

MODERN SLAVERY ACT STATEMENT 2017/2018

1. INTRODUCTION

- 1.1 As a responsible corporate citizen, Electronic Arts Limited seeks to ensure that appropriate standards are maintained throughout our business and supply chain by well treated, fairly compensated, workers in accordance with all applicable laws.
- 1.2 This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“MSA”) and constitutes our slavery and human trafficking statement for the financial year ending 31 March, 2018.

2. CORPORATE STRUCTURE

- 2.1 Electronic Arts Limited is a wholly owned indirect subsidiary of Electronic Arts Inc., a company incorporated in the United States. Our principal activity is the development, marketing and distribution of video game software and content published by Electronic Arts Inc., that can be enjoyed by consumers on a variety of platforms, including video game consoles, personal computers, and mobile devices.

Our games span a diverse range of genres including action, adventure, family, sports, racing, role-playing, shooters, simulation and strategy.

Electronic Arts Limited develops games under contract at our studio located in Guildford, Surrey. These games are marketed, published and distributed by Electronic Arts’ Marketing, Publishing and Analytics Organisation. As of 31 March, 2018, Electronic Arts Limited had 328 employees.

This statement covers the steps taken by Electronic Arts Limited to ensure that slavery and human trafficking are not occurring in its business or our supply chains.

Processes & Policies

- 2.2 We are committed to maintaining and improving our practices to ensure that there is no modern slavery or human trafficking in any part of our business or our supply chains. At Electronic Arts, we recognize the importance of combating these human rights abuses and will not tolerate them in our business or supply chains.
- 2.2 Our recruitment and employment procedures include pre-employment screening of all staff to determine if they have the right to work in the United Kingdom.
- 2.3 Our commitment to fair treatment of workers and a respectful workplace is addressed in the Electronic Arts Global Code of Conduct. The Global Code of Conduct can be accessed at https://s22.q4cdn.com/894350492/files/doc_downloads/gov_doc/2018/EA-Global-Code-of-Conduct.pdf

The Global Code of Conduct applies to everyone who works at Electronic Arts and requires all Electronic Arts employees to act responsibly, professionally and ethically, and to follow the law. The Code instructs employees to report possible misconduct or illegal activity.

- 2.4 The Global Code of Conduct encourages employees to raise concerns without fear of retaliation by the company. Employees can report any Global Code of Conduct or human rights violations to their manager or EA’s Legal Compliance Team. Also, EA maintains an ethics Reporting Line which is run by an external, independent third party. Employees may report concerns anonymously and toll-free by phone or online on the Reporting Line website (subject

to local privacy laws). Customers, suppliers, partners, shareholders, and any stakeholder, may also use the Reporting Line to inform EA of suspected ethical conduct violations.

2.5 An employee who doesn't follow the Global Code of Conduct could face disciplinary action, including termination of employment.

3. **TRAINING**

3.1 All Electronic Arts Limited employees are required to receive initial and regular refresher training on EA's Global Code of Conduct. EA's online Global Code of Conduct course is available in thirteen languages. Further targeted UK sessions which specifically include anti-slavery training have also been performed.

4. **DUE DILIGENCE PROCESSES**

4.1 As part of Electronic Arts Limited's standard tender process, we now include a specific MSA section into our request for proposals that we ask prospective suppliers to complete.

4.2 Our standard UK terms and conditions on purchase orders expressly require suppliers to warrant that neither the supplier nor any of its officers, employees, agents or sub-contractors: (i) has committed an offence under the MSA or (ii) is aware of any circumstances within its supply chain that could give rise to an alleged MSA offence or prosecution under the MSA.

4.3 Further, we require suppliers to provide, on request, such records and documents that we may reasonably require to verify their on-going compliance with the MSA.

4.4 We currently believe the risk of slavery or human trafficking in our supply chain to be low. If we suspect a supplier is involved in such activities, we will conduct an inquiry and, if necessary, take corrective action promptly.

5. **FURTHER STEPS**

5.1 Electronic Arts Limited is continuing to review its processes and supplier relationships to further assure compliance with the MSA.

This Modern Slavery Act Statement has been approved by the Board of Directors of Electronic Arts Limited.

Signed:



Derek Chan
Director, Electronic Arts Limited