



## JAGEX

# Modern Slavery Statement 2020

## Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“the Act”). It sets out the steps taken by Jagex Limited (“Jagex”) to prevent modern slavery and human trafficking in its business and supply chains. This statement is made in relation to the financial year ending December 31<sup>st</sup> 2020.

## Our Structure, Business and Operations

Headquartered in Cambridge, UK, and employing more than 450 people, Jagex is one of the largest and most successful British video game studios, developing and publishing video games on PC and mobile. Jagex is best-known for its online role-playing living game franchise *RuneScape* which was launched more than 20 years ago.

In January 2021, Jagex was acquired The Carlyle Group, one of the world’s largest and most diversified global investment firms.

## Our Supply Chains

Jagex’s supply chains include but are not limited to: computer game service providers, IT hardware suppliers, catering services, merchandise suppliers, building maintenance, cleaning and security services, employment and marketing agencies.



Jagex's supply chains do not include any areas identified as being at high risk of being involved in or encouraging modern slavery.

## **Our Policies**

Jagex has in place a number of policies designed to reduce the risk of modern slavery and human trafficking, including:

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

## **Risk Assessment and Management**

### *Outsourcing*

Jagex has a zero-tolerance approach to modern slavery practises and human trafficking, and the company's suppliers are required to sign up to its Supplier Code of Conduct.

### *Recruitment*

Jagex recruitment and HR processes are designed to ensure that prospective staff have the right to work in the UK. 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 their employment at any time on notice.



## *Employee Wellbeing*

Jagex takes the health and wellbeing of its staff very seriously. It provides access to private medical care and mental health support. It regularly carries out anonymous staff satisfaction surveys and takes actions to improve employee wellbeing based on the results of those surveys.

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

## *Merchandising*

Jagex has long-standing relationships with trusted merchandise partners. We require all suppliers, including merchandise partners, to enter into written contracts which include obligations to comply with the Act.

## **Progress Over the Past Year**

Over the past year, Jagex has incorporated a Supplier Code of Conduct into its template Master Services Agreement. This Code of Conduct sets out Jagex's expectations of its suppliers in relation to:

- Modern slavery and child labour
- Discrimination
- Health and safety
- Wages and hours



- Bribery and ethics
- Compliance with laws

Jagex has also been working towards introducing its Modern Slavery Act Policy and renewing its Anti-Bullying & Harassment and Anti-Bribery & Corruption Policies.

### **Looking Ahead**

Over the next year, Jagex intends to introduce a Whistleblowing Policy to ensure that staff can report concerns over wrongdoing in confidence. Jagex also intends to carry out training for staff involved in the procurement process. This will ensure that our obligations in relation to the Act are passed through our supply chains.

**This statement was reviewed and approved by the Directors of Jagex Limited on 14 December 2021.**

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*Philip Mansell*  
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Signed: Phil Mansell

Director & CEO