



Fiskars Group Employment Policy – for external use

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1. Purpose and scope



The purpose of this Employment Policy is to ensure that all Fiskars Group Employees, Managers and HR share a common understanding of the Group employment principles.

The Policy also describes Fiskars Group's commitment to human rights.

We are committed to adhering to the International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, International Labor Organization's (ILO) 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.

This Policy gives guidance on global employment-related topics at Fiskars Group. Country-specific guidelines are aligned with local legislation needs.

This employment policy covers all employment relationships between Fiskars Group companies and Employees and is applicable across the organization globally.

This Policy is targeted for external use. The internal version has more detailed information about e.g. employment practices, wellbeing as well as roles and responsibilities.

2. Employees and external workers

A Fiskars Group Employee is a person in an employment relationship with a Company belonging to Fiskars Group. The employment relationship is based on a written contract or offer between an Employee and Fiskars Group, where the Employee works under supervision of Fiskars Group in return for compensation.

Externals (such as agency workers, subcontractors or service providers) are not employed by Fiskars Group and are outside the scope of this Policy. However, the employers of externals are required to fulfill the ethical standards described in the Fiskars Supplier Code of Conduct.

When supervising Externals, Fiskars Group management is expected to use the same management principles, leadership guidelines, ethical and sustainability expectations and values-based behavior as with Fiskars Group Employees. Fiskars Group Code of Conduct and all Group Policies apply to all personnel (externals, nearshore employees, consultants, etc.) working under Fiskars Group's direction.

Fiskars Group follows local employment laws when recruiting new employees. The employment contract or offer can be done for a regular or fixed term period based on resource need and local legislation. All Employees at Fiskars Group must fulfill national requirements and have valid, applicable work permit.

3. Employment practices

3.1 Employment contracts and offers



Fiskars Group Employees are expected to have a written employment contract and/or offer with a Company belonging to Fiskars Group. The contract/offer shall be created in a language that is either the native language of the Employee or a language that is fully understood by the Employee.

The employment contract/offer follows local legal requirements and the following elements should be included, where applicable:

1. Base salary
2. Benefits
3. Fiskars Group Car policy in the country (if eligible)
4. Pension or related scheme
5. Notice/probationary period
6. Insurances
7. Primary work location
8. Work time
9. Vacation / leave entitlements
10. IP rights
11. Confidentiality and non-disclosure
12. Non-compete and recruitment clause if applicable
13. Occupational hazards if applicable

A termination of an employment contract must be fair and in alignment with the nature and duration of employment. Termination must be done in compliance with local legislation. Fiskars Group does not tolerate discrimination in employment practices or retaliation. Only Employees with a legal right to work can be employed. Employees' identity and legal status to work must be validated by reviewing original documentation before the start of employment.

3.2 Compensation and benefits

Fiskars Group aims to provide a competitive base salary that is based on geographic location, level of responsibility, experience and performance. According to the pay for performance principle, exceptional performance provides higher rewards. Fiskars Group aims to ensure that all of its Employees can share in the success of the Company. Many Employees are covered by an annual performance-based short-term incentive plan or by other performance-based incentive schemes such as sales, retail or production plan.

Fiskars Group also offers Employees fringe benefits that promote well-being and engagement and help the Group to attract and retain Employees. The benefits vary from country to country according to local market practice and legislation and are further defined in local guidelines.

4. Work time and time-off

At Fiskars Group, our work schedules and commitments to customers are made on the assumption that each Employee will be at work on a regular and punctual basis in accordance with the employment contract/offer and management instructions.



Arrangements regarding working time follow country-specific local legislation and/or collective agreements. Any questions related to regular working hours, flexible working time, overtime and similar topics should be addressed in collaboration with the Employee and their Manager as well as their respective HR representative.

Local HR must ensure that working hours do not exceed the maximum hours permitted by applicable laws, industry benchmark standards or collective agreements. Daily working hours cannot exceed 12 hours of work in any period of 24 consecutive hours. Weekly working hours cannot exceed 60 hours including overtime in normal circumstances. Whichever of the options is stricter applies. Overtime is compensated based on local legislation, collective agreements and local market practices.

Overtime must always be voluntary and exceptional. Overtime must be agreed with the Employee's Manager in advance of hours worked. Regular and appropriate breaks must be provided during working hours with at least the minimum requirement for meal and refreshment breaks. Employees are given at least one day off in every seven days.

Employees are entitled to different kinds of leaves of absences, e.g., statutory vacation, national holiday, parental/family leave according to local laws and regulations. Employees are required to inform their Manager (HR if Manager is not available) as soon as possible of the necessity to take a leave of absence. Medical and parental/family leaves defined are applicable based on local laws in the jurisdiction / country.

Principles stated in Fiskars Group Supplier Code of Conduct shall be followed when using a third-party employment agencies. The Supplier shall ensure workers employed by third-party agencies to work at or for the Supplier are afforded the same rights as directly employed Employees.

5. Personal development

Fiskars Group is striving to be an extraordinary employer.

In addition to an inspiring work environment, Fiskars Group invests in learning and development opportunities and expects Employees to seek opportunities which support their own personal and professional development and growth. We believe in sustainable leadership and therefore we have made clear our expectations on leaders gathered under the 3 principles: growing myself, growing others and growing the business. The leadership expectations are together with our values and purpose making sure we deliver on our strategic business plan.

Fiskars Group is committed to thorough onboarding for all new Employees which helps them to understand their role and connections with the Group business and strategy. We provide new Employees with information about systems and tools as well as both local and global networks and Policies. We provide tools for Managers to familiarize their new Employees with Fiskars Group culture, purpose, values, working environment and HR processes.

Fiskars Group expects Employees to develop and grow according to each Employee's aspirations and capabilities. Annual development discussions are arranged between Employee and their Manager where professional aspirations are shared, and development actions planned. We believe in a combination of promoting talent, on-the-job learning with peers and formal trainings.

6. Diversity, Equity, Inclusion and Belonging



Our DEIB Statement: “Inspired to be extraordinary, together.”

Our Purpose: We are driven by a passion for pioneering design that transforms the everyday into something extraordinary. We recognise that "everyday" means something different for everyone - it's shaped by our actions, environments, relationships, and perspectives.

Our Commitment: We invite everyone to bring their unique experiences, insights, and viewpoints into our collective conversation. We are dedicated to fostering an open, inclusive environment where every voice is heard, valued, and understood.

Together, we celebrate diversity in all its forms, embracing the full spectrum of identities and experiences that make each of us unique. By continuously exploring, learning, and creating as one, we strive to make daily life better for each other and for the world around us.

Our Values: Our commitment to diversity, equity, inclusion and belonging (DEIB) is foundational to our culture. We actively cultivate a workplace where everyone is respected as an individual, and where differences are celebrated. We categorically reject all forms of discrimination, ensuring that our policies and practices reflect our dedication to fairness and respect.

We focus on preventing discrimination based on, but not limited to, the following characteristics:

- Gender and Gender Identity
- Age
- Race, including Ethnic Origin, Nationality, or Skin Colour
- Country of Origin
- Physical or Mental Ability
- Health Status
- Sexual Orientation
- Educational and Work Background
- Heritage
- Marital or Civil Status
- Geographic Location
- Religious or Political Beliefs
- Parental Status, including Pregnancy, Maternity, and Paternity
- Veteran Status
- Any other characteristics protected by applicable laws or regulations in the regions where Fiskars Group operates.

Our Scope: This commitment is integral to everyone within Fiskars Group: employees, managers, board members, consultants, and external personnel working under our direction. It applies to all aspects of the employment lifecycle, from recruitment, compensation, and promotion to training, appraisal, disciplinary procedures, and termination of employment.

By embedding these principles into every facet of our operations, we not only create a more inclusive workplace but also contribute to a more equitable society. Together, we are inspired to be extraordinary.

7. Non-discrimination and harassment



Fiskars Group does not tolerate mental, physical or sexual harassment, discrimination, or any infringement that violates an employee's right to dignity and respect in the workplace.

Discrimination includes any distinction, exclusion or restriction based on the characteristics listed above, which has the effect of a person being treated unfairly or less favourably than a person would otherwise be treated. Harassment is a form of discrimination, including any disrespectful physical or verbal behaviour that does not involve being treated with respect and dignity.

Specific examples of prohibited conduct may include but are not limited to: lewd or sexually suggestive comments, invitations, offensive language, jokes of a sexual nature, slurs and other verbal, written, graphic or physical conduct relating to an individual's sex or sexual orientation or any other characteristics listed above.

Due to the nature of people-related cases, discrimination and/or harassment allegations often require the identity of the reporting person to be revealed to conduct a fair investigation.

8. Employee wellbeing

Fiskars Group recognises the importance of all Employees' well-being both for the individuals and for Fiskars Group's business. Employee wellbeing is important to the innovation and productivity of the organisation, and a necessity in achieving our strategic goals.

Fiskars Group believes in collaboration in creating an inspiring working environment. Both the Group and the Employees have an important responsibility in achieving this joint goal.

"Fiskars Group cares about the physical, emotional, financial and social wellbeing of its people. For us to grow, succeed and thrive, we need to embrace the everyday practices that energize us and prioritize our wellbeing to unlock our full potential at home, work and in our communities.

We acknowledge that everyone is unique and has different needs. We therefore encourage our people to take personal responsibility and an active approach to caring for and improving their wellbeing.

As a company, we proactively find ways to support our people's wellbeing by making it part of our everyday; whether it is through living our values, providing inspirational leadership, respecting human rights or championing sustainability, health and safety or diversity, equity and inclusion.

We are also committed to actively listen to our people and continuously find ways to improve our collective wellbeing. Through growing with compassion, we can make the everyday extraordinary."

Every Manager must take Employees' workload into consideration in resource planning and when needed, prioritize the tasks so that the objectives and goals set for the Employees and the organization are realistic and achievable within regular working hours. The Company is responsible for ensuring that resting periods are used appropriately, and overtime hours do not exceed the local limit defined by the law or collective agreement. Employees are required



to be flexible and accommodating with their work time in sudden increase in the workload, when allowed by local law. However, the possibility to balance the overall workload must be ensured within a reasonable period. Employees are encouraged to raise with their Manager any issues of continuous extensive workload, and those must do everything possible to correct the situation.

8.1 Health and safety

Fiskars Group actively promotes a culture of zero harm. Fiskars Group promotes a culture of safety by engaging Employees involved in the value chain to be proactive and take their responsibility seriously to prevent any incidents and work-related illnesses. Fiskars Group is committed to ensuring high standards of health and safety management in our operations.

Fiskars Group is committed to complying with occupational health & safety laws and regulations and providing healthy and safe working conditions for all Fiskars Group Employees.

Safety at work is everyone's responsibility and Employees must inform management about any safety issues. No compromises to safety at work are allowed and it is every Employee's duty to act swiftly to rectify any safety issues identified.

The physical work environment must feel and be safe and must be designed to eliminate any risk of injury. The psychosocial work environment must foster a culture where all Employees feel meaningful and motivated to work.

Fiskars Group is committed to identify and control Employees' exposure to physically demanding tasks. These tasks can be, for example, heavy lifting and material handling, prolonged standing and highly repetitive tasks. Fiskars Group ensures that all Employees have good ergonomics especially in physically demanding tasks. Vulnerable Employees such as (but not limited to) new or young Employees, expecting mothers and Employees with disabilities must receive special protection in their work, in keeping with local law.

More detailed information can be found in Fiskars Group's Health and Safety Policy.

8.2 Forced and child labor

Fiskars Group has zero tolerance towards forced and child labor. The minimum age for employment is 16, or as allowed by local legal minimum age for employment. Fiskars Group acts in line with ILO conventions 138 on minimum age for employment and 182 on the worst forms of child labor.

Fiskars Group does not employ workers, especially youth above the minimum age but under the age of 18, to perform any work that is likely to jeopardize their education, health, safety or morals. Fiskars Group has set up grievance mechanisms and safety training schemes to protect young Employees.

Any form of forced, bonded, indentured or involuntary prison labor must not be used in any circumstances. All work shall be voluntary and Employees shall be free to leave work or terminate their employment upon reasonable notice, as allowed by local law. As a condition of employment, no one has the right to require Employees to surrender government-issued identification, passport, work permits or make any unreasonable deposits.



Employees shall not be threatened in any way or subject to any sort of harsh or inhumane treatment, which includes, but is not restricted to, mental or physical coercion, sexual harassment or abuse, physical or verbal abuse or punishment, or unreasonable restrictions regarding entering or exiting company-provided facilities.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. The Fiskars Group Code of Conduct and Supplier Code of Conduct 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.

8.3 Freedom of association

Fiskars Group grants/supports its employees' right to freedom of association and collective bargaining. Employees rights to associate freely, form and join Employees' organizations, seek representation and bargain collectively in accordance with applicable laws and regulations. An Employee's choice to belong to a trade union - subject to laws and regulations – is not influenced by Fiskars Group.

9. Community engagement

Throughout our history, Fiskars Group has been closely involved in the everyday life of the communities in which we operate.

To do this, we strive to contribute to the positive social and economic development of these communities and to minimize any negative impacts of our operations on them. Fiskars Group supports the communities related to our value chain to create benefits both for communities and the Group in the long term.

We engage local stakeholders in an active and transparent dialogue and address societal issues with neighbors, civil society organizations and others with an interest in the company. Fiskars Group respects the cultures, customs, and values of local communities and builds local relationships to strengthen mutual understanding, while at the same time striving to live by our values and acting in line with our Code of Conduct. We engage stakeholders in active and transparent dialogue and address societal issues with civil society organizations and other stakeholders with an interest in the Group, aligned with our Corporate Responsibility Guideline.

10. Employee Representatives

Fiskars Group Employees have a right to express their opinions and associate according to recognized local and international practices. Fiskars Group collaborates and negotiates with all local employee representatives or unions and/or governing bodies to achieve safe working conditions.

Employee opinions and feedback are very important to Fiskars Group for further development of Group policies, guidelines and practices. Employees have several channels for

expressing their opinions and concerns. Fiskars Group Employees are invited to participate in our Employee surveys and Employee opinions are frequently requested regarding development initiatives.



11. Communication and grievances mechanisms

11.1 Group-wide Employee communications

Fiskars Group believes in transparent, open and honest communications and dialogue. We are committed to improving Employee engagement and belonging with informative and inspirational communications.

The Fiskars Group communications team is responsible for Group-wide Employee communications, including the development and management of communications channels and messaging. Our communications aim is to strengthen the Fiskars Group culture based on our common purpose and values and help us build an inclusive culture.

11.2 How to report non-compliance

Anyone suspecting or identifying a violation of Fiskars Group's Code of Conduct, Policies or guidelines, and/or laws and regulations, has a mandatory obligation to report it. Fiskars Group's compliance relies on action and integrity of Fiskars people. Together, Fiskars people can ensure that everyone respects the Code of Conduct and Fiskars Group Policies and guidelines.

Violations and suspected violations should be reported to one's Manager. If the Manager is unable to help, or the reporting person is uncomfortable discussing the concern with their Manager, suspected transgressions should be reported to HR or Legal & Compliance. Alternatively, the reporting person may use Fiskars Group's anonymous Ethics & Compliance Helpline or Hotline numbers. All reports will be investigated. When using anonymous channels the anonymity of the reporter will be preserved. When required, the reporter will be contacted to discuss revealing their identity to a restricted group to allow for a complete investigation, and/or resolution. There will be no adverse work-related consequences for anyone reporting suspected violations in good faith. Fiskars Group prohibits retaliation in any form against anyone who reports violations or suspected violations of the Code of Conduct, our Policies, guidelines or applicable laws in good faith, or who assists in the investigation of a reported violation.

11.3 Corrective actions regarding misconduct

As an employer, Fiskars Group has the right to take corrective actions in cases of Employees breaching the responsibilities of the employment contract/offer, Code of Conduct, Policies, guidelines or laws and regulations.

Situations requiring disciplinary measures follow established practices and always require examination. Such discipline may include, but is not limited to, termination of employment, suspension, demotion, pay cut, or a warning. Fair objective judgement and good

management practices are always required according to the Fiskars Group Code of Conduct Violation Response Policy.



A formal matter will be documented and addressed in writing.