

### 3.1 OCCUPATIONAL SAFETY

Green Living Projects provides safe and healthy work environments for all of the employees and to foster and advance safety and health management systems for the benefit of employees. Management accepts responsibility for providing a safe working environment and instruct the employees, while employees are expected to take responsibility for performing work in accordance with safe standards, practices and common sense.

All employees are covered by worker's compensation insurance in accordance with the Spanish law. Green Living Projects works with a company to help with the prevention, advice and support activities to ensure worker safety.

Any form of intimidating, threatening or hostile behaviour, physical altercations, vandalism, arson, sabotage, use or display of weapons or any other act which the firm deems inappropriate is not tolerated.

When visiting construction sites, employees are required to follow the safety regulations of the general contractor or governing body, and at a minimum required to wear a hardhat and hard-toe shoes.