- Cervical Cancer Awareness Month
- Dry January 
- National Mentoring Month 
- Alzheimer's Awareness Month 
- Firefighter Cancer Awareness Month 
- Human Trafficking Awareness Month
- Glaucoma Awareness Month
- National Blood Donor Month 
- Poverty Awareness Month 
- RED January Month 
- National Poverty Awareness in America Month 

- National Mentoring Month 
- National Stalking Awareness Month
- RED January Month 
- Tamil Heritage Month 

AWARENESS WEEKS

- 19-26 Jan - Cervical Cancer Prevention Week 

IWIM CULTURE CALENDAR 2026 - FEBRUARY



MON	TUE	WED	THU	FRI	SAT	SUN
						1 World Hijab Day
2 Tu B'Shevat	3 Lailat al Bara'a / Night of Emancipation	4 International Day of Human Fraternity World Cancer Day Rosa Parks Day	5	6 International Day of Zero Tolerance for Female Genital Mutilation Time to Talk Day (mental health) National Wear Red Day	7	8 Autism Day
9	10 World Pulses Day	11 International Day of Women and Girls in Science	12 International Day Against the Use of Child Soldiers (Red Han Day) International Day for the Prevention of Violent Extremism as and when Conducive to Terrorism	13 World Radio Day	14 Valentine's Day International Book Giving Day	15 Maha Shivaratri Nirvana day / Parinirvana
16 Maha Shivaratri Presidents' Day Family Day	17 Lunar New Year Shrove Tuesday Random Acts of Kindness Day	18 Ash Wednesday Start of Lent International Asperger Syndrome Day Start of Ramadan Losar / Tibetan New Year	19	20 Losar / Tibetan New Year World Day of Social Justice National Love Your Pet Day Losar / Tibetan New Year	21 International Mother Language Day	22
23 Start of Great Lent	24	25 Pink Shirt Day	26	27 International Stand Up to Bullying Day	28 Rare Disease Day	

MONTHLY AWARENESS

- American Heart Month
- Black History Month
- Ethnic Equality Month
- Ethnic Equality Month
- Heart Health Month
- International Childhood Cancer Awareness Month
- National Cancer Prevention Month
- Psychology Month

AWARENESS WEEKS

- 1-7 Feb: World Interfaith Harmony Week
- 2-8 Feb: Race Equality Week
- 9-15 Feb: National Apprenticeship Week
- 14-20 Feb: Mental Health Awareness Week
- 20-26 Feb: International Development Week

RELIGIOUS CELEBRATIONS

- 1-2 Feb Tu B'Shevat
- 17 Feb-19 Mar: Ramadan
- 18 Feb - 2 Apr: Lent
- 23 Feb-11 Apr: Great Lent
- 26 Feb-01 Mar: Festival of Ayyam-i-Ha *

IWIM CULTURE CALENDAR 2026 - MARCH

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MON	TUE	WED	THU	FRI	SAT	SUN
						1 International Wheelchair Day International Women of Colour Day Disability Day of Mourning
2 Purim ☪	3 Purim ☪ Magha Puja Day ☪ World Wildlife Day World Hearing Day	4 Holi ☩	5	6	7	8 International Women's Day
9	10 International Day of Women Judges	11	12 23rd Night of Ramadan ☔	13	14	15
16 27th Night of Ramadan ☔ Laylat al Qadr ☔	17 Saint Patrick's Day ☩爱尔兰	18	19 Eid al-Fitr (End of Ramadan) ☔	20 Naw-Rúz / Nowruz ☔☀ International Day of Happiness Ostara / Spring Equinox ☆	21 International Day for the Elimination of Racial Discrimination World Down Syndrome Day World Poetry Day	22 World Water Day
23	24 World Tuberculosis Day International Day for the Right to the Truth	25 International Day of Remembrance of Slavery Victims & the Transatlantic Slave Trade	26 Rama Navami ☩ Purple Day (Epilepsy Awareness) ☩	27	28	29 Palm Sunday ☩
30	31					

MONTHLY AWARENESS

- Brain Injury Awareness Month 
- Cerebral Palsy Awareness Month
- Colorectal Cancer Awareness Month
- Developmental Disabilities Awareness Month 
- Education & Awareness Month
- Endometriosis Awareness Month
- Greek American heritage Month 
- Irish American Heritage Month 
- Kidney Health Awareness Month
- Multiple Sclerosis Awareness Month 
- National Nutrition Month 
- Women's History Month

AWARENESS WEEKS

- 1-8 Mar: International Women's Week
- 2-7 Mar: National Careers Week 
- 8-14 Mar: Patient Safety Awareness Week
- 8-14 Mar: Sleep Awareness Week
- 8-14 Mar: Pulmonary Rehab Week
- 15-21 Mar: National Poison Prevention Week
- 16 - 22 Mar: Drug & Alcohol Facts Week
- 17-23 Mar: Neurodiversity Celebration Week

RELIGIOUS CELEBRATIONS

- 17 Feb-19 Mar: Ramadan ☔
- 1-20 Mar: Nineteen-Day Fast *
- 4-6 Mar: Hola Moholla/Hola Mohalla
- 19-27 Mar: Durga Navaratri ☩
- 19-27 Mar: Chambar Hamaspathmaedem ☔



IWIM CULTURE CALENDAR 2026 - APRIL

MON	TUE	WED	THU	FRI	SAT	SUN
		1 Start of Pesach 	2 World Autism Awareness Day Maundy Thursday 	3 Good Friday 	4 International Day for Mine Awareness and Assistance in Mine Action	5 Easter Sunday  International Day of Conscience
6 International Day of Sport for Development & Peace	7 UN World Health Day	8	9 End of Pesach 	10 Orthodox Good Friday 	11 Great Lent ends  World Parkinson's Day	12 Orthodox Easter / Pascha 
13 Yom HaShoah (Holocaust Remembrance)  Thingyan 	14 Yom HaShoah (Holocaust Remembrance)  Vaisakhi  Thingyan 	15 Thingyan 	16 Thingyan 	17	18	19
20 First Day of Ridván *	21 World Creativity and Innovation Day	22 Earth Day	23 World Book and Copyright Day Spanish Language Day	24 Armenian Genocide Remembrance Day 	25 World Malaria Day	26 International Chernobyl Disaster Remembrance Day
27	28 Ninth Day of Ridván *	29 International Guide Dog Day	30			

MONTHLY AWARENESS

- Alcohol Awareness Month 
- Arab American Heritage Month  
- Autism Awareness Month
- Deaf History Month
- Earth Month
- National Deaf History Month 
- National Minority Health Month
- National Volunteer Month 
- Parkinson Awareness Month  
- Sikh Heritage Month 
- Stress Awareness Month

AWARENESS WEEKS

- 2–8 Apr: Autism Awareness Week
- 27 Apr–3 May: MS Awareness Week 

RELIGIOUS CELEBRATIONS

- 1–9 Apr: [Pesach](#) (Passover) 
- 20 Apr – 2 May: [Ridván](#) *

IWIM CULTURE CALENDAR 2026 - MAY



MON	TUE	WED	THU	FRI	SAT	SUN
				1 Labour Day Vesak / Buddha Day ☸ Beltane ☆	2 Twelfth Day of Ridván *	3 World Press Freedom Day
4	5 African World Heritage Day Lag B'Omer ☩ Red Dress Day 🇨🇦	6	7	8 World Ovarian Cancer Day	9	10 Mother's Day
11	12 International Nurses Day	13	14 Ascension ✝	15 International Day of Families	16	17
18	19 World Fair Play Day	20 World Bee Day	21 World Diversity Cultural Day for Dialogue & Development Global Accessibility Awareness Day	22 International Day for Biological Diversity	23 Declaration of the Báb * International Day to End Obstetric Fistula	24 World Schizophrenia Day
25 Africa Day / African Liberation Day International Missing Children's Day	26 Day of Arafah ☢ National Sorry Day 🇦🇺	27 Eid al-Adha ☢	28 World Blood Cancer Day	29 Ascension of Bahá'u'lláh *	30 World MS Day	31 World No Tobacco Day

MONTHLY AWARENESS

- Asian American and Pacific Islander Heritage Month - AANHPI Heritage Month 🇨🇦
- Better Hearing and Speech Month
- Coeliac Awareness Month 🇬🇧
- Ehlers-Danlos Syndrome Awareness Month
- Family Violence Prevention Month 🇨🇦
- Foster Care Awareness Month 🇺🇸
- Haitian Heritage Month 🇺🇸
- Hypertension Awareness Month
- Indian Heritage Month 🇺🇸
- Jewish American Heritage Month 🇺🇸 🇨🇦
- Lupus Awareness Month
- Mental Health Awareness Month 🇨🇦 🇬🇧 🇺🇸
- National Speech-Language-Hearing Month 🇺🇸
- Older Americans Month 🇺🇸

AWARENESS WEEKS

- 11-17 May: Mental Health Awareness Week 🇬🇧

RELIGIOUS CELEBRATIONS

- 21-23 May: [Shavuot](#) ☩

MON	TUE	WED	THU	FRI	SAT	SUN
1 Global Day of Parents	2	3 World Bicycle Day	4 Eid al-Ghadeer ☚ International Day of Innocent Children Victims of Aggression	5 World Environment Day	6	7 National Cancer Survivor's Day World Food Safety Day
8 World Oceans Day	9	10	11	12 World Day Against Child Labour	13	14 World Blood Donor Day
15 World Elder Abuse Awareness Day International Day of Women in Mining	16 Guru Arjan Dev Ji Martyrdom ✡	17 Islamic New Year/ 1st of Muharram ☚	18 International Day for Countering Hate Speech	19 Juneteenth 🇺🇸 International Day for the Elimination of Sexual Violence in Conflict	20 World Refugee Day	21 Litha / Summer Solstice ★ International Day of Yoga National Indigenous Peoples Day 🇨🇦 Andean, Amazonian & Chaco New Year 🇵🇪 🇧🇴 🇧🇷
22	23 International Women in Engineering Day	24 Feast of St. John the Baptist ✝	25	26 International Day Against Drug Abuse & Illicit Trafficking Ashura / 10th of Muharram ☚	27 Canadian Multiculturalism Day 🇨🇦	28
29 Feast Day of Saints Peter & Paul ✝	30 International Day of Parliamentarism					

MONTHLY AWARENESS

- Aphasia Awareness Month
- Black Music Month 🇺🇸
- [Filipino Heritage Month](#) 🇵🇭
- Gun Violence Awareness Month 🇺🇸
- Gypsy, Roma & Traveller Month 🇬🇧
- Immigrant Heritage Month
- Men's Health Month 🇨🇦 🇺🇸
- Migraine and Headache Awareness Month
- National Caribbean-American Heritage Month 🇺🇸

NATIONAL HOLIDAYS

- National Indigenous History Month 🇨🇦
- Parenting Month
- World Infertility Awareness Month

AWARENESS WEEKS

- 1–7 Jun: Volunteers' Week 🇬🇧
- 15–21 Jun: Learning Disability Week
- 29 Jun–3 Jul: [Ghambar Maidyoshem](#) ☀

RELIGIOUS CELEBRATIONS

- 29 Jun–3 Jul: [Ghambar Maidyoshem](#) ☀

IWIM CULTURE CALENDAR 2026 - JULY

MON	TUE	WED	THU	FRI	SAT	SUN
		1 Canada Day 	2	3	4	5
6 World Rural Development Day	7	8	9	10 Martyrdom of the Báb *	11 World Population Day	12
13	14	15 World Youth Skills Day	16	17	18 Nelson Mandela International Day	19
20 International Moon Day	21	22 Tisha B'Av 	23 Tisha B'Av 	24 Latin American Integration Day International Self-Care Day	25 International Day of Women & Girls of African Descent World Drowning Prevention Day	26 Americans with Disabilities Act Anniversary 
27 Black Women's Equal Pay Day	28 World Hepatitis Day	29 Guru Purnima  Asalha Puja / Dharma Day 	30 International Friendship Day World Day Against Trafficking in Persons	31 International Day of the African Woman		

MONTHLY AWARENESS

- 18 Jul-17 Aug: South Asian Heritage Month 
- BIPOC Mental Health Awareness Month 
- French American Heritage Month 
- Minority Mental Health Awareness Month 
- Plastic Free July
- Sarcoma Awareness Month 
- UV Safety / Sun Safety Month 

AWARENESS WEEKS

- 5-12 Jul: National Aboriginal & Islanders Day Observance Week 

RELIGIOUS CELEBRATIONS

- 29 Jun-3 Jul: [Ghambar Maidyoshem](#) 

IWIM CULTURE CALENDAR 2026 - AUGUST



MON	TUE	WED	THU	FRI	SAT	SUN	MONTHLY AWARENESS
					1 Emancipation Day 🇨🇦 Lughnasadh	2	<ul style="list-style-type: none"> Back to School / Education Equity Month Black Business Month 🇺🇸 Breastfeeding Awareness Month Children's Eye Health & Safety Month 🇺🇸 Black Business Month 🇺🇸 National Civility Month 🇺🇸 National Immunization Awareness Month 🇺🇸 Psoriasis Awareness Month Women's History Month 🇿🇦
3	4	5	6	7 Purple Heart Day 🇺🇸	8	9 International Day of the World's Indigenous Peoples	
10	11	12 International Youth Day	13	14	15 Assumption of the Virgin Mary †	16	
17	18	19 World Humanitarian Day	20	21 World Senior Citizens Day	22 International Day Commemorating Victims of Violence Based on Religion or Belief	23 International Day for the Remembrance of the Slave Trade & its Abolition	
24		25 Mawlid al-Nabi (Birth of Prophet Muhammad) ☪	26 Women's Equality Day 🇺🇸	27 Obon / Ullambana 🇯🇵	28	29 International Day Against Nuclear Tests	30 International Commemoration Day for Dead & Disappeared Children Victims of Enforced Disappearances
31							

IWIM CULTURE CALENDAR 2026 - SEPTEMBER



MON	TUE	WED	THU	FRI	SAT	SUN
	1 International Day of Charity	2	3	4	5 International Day of Charity	6
7 International Day of Clean Air for Blue Skies Labor Day	8 International Literacy Day	9 International Day to Protect Education from Attack	10 World Suicide Prevention Day	11	12 World Day for South-South Cooperation Stand Up To Cancer Day	13
14	15 Start of Hispanic Heritage Month International Day of Democracy	16	17 World Patient Safety Day	18 International Equal Pay Day	19	20
21 International Day of Peace World Alzheimer's Day	22	23 International Day of Sign Languages September equinox	24	25	26 European Day of Languages	27 World Tourism Day
28	29	30 International Translation Day Truth and Reconciliation day				

MONTHLY AWARENESS

- Blood Cancer Awareness Month
- Childhood Cancer Awareness Month
- Deaf Awareness Month
- East and South East Asian Heritage Month
- [Guide Dog Awareness Month](#)
- Hispanic Heritage Month (15 Sep-15 Oct)
- Mental Health Awareness & [Suicide Prevention Month](#)
- National Polish American Heritage Month
- Pain Awareness Month
- [World Alzheimer's Month](#)

AWARENESS WEEKS

- 6-12 Sep: National Suicide Prevention Week
- 20-26 Sep: National Rehabilitation Awareness Week
- 20-26 Sep: International Week of the Deaf

RELIGIOUS CELEBRATIONS

- 11-13 Sep: [Rosh Hashanah](#) (Jewish New Year)
- 20-21 Sep: [Yom Kippur](#) (Day of Atonement)
- 25 Sep-2 Oct: [Sukkot](#)
- 26 Sep-10 Oct: [Pitru Paksha](#)

IWIM CULTURE CALENDAR 2026 - OCTOBER

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MON	TUE	WED	THU	FRI	SAT	SUN
			1 International Day of Older Persons	2 International Day of Non Violence	3	4
5 World Teachers' Day World Habitat Day	6 World Cerebral Palsy Day	7	8 World Sight Day	9 World Post Day	10 World Mental Health Day World Homeless Day & World Hospice & Palliative Care Day	11 International Day of the Girl Child
12 Indigenous Peoples' Day / Cultural Diversity 	13 International Day for Disaster Risk Reduction	14	15 International Day of Rural Women	16 World Food Day World Values Day	17 International Day for the Eradication of Poverty	18
19	20 Dussehra 	21	22 International Stammering Awareness Day	23	24 United Nations Day	25
26	27	28	29	30	31 Samhain  All Hallows' Eve World Cities Day	

MONTHLY AWARENESS

- [AAC \(Augmentative and Alternative Communication\) Awareness Month](#)
- [ADHD Awareness Month](#)
- [Black History Month](#) 
- [Breast Cancer Awareness Month](#)
- [Bullying Prevention Month](#) 
- [Cybersecurity Awareness/ Digital safety Month](#) 
- [Domestic Violence Awareness Month](#) 
- [Down Syndrome Awareness Month](#)
- [Dyslexia Awareness Month](#)
- [Healthy Workplace Month](#) 
- [Mental Health Awareness Month](#)
- [Stoptober](#) 

AWARENESS WEEKS

- 5-11 Oct: National Work Life Week 
- 18-24 Oct: Invisible Disability Week

RELIGIOUS CELEBRATIONS

- 25 Sep-2 Oct: [Sukkot](#) 
- 26 Sep-10 Oct: [Pitru Paksha](#) 

IWIM CULTURE CALENDAR 2026 - NOVEMBER

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MON	TUE	WED	THU	FRI	SAT	SUN
					1 Samhain ☆ All Hallows' Eve / All Saints' Day World Vegan Day Day of the Dead	
2 Day of the Dead All Souls' Day	3	4	5 World Tsunami Awareness Day	6	7	8 Diwali (Festival of Lights) ☸ Remembrance Sunday UK
9 World Adoption Day	10 World Science Day for Peace & Development	11 Veterans Day USA Armistice Day / Remembrance Day UK	12	13 World Kindness Day	14 World Diabetes Day	15 National Philanthropy Day
16 International Day for Tolerance	17	18 International Menopause Day	19 International Men's Day	20 Universal Children's Day	21	22
23	24	25 International Day for the Elimination of Violence Against Women	26	27	28	29 Solidarity with the Palestinian People
30						

MONTHLY AWARENESS

- Adoption Awareness Month 🇺🇸
- American Diabetes Month 🇺🇸
- COPD Awareness Month
- Diabetes Awareness Month
- Domestic Violence Awareness Month 🇨🇦
- Hindu Heritage Month 🇮🇳
- Islamophobia Awareness Month
- Movember /Men's health 🇬🇧
- National Family Caregivers Month 🇺🇸
- Native American Heritage Month 🇺🇸
- Pancreatic Cancer Awareness Month

AWARENESS WEEKS

- 25 Nov-10 Dec: 16 Days of Activism against GBVH

IWIM CULTURE CALENDAR 2026 - DECEMBER

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MON	TUE	WED	THU	FRI	SAT	SUN
	1 World AIDS Day	2 International Day for the Abolition of Slavery	3 International Day of Persons with Disabilities	4	5 International Volunteer Day	6
7	8 Bodhi Day / Enlightenment Day 	9 International Day of Commemoration & Dignity of Victims of Genocide	10 International Human Rights Day	11	12	13
14	15	16 Day of Reconciliation 	17	18 International Migrants Day	19	20 Asarah B'Tevet  International Human Solidarity Day
21	22	23	24 Christmas Eve 	25 Christmas Day 	26 Zartosht No-Diso  Day of Goodwill  Kwanzaa begins 	27
28	29	30	31 New Year's Eve			

MONTHLY AWARENESS

- [HIV/AIDS Awareness Month](#)
- [Universal Human Rights Month](#)
- [Safe Toys and Gifts Month](#) 

AWARENESS WEEKS

- 25 Nov-10 Dec: 16 Days of Activism against GBVH

TRADITIONAL CELEBRATIONS

- 16-24 Dec: Las Posadas 
- 26 Dec- 1 Jan: Kwanzaa 

RELIGIOUS CELEBRATIONS

- 29 Nov-19 Dec: Advent 
- 4-12 Dec: Hanukkah 

Acknowledgements

We are grateful to everyone who contributed to the development of **IWIM's Culture Calendar 2026**: the teams who helped curate and verify global commemorations, the collaborators who shared regional insights, and the many partners who support our ongoing efforts to advance diversity, equity, and inclusion across the mining sector worldwide.

Thank you to our partners and community members who continue to support our work and champion inclusive practices in the global mining industry.

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