

## **ROCKSTAR NORTH, LIMITED**

### **U.K. MODERN SLAVERY STATEMENT**

The U.K. Modern Slavery Act 2015 (the "Act") requires certain businesses to prepare and publish an annual modern slavery statement setting out the steps and ongoing efforts that the business has undertaken during the fiscal year to ensure that slavery and human trafficking are not taking place in their own businesses or in any of their supply chains. Rockstar North Limited, an award-winning video game developer with operations in Edinburgh, Leeds, Lincoln and London, makes this statement pursuant to section 54(1) of the Act, and sets out the steps taken during the relevant financial year.

Modern slavery is a violation of fundamental human rights, and is a crime. It takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, and exists in both developed and developing economies across different business sectors. Rockstar North is committed to conducting business ethically and with honesty and integrity, and treating everyone with dignity and respect. We have no tolerance for modern slavery. We expect the same high standards of conduct from all of our suppliers and business partners, which include software licensors, office service suppliers, third party developers, and others. We also expect that our suppliers will hold their own suppliers to the same high standards.

We have a number of procedures in place that guard against modern slavery having a role in our business or supply chains.

#### **Our Hiring and Employment Practices**

- Our employee recruitment processes globally, including in the United Kingdom, are robust and in line with all applicable employment laws and regulations. We conduct "right to work" document checks and ensure all employees are 16 years of age or older.
- Compensation and other rewards are market-related, and reviewed annually.
- We offer an enhanced benefits package, with additional health and welfare options to support our employees' (and their families') lifestyle choices.

#### **Our Code of Business Conduct and Ethics**

Our Code of Business Conduct and Ethics (the "Code") reflects Rockstar North's inherent core values and demonstrates our commitment to conducting business fairly and ethically and promoting a work environment that values honesty, openness and integrity. The Code applies to Rockstar North Limited, as well as all directors, officers, employees, consultants, contractors and agents who do business on behalf of Rockstar North (the "Employees"). The Code articulates our commitment to ethical business practices, and provides a guide to ethical decision-making. It strictly prohibits any form of illegal discrimination or harassment in the Company, and encourages and promotes equal opportunities for all Employees.


- The Code requires Employees to report any actual or suspected violations or applicable laws, regulations, and the Code. It sets out a clear process, and several different options, for reporting any such violations, including a telephone number of an independent third party with whom Employees can make a confidential report. The Code also designates certain senior individuals within the business to receive such Employee reports, and makes clear that anyone who in good faith reports any actual or suspected violation of applicable law, regulation, or the Code will not be subject to any disciplinary, retaliatory or adverse employment action of any kind.


#### **Seeking Best Practices In Our Supply Chains**

- We seek to guard against any child labour, slave labour, prison labour, modern slavery or human trafficking in any part of our business, including in our supply chains. We expect our suppliers to uphold the same core values and standards that we set for ourselves.

- Where appropriate, when contracting with third parties, we seek to obtain from those third parties, and from any applicable subcontractors, a representation that they will not use any child labour, slave labour, prison labour, or engage in any modern slavery or human trafficking in the performance of their services.

This modern slavery statement covers the financial year ending March 2018 and has been approved by the Board of Directors of Rockstar North Limited.

  
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Signature of Director

  
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Name of Director

Date: 11-16-18