

Gender Pay Gap Reporting 2018

WWRD United Kingdom



Company Statement

Fiskars Group serves people around the world with globally recognized brands including Fiskars, Gerber, Iittala, Royal Copenhagen, Waterford, and Wedgwood.

Fiskars Group is committed to promoting an inclusive, safe and engaging working environment to all its employees.

At Fiskars Group, at the end of 2018, 54% of our employees were female and 46% male. The gender division in managerial positions was balanced, with 45% of all managerial positions being held by a female. In the Executive Leadership Team, in 2018, the gender balance was 63% women and 37% men.

Our compensation philosophy grants 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.

As we are aiming to be a globally collaborative culture, we need diverse teams to be able to serve our consumers in the best possible way. Our long-term target is to attract, develop and retain a diverse team of high-performing people with different backgrounds and cultures.

WWRD United Kingdom Ltd is a part of Fiskars Group, and the UK entity for Gender Pay reporting. There are 525 employees in the UK spread across office, manufacturing and retail staff.

The data detailed below has been prepared by WWRD United Kingdom Ltd (the "Company") in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 and is based on data as at 5 April 2018.

Signed



Ulla Lettijef

President SBU Living

FISKARS



GROUP

Gender pay gap reporting – An overview

As of April 2017, public, private and voluntary sector organisation's with 250 or more employees have to report on their gender pay gaps annually, using six different measures:

- Mean gender pay gap: The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- Median gender pay gap: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- Mean bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- Quartile pay bands: The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees. The data must be published on the employer's own website and a government website, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

Taking a 'snapshot' of this data on a set date, as required by regulation, creates a level playing field for all reporting organisation's, but a snapshot may also mask the fluidity of gender pay gaps. Gender pay gaps can fluctuate from month to month and across pay quartiles depending on changes to headcount.

All data has been drawn from the payroll system and is compiled payments made to employees, including allowances, at the relevant date. Bonus payments are any relevant payments made in the 12 months before 5th April 2018.

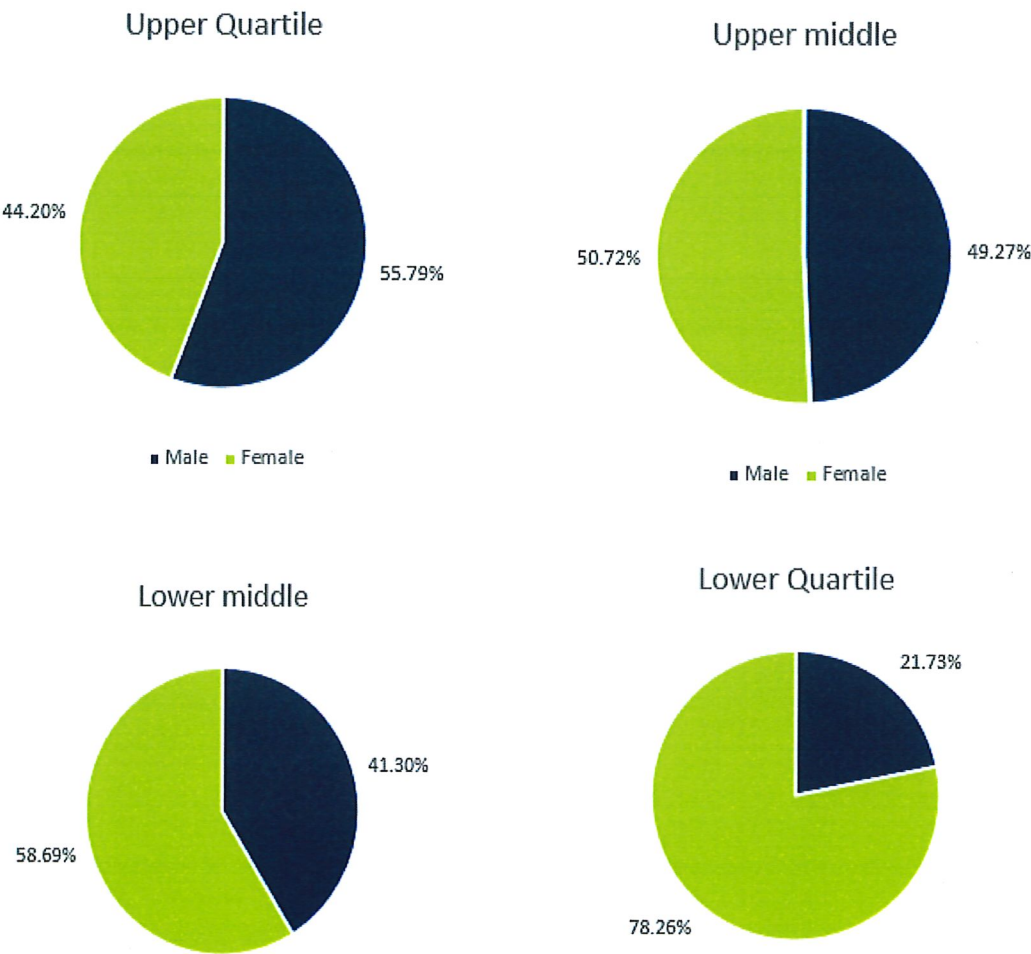


WWRD United Kingdom Ltd findings

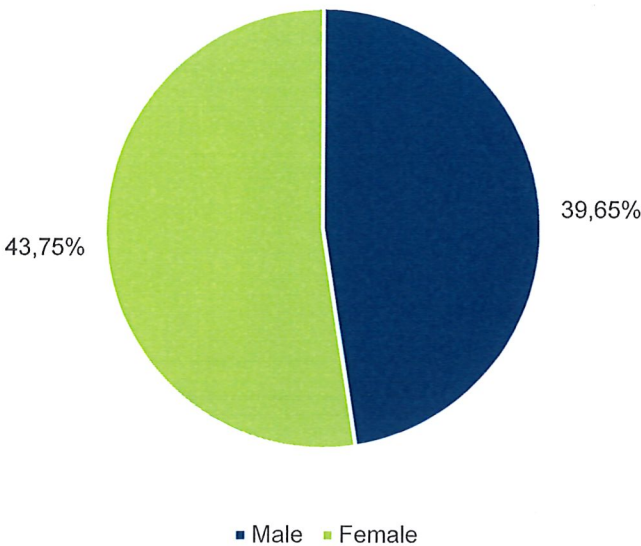
Mean and Median pay and bonus gap

	Mean	Median
Gender Pay Gap	21.84%	18.69%
Gender Bonus Gap	75.02%	84.66%

Gender Demographic per earning quartile [%]



Proportion of employees receiving a bonus



Mean & Median Gap

The mean gender pay gap for WWRD United Kingdom Ltd is 22%, which is 5% lower than in 2017. The median gap is 18.7%, an increase of 4% on last year, this is largely due to a reduction in the male workforce at the lower end of the salary scale.

Bonus Gap

The mean bonus gap is 75% and the median is 84%.

The percentage of employees receiving a bonus has increased since 2017, with 39% of males and 44% of females. The proportion of females receiving a bonus is higher in the retail environment where all employees have the opportunity to earn bonuses based on achieved sales.

Population

Since 2017 report the percentage of males to females has reduced in all 4 quartiles. There still remains a higher proportion of males in the upper quartile and more females in the lower quartile.



Accompanying detail

We continue to monitor and take action to address any gaps and to make sure that our policies, procedures and working practices allow men and women to have equal opportunities throughout their careers.

WWRD believes that inclusive and diverse teams at all levels will deliver greater impact in our business, and will enhance the experience of our customers and we remain committed to attracting and retaining the very best talent to the business and ensuring gender is never a factor in decisions.

It is important to bear in mind that carrying out an assessment of gender pay is different from carrying out an assessment of equal pay, which instead focuses on equal pay for similar work, rather than looking at pay across the Company as a whole.

We confirm that the reported information is accurate and conforms to the Equality Act 2010 [Gender Pay Gap Information] Regulations 2017.

A handwritten signature in white ink on a dark blue background. The signature reads "C. J. Plant" in a cursive, stylized font.

Claire Plant
Head of Human Resource
WWRD United Kingdom Ltd

