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Modern Slavery Statement 2021

Introduction

This statement is prepared and published in accordance with section 54(1) of the Modern Slavery Act 2015 (the “**Act**”). It details the action taken by Jagex Limited (“**Jagex**”) to guard against modern slavery and human trafficking within its business and supply chains. This statement is made in relation to the financial year ending December 31st 2021.

Organisation Structure & Supply Chains

Jagex is a leading, community-driven, video game studio, developing and publishing video games on PC and mobile. Headquartered in Cambridge, UK, and employing over 400 people, Jagex is best-known for its online role-playing living game franchise *RuneScape*, which was launched over 20 years ago.

Jagex is ultimately owned by the US global investment firm, The Carlyle Group.

Jagex works with external partners across its business to support the operation of the company and the distribution of its intellectual property. Whilst this supply chain principally comprises video game service providers, it also includes: IT hardware suppliers; catering services; merchandise suppliers; building maintenance, cleaning and security services; employment and marketing agencies.

Whilst Jagex’s supply chains do not include any areas identified as being at high risk of modern slavery, we remain both vigilant and committed to continued development of our practices to mitigate the potential for modern slavery or human trafficking to arise in any part of our business or its supply chain.



Policies in relation to Slavery & Human Trafficking

Jagex has a suite of policies in place, which are routinely reviewed and updated, and are designed to reduce the risk of modern slavery and human trafficking, as follows:

- Anti-Slavery Policy
- Supplier Code of Conduct
- Anti-Bribery & Corruption Policy
- Bullying & Harassment Policy
- Whistleblowing Policy

Risk Assessment and Management & Due Diligence

Suppliers

Jagex has a zero-tolerance approach to modern slavery and human trafficking, and when Jagex engages suppliers on its own terms, those suppliers are required to sign up to the Jagex Supplier Code of Conduct (breach of which is a termination right in Jagex contracts).

As part of the Supplier Code of Conduct, not only must our suppliers not support or engage any part of their supply chain in slavery or human trafficking, but they must also ensure that their staff have freedom to choose to terminate their employment arrangements. Suppliers must also comply with local laws and standards in relation to minimum working age, wages and working hours.

We consider prospective partners' own policies and procedures on these issues as part of our due diligence procurement processes, as we expect a shared commitment to ethical business behaviours.

Recruitment



Jagex own recruitment and HR processes include pre-employment checks to ensure that prospective staff have the right to work in the UK. All employees are paid no less than the national living wage. The standard terms and conditions of employment for Jagex staff allow employees to terminate their employment at any time on notice.

Employee Wellbeing

Jagex treats the health and wellbeing of its staff as a priority. It has made further efforts during the covid pandemic to ensure that its people feel supported and cared for, including increased counselling / therapeutic coaching sessions and employee virtual 'pause and connect' events. Jagex continues to provide access to private medical care and mental health support to its staff. It also undertakes ongoing anonymous staff satisfaction surveys, the results of which drive actions to improve employee wellbeing.

Measures are taken to safeguard against abuse, coercion and other unacceptable behaviours in the workplace, through policies and procedures, including an Anti-Harassment & Bullying Policy and an Anti-bribery & Corruption Policy.

Progress Over the Past Year

As committed to in prior statements, Jagex has introduced both entirely new policies and reviewed and updated its existing policies.

It has continued to ensure that new partners adhere, both contractually and in practice, to strong business ethics and share our zero-tolerance stance to modern slavery and human trafficking (maintaining the ability to effect swift and decisive consequences should such standards not be met).

Looking Ahead



Over the next year, Jagex intends to continue to exercise strong due diligence processes in relation to its new and existing suppliers, auditing their compliance with our Supplier Code of Conduct and any own published commitments to strong business ethics. We will also ensure that our people have easy access to learning and awareness raising materials and that we improve and update our policies, procedures and contractual clauses with suppliers as necessary as part of ongoing review processes and/or contract renewals.

This statement was reviewed and approved by the Directors of Jagex Limited on 31 March 2022.

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Phil Mansell
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Signed: Phil Mansell

Director & CEO