

Fiskars UK Limited
Gender Pay Gap
2021



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2021 Executive Vice President Statement

“ Together, we celebrate diversity in all its forms and embrace all the dimensions that make us unique.”

The last 12 months have been very challenging for everyone. The COVID-19 pandemic disrupted our everyday and changed how we work, travel and spend time with our loved ones. We have met great challenges during this pandemic and have shown great resilience, patience and tolerance during this unprecedented period of time.

Despite this unprecedented year we have made huge steps forward in the Company performance and have outperformed other years in many areas of the business enabling us to recognise the outstanding commitment and dedication of all our people. This 2021 Gender Pay Report is the latest to be published by Fiskars UK Limited.

Since our last publication, Fiskars Group have moved forward in its approach to providing a more inclusive bonus scheme, which now sees all office employees

included in a bonus plan. Our compensation philosophy continues to grant that our employees' pay is based on competence, experience and job requirements. We are paying close attention to potential pay gaps and have reached a positive situation where there are no significant imbalances, for example, between different genders in terms of compensation.

At Fiskars Group, we want everyone to be and feel inspired to be extraordinary, together. As a company, we invite people to bring their everyday experiences and viewpoints into the conversation and strive to create an open environment where everyone is listened to and understood. Together, we celebrate diversity in all its forms and embrace all the dimensions that make us unique.

Fiskars Group have identified three specific areas we

will focus our diversity and inclusion efforts on over the next two years: Building awareness and understanding around diversity and inclusion; inviting and nurturing diverse talent; and celebrating and promoting diversity through our brands, products, services, and experiences. In the United Kingdom, we have set ourselves a long-term target is to attract, develop and retain a diverse team of high-performing people with different backgrounds and cultures.

As a company, we are continuously challenge ourselves to keep on growing as we built a more inclusive culture for everyone. By exploring, learning, and creating together, we can make daily life better for each other and the world around us.

Signed



Christian Bachler, EVP, Fiskars Group

Fiskars UK Gender Pay Gap

About the report

Our gender pay information has been collected and produced in accordance with the requirements of the Equality Act 2010 and the Gender Pay Gap Information Regulations 2017.

The table below shows the 2021 Gender Pay Gap information of Fiskars UK Limited [WWRD United Kingdom Ltd until 2019 when the Company name changed] part of the Fiskars Group of Companies.

About Fiskars Group

Fiskars Group's vision is to create a positive, lasting impact on our quality of life. Our brands Fiskars, Gerber, Iittala, Royal Copenhagen, Waterford, and Wedgwood are present in people's everyday lives – at home, in the garden, and outdoors. This gives us an opportunity to make the everyday extraordinary today, and for future generations. We have a presence in 30 countries, and our products are available in more than 100 countries. Our shares are listed on the Nasdaq Helsinki (FSKRS). Please visit us at www.fiskarsgroup.com for more information and follow us on Twitter @fiskarsgroup.

Signed



Christian Bachler, EVP, Fiskars Group

Gender Gap Comparison	2021	2020
Gender Pay Gap: Median	17.18%	17.84%
Gender Pay Gap: Mean	23.20%	22.43%
Proportion of Male/Female in lower quartile band	42.86%/57.14%	19.3%/80.7%
Proportion of Male/Female in lower middle quartile band	49.09%/50.91%	42.98%/57.02%
Proportion of Male/Female in upper middle quartile band	52.73%/47.27%	46.9%/53.1%
Proportion of Male/Female in upper quartile band	63.64%/36.36%	51.33%/48.67%
Gender Bonus Gap: Median	35.75%	84.17%
Gender Bonus Gap: Mean	61.72%	71.61%
Proportion of men who received a bonus	99.32%	44.51%
Proportion of women who received a bonus	98.35%	47.79%

Gender Pay Gap Mean		Gender Pay Gap Median	
23.20%	22.43%	17.18%	17.84%
2021	2020	2021	2020

Our gender pay gap information in this report has been calculated using the pay data for 221 employees, 329 including employees that were furloughed and covers the 12 Months prior to April 2021.

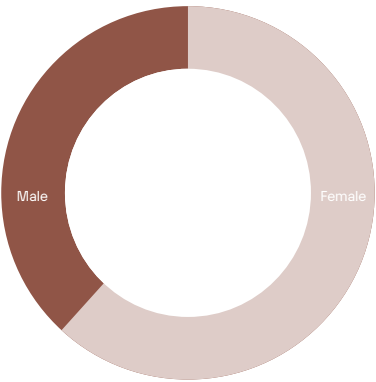
Furloughed staff are excluded from all the calculations except for the bonus pay calculations, when all UK employees are included.

Our report for 2021 shows that our mean gender pay gap has slightly increased, this is attributed to a change in the structure of the Business Areas in 2020 as we moved to a global matrix Management Team. In addition to this, the median gender pay gap has decreased due to the exclusion of furloughed staff from the calculation.

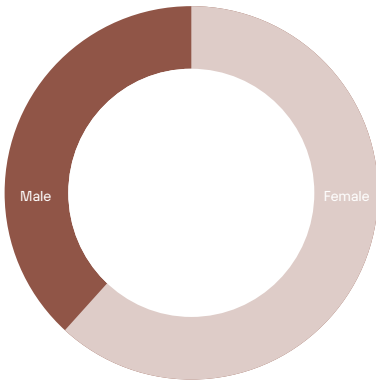
The events of this year resulted in a number of employees being furloughed. Our Retail staff were mostly affected by this situation and as the majority percentage in this area are part time female this had an impact on the male to female ratio in the lower quartile.



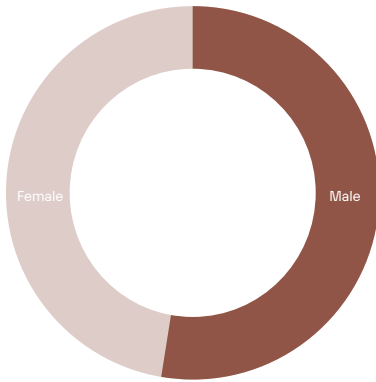
Proportion of men and women in each quartile pay band



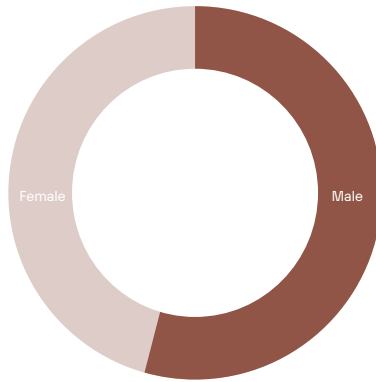
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

	2021		2020	
	Male	Female	Male	Female
Lower Quartile	42.86%	57.14%	19.30%	80.70%
Lower Middle Quartile	49.09%	50.91%	42.98%	57.02%
Upper Middle Quartile	52.73%	47.27%	46.90%	53.10%
Upper Quartile	63.64%	36.36%	51.33%	48.67%

The events of 2020 have somewhat changed the profile of Gender Pay report as furloughed staff are excluded from these calculations. We have a higher number of females in the lower quartile pay band who work part time in retail stores that were not able to trade during the pandemic. This resulted in a large change in the proportion of male to female in comparison to 2020 when we had 19% male to 81% female.

The middle two quartiles remain balanced in the male to female numbers. However the upper quartile has moved to being a higher proportion of males, this is due to the business matrix structure changes resulting in fewer senior female managers in the UK.

 Bonus Pay Gap Mean

61.72% **71.61%**

 2021 2020

 Bonus Pay Gap Median

35.75% **84.17%**

 2021 2020

Number of Male/Female Receiving a Bonus

 Number of Males receiving a bonus

99.32% **44.51%**

 2021 2020

 Number of Females receiving a bonus

98.35% **47.79%**

 2021 2020

To acknowledge and reward our employees for their work during COVID-19, and a very successful profitable year we awarded all employees with an appropriate thankyou payment .

This is reflected in the high percentage of employees who received a bonus in this snapshot year.

For the year 2021 – 2022 we have increased the number of employees included in a annual bonus scheme as we move towards a more inclusive Global culture.



Our actions

At Fiskars Group we are continually developing and communicating our diversity and inclusion plans. We strongly believe in creating an inclusive environment where everyone feels inspired to be extraordinary, together. To guide our diversity and inclusion work over the next two years, we have set ourselves clear focus areas and KPIs:

FOCUS AREA	HOW	COMPANY-WIDE KPIS
Build awareness and understanding <ul style="list-style-type: none"> • Increase internal awareness and understanding around D&I • Challenge unconscious bias, racism, and harmful social norms 	<ul style="list-style-type: none"> • All People Managers complete diversity and inclusion training (by external partner). • Diversity and inclusion integrated into our Code of Conduct training. • Diversity and inclusion is promoted through our internal communications. 	<ul style="list-style-type: none"> • All line managers complete diversity and inclusion training by 2023
Attract and nurture diverse talent <ul style="list-style-type: none"> • Attract, recruit and retain diverse groups and pools of talent for all positions • Retain diverse talent • Provide equal and fair opportunities for career development 	<ul style="list-style-type: none"> • Provide equal and fair opportunities for career development. • Retain new joiners for 3+ years. • Attract diverse talent pool. • Identify underrepresented groups per country and implement plan. 	<ul style="list-style-type: none"> • New joiner (<3 years) attrition rate is equal to company-wide attrition rate (office employees) by 2030 • Each country has country-specific diversity targets by 2023
Celebrate and promote diversity <ul style="list-style-type: none"> • Celebrate diversity through our products, brands, marketing and communication. 	<ul style="list-style-type: none"> • Our advertising is inclusive and representative. • We work with diverse partners (e.g. influencers) and designers. 	

How do we calculate the gender pay and bonus gap

What is the gender pay gap?

The gender pay gap measures the difference between men and women's average pay within an organisation, regardless of their role or work level. This is different to equal pay, which compares the pay of men and women who perform the same role or roles. There are two ways that we calculate the gender pay gap, as a mean percentage and a median percentage.

Median:

The median is the figure that falls in the middle of a range when all hourly rates are lined up lowest to highest. The median gender gap is the difference between the middle figure for all women and the middle figure for all men's hourly pay.

Mean:

The mean is the average figure when you consider the hourly pay for all men and all women in the organisation. The mean gender pay gap is the difference between the average hourly pay for all men and the average hourly pay for all women.

Pay quartiles:

The pay quartiles measures the percentage of men and women in each quarter of the business when the hourly rate is listed lowest to highest and split into 4 equal quartiles.

Gender bonus gap:

The gender bonus gap measures the difference in total bonus payments between all men and women in the business. This is measured in two ways, as a median percentage and a mean percentage.

Proportion of staff who receive a bonus payment:

The proportion of women receiving a bonus is the number women receiving a bonus measured against all women in the business. The proportion of men receiving a bonus is the number of men receiving a bonus measured against all men in the business.

Median:

Is the number that falls in the middle of a range of numbers when arranged lowest to highest. The median bonus gap is the difference between the difference between the middle number of all bonus payments made to women and the middle number of all bonus payments made to men.

Mean:

The mean is the average figure when you consider the bonus payments for all men and women. The mean gender bonus gap is the difference between the average bonus payment for all women and the average bonus payment for all men.

More information on gender pay reporting can be found at www.gov.uk

F I S K A R S



G R O U P

Making the everyday extraordinary

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The data detailed in this report has been prepared by Fiskars UK Limited (the "Company") in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 and is based on data as at 5 April 2021.

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