

Fiskars UK Limited  
Gender Pay Gap  
**2022**



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# 2022 Executive Vice President Statement

Since our last publication, Fiskars Group, like the rest of the world, have moved forward from Covid to the new normal..

We continue to pay close attention to potential pay gaps and have remained in a positive situation where there are no significant imbalances, for example, between different genders in terms of compensation.

## Inspired to be extraordinary, together

Our purpose is to pioneer design to make the everyday extraordinary. The everyday is different for everyone; it's shaped by what we do, where we live, who we love, and how we think.

Signed



Christian Bachler, EVP, Fiskars Group

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. By exploring, learning, and creating together, we can make daily life better for each other and the world around us.

Our People Networks - also known as Employee Resource Groups (ERGs) - are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace. We want to create spaces where our colleagues can connect, build community, and give valuable input to creating a diverse and inclusive workplace.

## Women in Business Network

To encourage authenticity, increase representation, and promote inclusion for all Fiskars Group employees identifying as women.

## Pride Network

In alignment with Fiskars Group's shared values, the Pride Network at Fiskars Group is committed to helping create a work environment and culture that is welcoming, inclusive, and empowering for our LGBTQ+ colleagues and their allies.

## BUILD AWARENESS AND UNDERSTANDING

- Increase internal awareness and understanding around D&I
- Challenge unconscious bias, racism, and harmful social norms



## WELCOME AND NURTURE DIVERSE TALENT

- Attract, recruit and retain diverse groups and pools of talent for all positions
- Retain diverse talent
- Provide equal and fair opportunities for career development

## CELEBRATE AND PROMOTE DIVERSITY

- Celebrate diversity through our products, brands, marketing and communication



# 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 2022 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](http://www.fiskarsgroup.com) for more information and follow us on Twitter @fiskarsgroup.

Signed



Christian Bachler, EVP, Fiskars Group

Gender Gap Comparison	2021	2022
Gender Pay Gap: Median	17.18%	19.6%
Gender Pay Gap: Mean	23.20%	21.9%
Proportion of Male/Female in lower quartile band	42.86%/57.14%	30.55%/69.44%
Proportion of Male/Female in lower middle quartile band	49.09%/50.91%	50.00%/50.00%
Proportion of Male/Female in upper middle quartile band	52.73%/47.27%	48.61%/51.38%
Proportion of Male/Female in upper quartile band	63.64%/36.36%	57.53%/42.46%
Gender Bonus Gap: Median	35.75%	48.11%
Gender Bonus Gap: Mean	61.72%	56.23%
Proportion of men who received a bonus	99.32%	89.89%
Proportion of women who received a bonus	98.35%	80.00%

Gender Pay Gap Mean

**23.20%**                      **21.09%**

2021                      2022

Gender Pay Gap Median

**17.18%**                      **19.6%**

2021                      2022

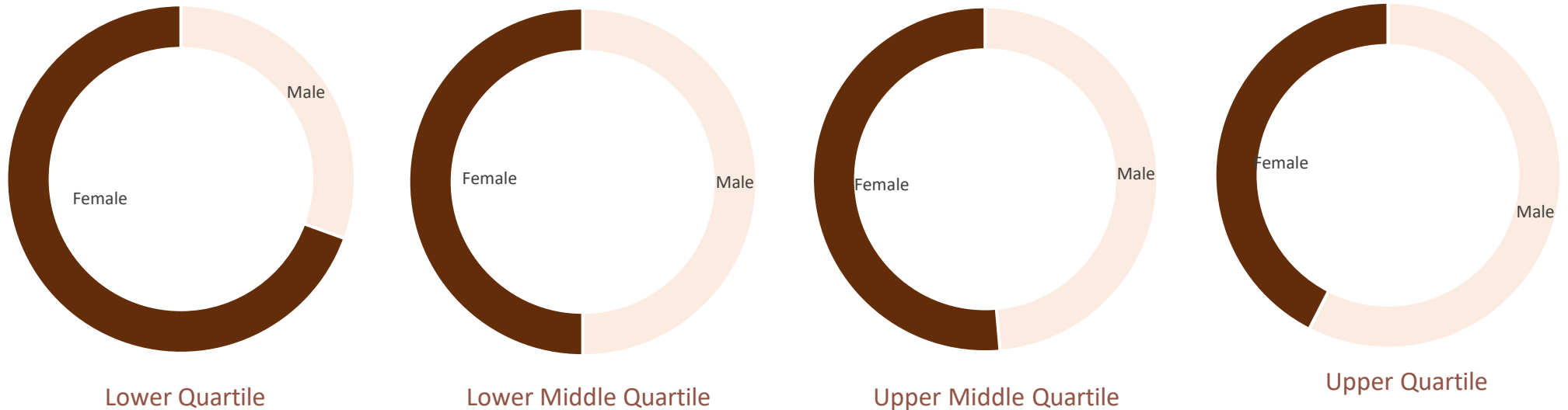
Our gender pay gap information in this report has been calculated using the pay data for 289 employees.

The median gap has slightly increased due to a higher female representation in the lower paid roles.

Our report for 2022 shows that our mean gender pay gap has slightly decreased, this is attributed to reduction in Senior male staff as we moved to a global matrix Management Team.



# Proportion of men and women in each quartile pay band



	2021	2021	2022	2022
	Male	Female	Male	Female
Lower Quartile	42.86%	57.14%	30.55%	69.44%
Lower Middle Quartile	49.09%	50.91%	50.00%	50.00%
Upper Middle Quartile	52.73%	47.27%	48.61%	51.38%
Upper Quartile	63.64%	36.36%	57.53%	42.46%

We have a higher number of females in the lower quartile pay band who work part time in our retail stores. This resulted in a large change in the proportion of male to female in comparison to 2021.

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

Bonus Pay Gap Mean

**61.72%**      **56.23%**

2021      2022

Bonus Pay Gap Median

**35.75%**      **48.11%**

2021      2022

Number of Male/Female Receiving a Bonus

Number of Males receiving a bonus

**99.32%**      **89.89%**

2021      2022

Number of Females receiving a bonus

**98.35%**      **80.00%**

2021      2022

To acknowledge and reward our employees for their work we continue to operate annual bonus plans linked to the successful achievement of business-related goals and financial performance. The success of this performance/reward approach is reflected in the high percentage of employees who received a bonus in this snapshot year.



# 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, we have set ourselves clear focus areas and KPIs:

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



# 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 of 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 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](http://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 2022.

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