



JAGEX

## Modern Slavery Act Statement 2019

### Introduction

This statement has been published in accordance with the Modern Slavery Act 2015, which requires certain UK businesses to produce a statement sharing their efforts to combat modern slavery in their supply chains and business operations. It sets out the steps taken by Jagex Limited to prevent modern slavery and human trafficking in its business and supply chains. This statement is made in relation to the financial year 2018 ending on 31 March 2019. This statement covers the activities of Jagex Limited and its external business relationships.

### Our Structure, Business and Operations

Jagex Limited ("Jagex") is a leading developer and publisher of community driven games. It has been a leader in community-driven live games for more than 18 years. RuneScape, its flagship online role-playing game, has grown to become a \$1billion franchise that has welcomed more than 270 million player accounts to its living world of adventurous fantasy.

Today, Jagex's RuneScape titles are thriving games that connect and inspire an amazing community of players with enthralling content and shared experiences, both inside and outside of its fantastical game worlds.

Jagex has also expanded its business to publishing games for third-party developers. The team at Jagex has deep industry knowledge and knows how to get the very best from evergreen design, community engagement and long-tail commercial opportunities.

### Our Approach

Jagex strives to operate with honesty, while maintaining the highest levels of business and community practices. These are key aspects of Jagex's philosophy. As Jagex evolves and grows, it carefully monitors changes in its business operations, as well as changes in the laws and regulations in the jurisdictions where it operates.

Jagex is a responsible business, committed to acting with integrity and maintaining professional and ethical standards in its business relationships. Jagex has a zero-tolerance policy towards slavery and human trafficking and expects its suppliers and providers to take a similar approach.

Jagex recruitment and people management processes are designed to ensure that prospective employees are entitled to work in the UK, and measures are taken to safeguard against abuse or coercion in the workplace through policies and procedures.

Jagex provides information to new recruits and ensures information is available to all employees on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.



Jagex carries out anonymous staff satisfaction surveys to find out how satisfied employees are.

All Jagex employees have access to an Employee Assistance Programme which provides a confidential and secure way to seek advice on any modern slavery issues they are affected by directly or indirectly.

All employees (except apprentices and interns) are paid no less than the national living wage. The standard terms and conditions of employment for Jagex staff allows employees to terminate his or her employment at any time with notice.

Jagex has the following policies which are accessible to all employees:

- Social Media Policy – dealing with social media conduct as it relates to the workplace.
- Privacy Policy – protecting privacy and personal data
- Anti-Harassment and Bullying policy – prohibiting harassment, intimidation and prohibiting bullying
- Disciplinary Policy – prohibiting obscene language or offensive/abusive behaviour
- Personal projects policy – dealing with staff personal projects
- Anti-corruption policy – prohibiting corruption

With all its procedures Jagex strives to follow the ACAS code of practice.

Jagex endeavours to partner with suppliers that comply with both the spirit and the letter of the law regarding the prevention of slavery and human trafficking, and that share its core principles. Jagex aims to ensure that its providers have a good track record in this area. When outsourcing skilled work, Jagex carries out due diligence on its long-term service providers. This includes sending out due diligence forms, site visits, meeting the teams in the studio and spending time physically working alongside these teams. Jagex has visited many of its providers in China, Vietnam, Russia and India, affording the company first-hand experience of working conditions.

In relation to Jagex's merchandise store, Jagex has worked with its licensees to ensure its supply base use ethically and sustainably sourced products.

### Looking Ahead

As Jagex changes and grows, it plans to continually review its practices and procedures to help ensure continued compliance with UK law. Jagex recognizes that the challenge of combating modern slavery is a long-term effort and Jagex will continue to improve and evolve in this area.

Over the next year (2019-2020) Jagex will continue to review and update existing policies, and diligently monitor its partners and suppliers. It also aims to introduce a Modern Slavery Policy, which will be available on the intranet for all employees to access. This will include



setting out employee's responsibilities towards Modern Slavery and actions they should take if they have cause for concern.

**This statement was reviewed and approved by the Board of Directors of Jagex Limited.**

A handwritten signature in black ink, appearing to read 'Stuart Sullivan', written over a horizontal line.

Signed

Stuart Sullivan

**Director and Company Secretary**

February 2020

