



## GLOBAL HUMAN RIGHTS STATEMENT

Respect for human rights is fundamental to Electronic Arts and applies wherever we do business. EA's Global Human Rights Statement memorializes our commitment to respect human rights and expresses many of the common principles reflected in the [United Nations Global Compact](#) and the [Universal Declaration of Human Rights](#). EA's Global Human Rights Statement is reviewed and overseen by our Nominating and Governance Committee.

### NON-DISCRIMINATION & HARASSMENT

All employees working with EA enjoy the basic right to work in an environment that is free from bullying, harassment and discrimination. EA prohibits these behaviors in the workplace.

When making employment decisions, EA does not discriminate on the basis of race, color, national origin, ancestry, pregnancy, age, sexual orientation, gender identity or expression, marital or family status, veteran status, medical condition, physical or mental disability, genetic information or any other factor protected by local law.

EA also does not allow any inappropriate or unwelcome conduct, statement or decision that offends, humiliates, threatens, intimidates, coerces or makes the workplace unsafe. These actions are prohibited at EA, whether or not they are based on the factors described above. A harassment-free work environment also means no sexual harassment.

### ENVIRONMENT, HEALTH & SAFETY

EA provides a safe and healthy workplace for our employees, and our global locations maintain health and safety management systems that are designed to protect our employees from workplace incidents and that meet or exceed the standards of the Occupational Safety and Health Administration (or local equivalent). EA maintains data compilation systems with respect to occupational injuries, illnesses and fatalities in accordance with local law.

### PREVENTION OF HUMAN TRAFFICKING AND FORCED LABOR

EA will not use or tolerate the use of forced, bonded, indentured or prison labor, slavery or human trafficking in our business. EA prohibits harsh or inhumane treatment, and we would never allow any form of forceful disciplinary measures. EA complies with all applicable standards regarding the employment of children. EA will not employ anyone under the age of 16 in any position or anyone under the age of 18 to perform hazardous work, overtime or night shift work.

## **WORKING HOURS & MINIMUM WAGE STANDARDS**

As a global company, EA provides employees with compensation and benefits that align with the type of work and geographic location where the work is performed. We believe our compensation and benefit programs are competitive with other global companies. At a minimum, these programs will comply with applicable wage laws, including those related to minimum wages, overtime hours and legally mandated benefits. EA will not allow working hours to exceed any local requirements, and any overtime work is voluntary.

## **VENDOR EXPECTATIONS**

EA is committed to holding our vendors and suppliers to the highest standards of conduct and expect our vendors and suppliers to maintain human rights, employment, health & safety and ethics practices that meet or exceed all applicable laws and those described in this statement. EA requires prospective vendors in countries that are deemed to be high-risk by the Corruption Perception Index to participate in a screening process which covers human rights and other compliance issues, and EA screens other prospective vendors on a case-by-case basis. If EA becomes aware of a human rights or other compliance issue involving an existing vendor, EA will review the matter and take further action as appropriate. These actions may include conducting an investigation and terminating the relationship with the vendor.

## **OPEN COMMUNICATION / GRIEVANCE & REMEDY PROCESS**

EA is committed to treating our employees with respect and creating an environment of open communication. At EA, employees can raise concerns, problems or ideas with their managers and senior executives through several communication channels. In this spirit, EA regularly convenes “Global Town Hall” and “Equality Town Hall” meetings at which our Chief Executive Officer and other senior executives solicit and address questions and concerns from employees.

In addition, EA employees, employees of EA vendors or suppliers and other external stakeholders can raise human rights and other concerns through multiple internal and external reporting systems, including the EA Reporting Line. EA reviews all claims and addresses all matters that are appropriate for further investigation in accordance with its policies and local law. EA does not tolerate retaliation.

These Human Rights Standards are aligned with EA’s Global Code of Conduct which is translated and made available to employees in ten languages as of the date of this statement. EA employees are required to acknowledge the Global Code of Conduct every year and to complete training on the Global Code of Conduct every two years.