

# **MODERN SLAVERY TRANSPARENCY STATEMENT**

## **INTRODUCTION**

Fiskars UK Limited (“**we/our/us**”) is committed to the opposition of slavery, servitude, forced labour and human trafficking (“**Modern Slavery**”). Modern Slavery is a growing problem in the world. All sectors and industries must be vigilant and act responsibly to reduce the presence of Modern Slavery globally. We have a no tolerance approach to Modern Slavery within our organisation and our supply chain operations.

## **OUR STRUCTURE AND BUSINESS**

We are a leading worldwide provider of luxury home and lifestyle products sold under a portfolio of well recognised brands including Waterford, Wedgwood, Royal Doulton and Royal Albert. We are a part of the Fiskars Group of companies (“**Group**”), and our ultimate parent company is Fiskars Oyj Abp. Fiskars Oyj Abp has its head office in Helsinki, Finland. At the end of December 2021, the Group employed 6,690 employees and operated in over 30 countries.

The Group’s business is organised into 3 business areas (“**BA**”): Crea, Terra and Vita. We are part of the Vita BA.

## **OUR SUPPLY CHAIN**

Our supply chain includes:

- our own manufacturing units and carefully selected supply partners located mostly in Europe and Asia, and;
- our own distribution centres in the Americas and Asia-Pacific, outsourced distribution centre in Europe, and other outsourced logistics partners.

## **OUR POLICIES ON MODERN SLAVERY**

Fiskars Group has outlined a set of policies and guidelines on social and employee matters in order to guide the leadership, employees, and partners in their day-to-day work.

We are committed to ensuring that there is no Modern Slavery in our supply chain or in any part of our business. The Fiskars Group Code of Conduct (“**FCOC**”) and Supplier Code of Conduct (“**SCOC**”) reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in our supply chain.

The Employment Policy aligns important topics such as diversity and inclusion, employee wellbeing, freedom of association and employee contracts. Ensuring the

safety and well-being of employees and the people involved in Fiskars Group's value chain is a key priority. Fiskars Group's Health and Safety Policy promotes the culture of zero harm and supports safety priorities. Fiskars Group's Supplier Code of Conduct includes health and safety topics, such as workplace safety, emergency preparedness, and management and communication on health and safety.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

The Group's strategy is based on combining our own manufacturing operations with selected suppliers. Our goal is to build a strong supply partner network which lives up to our corporate values, high quality standards and our customers' expectations. We require our supply partners to commit to principles covering labour, human rights and business ethics.

We are committed to honouring universal human rights in all our actions. Our commitment is deeply ingrained in our values and articulated in our policies. Our values – creating change, celebrating the everyday and growing with compassion – all build on respect; we respect each other, and hold each other accountable for upholding our values in everything we do. The FCOC provides a detailed description of our approach to doing business in an ethical and sustainable manner.

The FCOC shall be complied with by everyone within Fiskars Group, including employees, directors, officers, board members, consultants and other personnel working under Fiskars Group's direction and all companies belonging to Fiskars Group even when the Code requires a higher standard of behaviour than is required by national law and local regulation. All Fiskars Group employees participate in regular training on the Code of Conduct.

We expect the same values and high ethical standards from our suppliers and partners. The SCOC outlines the non-negotiable minimum standards all our suppliers and partners must meet to do business with us. The SCOC covers important topics such as health and safety, environmental protection and human and labour rights. It also describes our commitment to international conventions such as UN Guiding Principles on Business and Human Rights, the fundamental conventions of the International Labour Organisation, OECD Guidelines for Multinational Enterprises and the 10 principles of the UN Global Compact.

All our suppliers are required to sign and commit to the SCOC.

<sup>1</sup> Fiskars Group has identified the following countries it sources from as high risk: Bangladesh, Bulgaria, Cambodia, China, Croatia, Hungary, India, Indonesia, Kosovo, Lithuania, Malaysia, Mexico, Pakistan, Romania, Russia and Belarus, Sri Lanka, Thailand, Turkey, UAE, Ukraine and Vietnam.

## OUR EFFECTIVENESS IN COMBATING MODERN SLAVERY

We assess the risk of Modern Slavery based on location and industry. As a minimum, all suppliers of goods manufactured in high risk countries<sup>1</sup> are audited on site. We monitor suppliers during visits by our sourcing, quality and sustainability teams. We do not continue business relationships with suppliers who do not comply with our basic demands and we want to see continuous improvement in suppliers' performance.

Over the past years, we have continued our important work of identifying the highest risk areas of our business in relation to Modern Slavery and auditing our external suppliers to ensure compliance with our standards.

During 2020, we commenced a human rights impact assessment across the whole of the Group. Modern Slavery was one of the key focus areas of the impact assessment. In the beginning of 2021 we initiated a new human rights assessment project as one of our sustainability priorities. This project helped us to understand how our activities affect human rights, how we mitigate and prevent the risk of adverse impact.

We identified an opportunity to develop our risk management to better cover human rights aspects and have made progress on this front. Human rights and other ESG and sustainability related topics, are now included in the annual risk management process and risks related to human rights are identified and assessed, and control measures are set.

During 2022 we continued with several ongoing initiatives and actions, ensuring our commitment to advance human rights, for example:

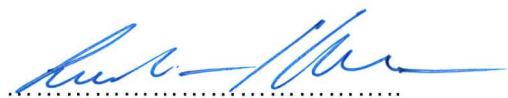
- A Human Rights statement was produced
- Code of Conduct and Supplier Code of Conduct and related training were updated
- First two voluntary, employee-led groups, People Networks (also known as Employee Resource Groups), were piloted. These groups aim to foster a diverse, inclusive workplace.
- Ethics and Compliance Helpline (i.e. whistleblowing) opened to encourage our employees and partners to report human rights concerns.

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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery transparency statement for the 12 months preceding 16.12.2022

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Signed

A handwritten signature in blue ink, appearing to read 'Christian Bachler', is written over a horizontal dotted line.

Christian Bachler  
Executive Vice President, Business Area Vita