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HUMAN RIGHTS STATEMENT

INTRODUCTION

Fiskars Group impacts people's lives throughout our global value chain. We actively respect and promote human rights and believe this is the only way for us to grow our business responsibly and sustainably. We respect human rights in everything we do and recognize the equality of the people with whom we interact.

Everyone at Fiskars Group, including our leaders, employees, suppliers, partners, and community members, has a role to play in defending human rights throughout our entire value chain. This includes promoting safety, health, and wellbeing; championing diversity, inclusion, and equal opportunities; working against harassment and discrimination; opposition of slavery, servitude, forced labour and human trafficking and fighting corruption and bribery. As a company, we continuously monitor our own and our partners' actions on human rights and are committed to taking corrective actions when any negative impacts are identified.

The Fiskars Group Board of Directors is responsible for ensuring that Human Rights are respected throughout the company. The Chief Executive Officer is responsible for ensuring implementation of these principles. The day-to-day responsibility to identify, assess, mitigate, prevent, track and report human rights risks are the responsibility of our Global Functions and Business Areas.

OUR STRUCTURE AND BUSINESS

Fiskars Group is the global home of design-driven brands for indoor and outdoor living. Together, we enable enjoyable moments powered by our strong brand passion, consumer focus, and forward-looking drive to shape the classics of tomorrow – unified and driven by our common purpose: pioneering design to make the everyday extraordinary.

The Fiskars Group organization consists of three Business Areas (BAs) and global functions. Our Business Areas are Vita, Terra, and Crea. Each Business Area is responsible for driving business results and integrating our sustainability commitments into their business planning

Own manufacturing takes place in the United States, Europe and Asia, and most of the suppliers are located in Asia

At the end of December 2022, the Group employed 6,595 employees and operated in almost 30 countries.

OUR POLICIES ON HUMAN RIGHTS

◆ This Human rights statement applies to everyone within Fiskars Group, including employees, managers, directors, officers, board members, consultants, and other personnel working under Fiskars Group's direction and covers all Fiskars Group's companies worldwide

Fiskars Group's objective is to pursue long-term profitable business in an ethical and responsible manner. The way of operating for all Fiskars Group's employees is defined in the Company's Code of Conduct (CoC). The Code of Conduct 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. The Legal & Compliance function monitors the compliance with the Code.

The Fiskars Group Code of Conduct and related training provide a detailed description of our approach to doing business in an ethical way. Civil and political rights, economic, social, and cultural rights, labour rights, and the rights of vulnerable groups are essential for creating a positive, lasting impact on the quality of life of our people and the communities we are part of.

The Employment Policy aligns important topics such as diversity and inclusion, employee wellbeing, freedom of association and employee contracts. Fiskars Group's Health and Safety Policy promotes the culture of zero harm and supports safety priorities. We are committed to adhering to the International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, International Labour Organization's Declaration on Fundamental Principles and Rights at Work, OECD Guidelines for Multinational Enterprises and the United Nations Global Compact principles. We support the values, freedoms, and fundamental rights promoted in these texts and are committed to continuously learn and follow the evolution of human rights, as it helps us to become a better company.

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.

Fiskars Group expects that all of its business partners and customers and their sub-contractors must be governed by the same or similar principles stipulated in Fiskars Group Code of conduct. Fiskars Group's Supplier Code of Conduct (SCOC) communicates Fiskars Group's ethical and sustainability expectations to all our suppliers and cooperation partners.



Supplier sustainability audits help us to assess and control human rights topics in our supply chain. Human rights related risks are mainly seen as financial, compliance, and reputational risks, but Fiskars Group also sees them as an operative risk. The main risks for us are non-compliant management among our suppliers and the inability to also cover their suppliers. Currently, we are managing the effectiveness of the human rights management approach by following up on our risk management and incidents of non-compliance. We also monitor suppliers during visits by our sourcing, quality and sustainability teams.

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

STAKEHOLDER ENGAGEMENT AND GRIEVANCE MECHANISMS

Our stakeholders are entities or individuals that have a moderate impact on our business, or are affected by our activities, products, and services, presenting both risks and opportunities. We are committed to continuously learn and follow the constant evolution of human rights and listen to our stakeholders as it helps us to become a better company and conduct our business in sustainable way.

Fiskars Group has global Code of Conduct Violation Response Policy in place, which defines how the investigation of suspected Code Violation will be conducted. The Policy complies with the EU Whistleblowing Directive (EU) 2019/1937 and applies to all Fiskars People and all Fiskars Group companies worldwide.

Anyone at Fiskars Group suspecting or identifying a violation of Fiskars Group's Code, laws or regulations or Fiskars Group Policies has a mandatory obligation to report such violation. Suspected violations should be reported to managers. If the manager is unable to help, or the reporting person is uncomfortable discussing the concern with the manager, suspected violations should be reported to HR or Legal & Compliance function.

Fiskars Group has anonymous reporting channels for internal and external use. Suspected violations may be reported anonymously in writing using any device with internet connection through Fiskars Group's Ethics & Compliance Helpline. A reporting person may also submit the report anonymously by calling Ethics & Compliance Hotline number. Fiskars Group has country specific numbers for those countries where there is either a manufacturing unit or distribution center or significant suppliers.

OUR EFFECTIVENESS IN PROMOTING HUMAN RIGHTS

We conducted a human rights assessment in 2019 to better understand the gaps, risks, opportunities, and steps required to develop a human rights due diligence program. Through the assessment, we gained valuable information on, among other things, how we could integrate human rights deeper into our risk management processes, covering both our own operations and our value chain.



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 our established annual risk management process. This ensures that risks related to human rights are identified and assessed, and that control measures are set.
