

Company Number: 02057591

## **MODERN SLAVERY ACT STATEMENT 2022-2023**

### **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 and fairly compensated workers in accordance with all applicable laws.
- 1.2 This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 ("**MSA**") and constitutes our slavery and human trafficking statement for the financial year ending 31 March, 2023.

### **2. CORPORATE STRUCTURE AND SUPPLY CHAIN**

#### 2.1 Our Corporate Structure and Business

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 wholesale physical distribution of video games and extra content. Electronic Arts' games span a diverse range of genres including action, adventure, family, sports, racing, role-playing, shooters, simulation and strategy.

The Electronic Arts, Inc. group of companies includes Codemasters Group Holdings Ltd (and its subsidiaries and affiliates, including Codemasters Software Company Ltd. and Slightly Mad Studios Ltd) and Playdemic Studio from Warner Bros. Games (part of WarnerMedia owned by AT&T). Electronic Arts is committed to ensuring all Group entities operate in a consistent and effective way with regard to modern slavery and human trafficking risk. This statement is issued by Electronic Arts Limited and also covers all of our other UK entities in our Group.

Electronic Arts Limited develops video games under contract at our UK studios which include facilities in Guildford, Southam, Birmingham, Runcorn and Cheshire. These games are marketed, published and distributed by Electronic Arts.

At the end of our financial year 2023, Electronic Arts Limited had 1,139 employees.

#### 2.2 Our Supply Chain

Electronic Arts Limited produces video games through the development of intellectual property. Electronic Arts Limited engages partners -- that is, entities and individuals outside of the company -- to provide assistance with the development of this intellectual property as well as the marketing and distribution of our video games. We refer to these engagements (and engagements by these partners of other individuals and entities) as our supply chain.

### **3. PREVENTING MODERN SLAVERY AND HUMAN TRAFFICKING IN OUR WORKPLACE**

### 3.1 Our Global Commitment

Electronic Arts prohibits conduct that intimidates others, coerces others or otherwise makes the workplace unsafe. We are committed to maintaining and improving our practices to ensure 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.

### 3.2 Our Policies and Processes

Our commitment to fair treatment of workers and a respectful workplace is addressed in the Electronic Arts Global Code of Conduct and other internal policies. The Global Code of Conduct can be accessed at:

[https://s22.q4cdn.com/894350492/files/doc\\_downloads/2023/06/Global-Code-of-Conduct\\_IR.pdf](https://s22.q4cdn.com/894350492/files/doc_downloads/2023/06/Global-Code-of-Conduct_IR.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 Global Code of Conduct instructs employees to report possible misconduct or illegal activity. An employee who doesn't follow the Global Code of Conduct could face disciplinary action, including termination of employment.

In 2022-2023, Electronic Arts Inc. continued to publish a global statement on human rights which applies to all of its subsidiaries including Electronic Arts Limited which can be accessed at:

<https://www.ea.com/about/global-human-rights-statement>

This statement explains, among other things, that we will not use or tolerate forced labour, slavery or human trafficking in our business.

In the United Kingdom, our recruitment and employment procedures include pre-employment screening of all staff to determine if they have the right to work.

### 3.3 Our Training

All Electronic Arts' employees are required to receive training on EA's Global Code of Conduct. Electronic Arts' Global Code of Conduct course is available online in eleven languages. In 2022-2023, this course included a specific training module on respect in the workplace.

### 3.4 Our Reporting Mechanisms

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 Electronic Arts' Legal Compliance Team. Also, Electronic Arts 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 other stakeholders may also use the Reporting Line to inform Electronic Arts of suspected ethical conduct violations.

#### **4. PREVENTING MODERN SLAVERY AND HUMAN TRAFFICKING IN OUR SUPPLY CHAIN**

##### **4.1 Our Suppliers and Other Partners**

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

Electronic Arts requires suppliers and other partners in countries that are deemed to be high-risk based on the Corruption Perception Index to participate in a screening process which covers human trafficking and other compliance issues, and EA screens other prospective partners on a case-by-case basis. If Electronic Arts becomes aware of a human trafficking or other compliance issue involving an existing partner, Electronic Arts will review the matter and take further action as appropriate. These actions may include conducting an investigation and/or terminating the relationship with the partner. Electronic Arts offers training about this screening process to employees who engage partners on behalf of Electronic Arts in regions deemed to be high risk as discussed above.

Our standard Electronic Arts Limited terms and conditions on purchase orders expressly require suppliers to warrant that neither the supplier nor any of its officers, employees, agents or subcontractors: (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.

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. If we suspect a supplier is involved in such activities, we will conduct an inquiry and, if necessary, take corrective action promptly.

## 5. EFFECTIVENESS OF OUR EFFORTS TO PREVENT MODERN SLAVERY AND HUMAN TRAFFICKING IN OUR WORKPLACE AND SUPPLY CHAIN

5.1 Electronic Arts Limited believes its current approaches are effective and the current risk of slavery and human trafficking in our workplace and supply chain is low. Nevertheless, we have recently taken steps to identify and prevent concerns in these areas, including the following:

- Conducting due diligence on 100% of our highest value suppliers (25 of 25), and evaluating them for potential concerns and remediation.
- Distributing EA's Global Human Rights Statement to 100% of our highest value suppliers (25 of 25), and explaining EA's expectations of its suppliers to avoid the use of involuntary labor and to ensure the fair treatment of workers.

At Electronic Arts, we took the following steps to protect our workers in light of the COVID 19 pandemic: allowed our global workforce to work from home, restricted access to our offices (and implemented social distancing within offices when attendance is required), issued moratoriums on business travel, offered increased paid time off and other benefits, and provided stipends and other funds beyond wages to help cover the increased costs of working from home.

As of the date of this Modern Slavery Act Statement, our office locations are now open. All our offices operate and practice in accordance with health and safety requirements, local laws and regulations. Additionally, we have resumed business travel, in a way that is consistent with the health and safety of our employees and in compliance with any local legal restrictions or requirements.

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

This Modern Slavery Act Statement has been approved by the Board of Directors of Electronic Arts Limited pursuant to a Board Resolution dated 10 July, 2023.



Date: Jul 10, 2023

Lewis Payne

Director, Electronic Arts Limited