

# Code of *Conduct*





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## Letter from *CEO*

**Fiskars Group's purpose is to pioneer design to make the everyday extraordinary: for ourselves, our customers, consumers, business partners, and other stakeholders. We can achieve our purpose by living our values, taking care of our reputation and iconic brands, and growing our business sustainably and with integrity. This requires us to be always mindful of doing business in the right way.**

Sometimes doing the right thing is easier said than done; we may not always be sure what the responsible, ethical or right choice is. Our Code of Conduct is there to help us in these situations. It explains how we can conduct our business in the right way and helps us make the right choices.

Remember, there is no right way to do the wrong thing. Although our Code of Conduct makes it easy for you to know your obligations, it cannot anticipate every ethical dilemma you may face. If you ever have questions or concerns, take a moment to speak with your colleagues, manager, or HR partner. You are also welcome to contact any member of our Legal and Compliance Function or use our anonymous Ethics and Compliance Helpline to report violations or any other kind of misconduct.

I appreciate your commitment to our Code and to growing our business responsibly, every day.

**Nathalie**



# Our *Purpose* and *Values*

## OUR PURPOSE:

Pioneering design to make the everyday extraordinary

Our values guide our everyday actions as we pioneer design to make the everyday extraordinary. Our Code of Conduct is there to help us stay true to our values by doing business ethically and responsibly.

In short, doing business in the right way is our way of doing business according to our values.

## OUR VALUES:



Creating change



Growing with compassion



Celebrating the everyday





## *Our Story*

Good design is honest and inspiring. Enriching, self-evident and confident. Good design is innovative, making the product fit for purpose. Good design is captivating, sparking enjoyable moments to remember.

Good design is good business, thoughtful and curious, paying attention to consumers' needs, desires and future dreams. Above all, good design is looking beyond trends to make a lasting impact on people's lives.

At Fiskars Group, we embrace the power of premium design in everything we do, from ideation to manufacturing and business development. Through a combination of craftsmanship, brand passion and digital transformation, we rethink existing solutions while always being loyal to our roots.

Since 1649, we have made life better for each other and the world around us, driving innovation and sustainable growth to challenge the throwaway culture through products of timeless, purposeful, and functional beauty.

As a global home of design-driven brands for indoor and outdoor living, we are unified and driven by our common purpose:

*Pioneering design to make  
the everyday extraordinary*



# Our Code

This Code of Conduct applies to everyone within Fiskars Group, including employees, managers, directors, officers, board members, consultants, and other full- or part-time personnel working under Fiskars Group's direction (referred to in this Code as "Fiskars Group People"), and covers all Fiskars Group's companies worldwide.

Fiskars Group leaders and managers at all levels have an increased responsibility to abide by and uphold Our Code and assist Fiskars Group People in doing the same, clarifying issues, acting as role models, and providing further information when necessary.

Fiskars Group also expects that all its business partners and customers and their sub-contractors to be governed by the same or similar principles stipulated in this Code.

At Fiskars Group we take responsibility for the entire supply chain. Fiskars Group's Supplier Code of Conduct communicates Fiskars Group's ethical and sustainability expectations to all our vendors, suppliers, and business partners.

**Fiskars Group People are expected to follow not only the Code but also the spirit of our Code of Conduct. All Fiskars Group's People must therefore be aware of and conduct their activities in accordance with our Code of Conduct and all supporting Fiskars Group policies, even if they require a higher standard of behavior than is required by national law and local regulations.**

*We all set an example for each other and our stakeholders by being honest, fair, and respectful.*

Knowing our Code of Conduct helps you to decide what is the right thing to do. If in doubt, ask before you act. You are encouraged to consider who has responsibility for or control of the issue, and who has the information needed to answer your question. You can contact your manager, global or local HR, or Legal and Compliance ([compliance@fiskars.com](mailto:compliance@fiskars.com)).

*There is no right way of doing the wrong thing.*





# Speak up!

At Fiskars Group, we are committed to conducting our business responsibly. We speak up against any unethical business practices or misconduct in and around our business.

Violations of our Code of Conduct erode the confidence we have built within our organization and with our shareholders, consumers, business partners, and other stakeholders. A failure to follow our Code of Conduct may also put yourself, your colleagues, and our business at risk.

Therefore, if you think there has been a violation of our Code of Conduct, Group Policies or legal requirements, you are expected to report any suspected violations without delay to:

- your manager; or
- global or local HR; or
- Legal and Compliance ([compliance@fiskars.com](mailto:compliance@fiskars.com)).

## ANONYMOUS ETHICS AND COMPLIANCE HELPLINE (ONLINE) AND HOTLINE NUMBERS (TELEPHONE)

If you prefer to report anonymously, you can access our Ethics and Compliance Helpline via our homepage ([fiskarsgroup.com](http://fiskarsgroup.com)) or intranet, or directly from any internet-connected device at <https://report.whistleb.com/en/fiskars>. The Helpline is available in all Fiskars Group languages.

We also offer toll-free Ethics and Compliance Hotline numbers that you can reach by phone.

The local Hotline numbers are published on our Ethics and Compliance Helpline platform.



There will be no negative consequences at work for any person reporting suspected violations. Fiskars Group prohibits retaliation in any form against anyone who reports violations or suspected violations of the Code of Conduct, our policies, or applicable law, or who assists in the investigation of a reported violation.



**Immediately report actual or potential violations of our Code or Group Policies, whether related to them, colleagues, or people acting on Fiskars Group's behalf, and whether accidental or deliberate. This includes instances in which business partners' behavior may not meet the same standards.**

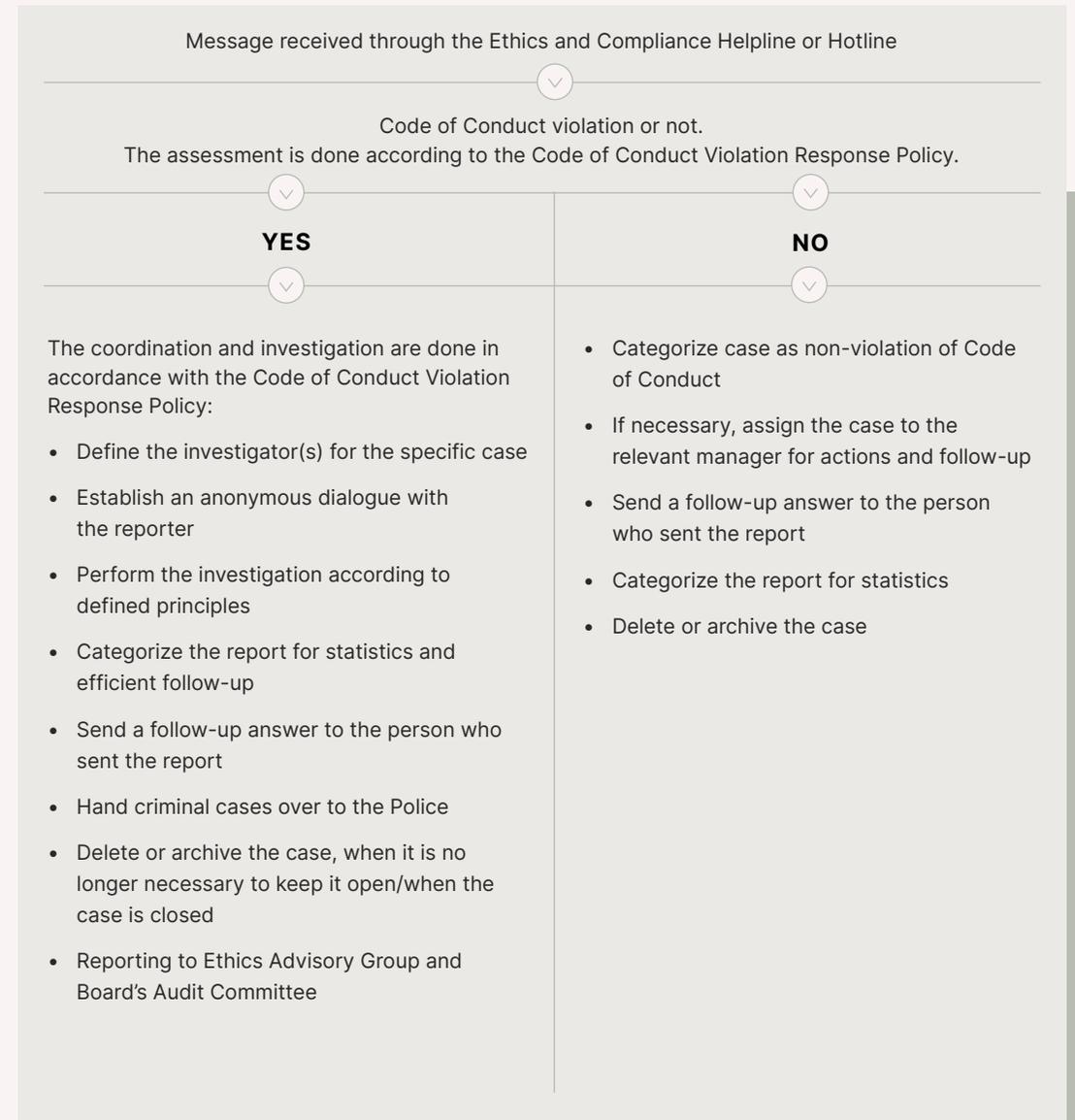
**If you prefer, you can remain anonymous by using the [Fiskars Group Ethics and Compliance Helpline](#). You can report any violation completely anonymously in writing or orally.**

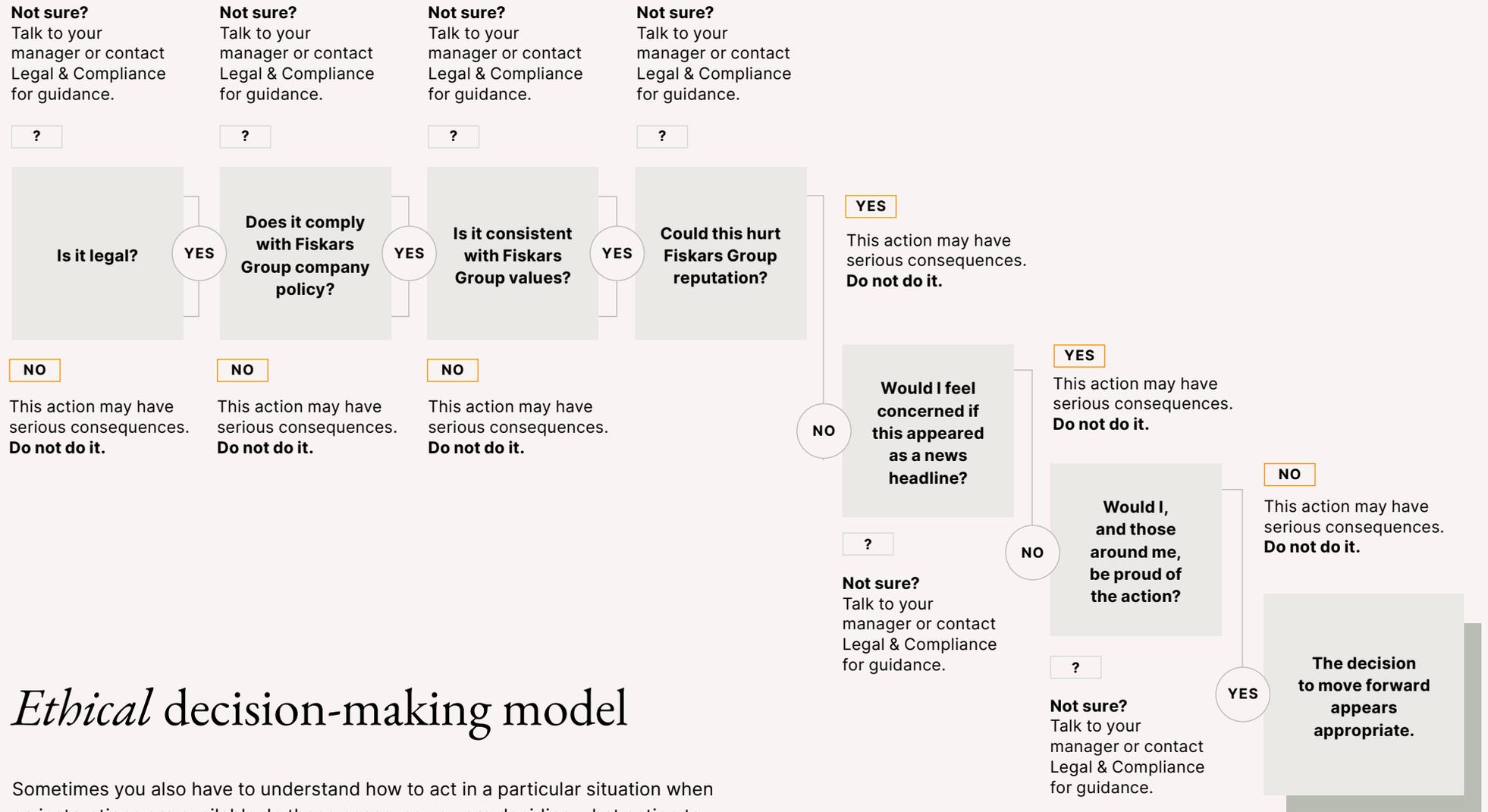


### HOW SHOULD MANAGERS HANDLE CONCERNS?

**It is expected that our leaders and managers act according to our values in all situations. If someone comes to you with a concern or question, you have a responsibility to listen and act. Handling concerns appropriately is critical to preserving trust. Respond respectfully and take every concern seriously. If unsure how to act, seek further advice from HR or Legal and Compliance.**

## ETHICS AND COMPLIANCE HELPLINE / HOTLINE – CASE HANDLING PROCESS





## *Ethical* decision-making model

Sometimes you also have to understand how to act in a particular situation when no instructions are available. In these cases, as you are deciding what action to take, answer the questions in the Fiskars Group Ethical Decision-making Model to help you determine the most appropriate way to proceed.



## Our *ethical principles*

### Compliance with laws and regulations

Fiskars Group is committed to full compliance with all applicable laws and regulations of relevant countries. All our business is conducted according to the law and with integrity.

All Fiskars Group People must be aware of and conduct their activities in accordance with this Code of Conduct and all supporting Fiskars Group policies, even when the Code requires a higher standard of behavior than is required by national laws and local regulations.

The Code and Fiskars Group Policies cannot cover every situation, particularly as laws differ between countries. If a specific situation is not expressly covered, the spirit of the Code and our Policies must be upheld by exercising common sense and good judgment—always in compliance with applicable laws.



**We must all have sufficient knowledge of laws and regulations, as well as our internal policies. Depending on your role, you must know the laws and regulations related to your work. There is no excuse for ignoring the law.**

Good design is *thoughtful*

### Respecting people

At Fiskars Group, we respect and actively promote human rights and believe that this enables us to grow our business responsibly and sustainably.

All Fiskars Group People, suppliers, partners, and community members have a role to play in defending human rights throughout our value chain. Civil and political rights, economic, social, and cultural rights, labor 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 a part.

#### **DO**

- **respect human rights in everything you do and recognize the equality of the people with whom you interact**
- **commit to continuously learn about and follow the evolution of human rights**

**Fiskars Group adheres to the following initiatives and agreements and supports the values, freedoms, and fundamental rights promoted in these texts.**

- **the United Nations Guiding Principles for Business and Humans Rights**
- **the International Labour Organization's Declaration on Fundamental Principles and Rights at Work**
- **the OECD Guidelines for Multinational Enterprises**
- **the UN Sustainable Development Goals**
- **the United Nations Global Compact principles**



**We build an inclusive, fair, and open working environment in which everyone is heard, and their uniqueness is celebrated. Current and future employees have a strong sense of belonging, enriching us with diverse perspectives that drive innovation and our Growth Strategy. To measure workplace inclusion, we have developed an index—Inclusion Experience—to measure how our employees experience inclusion. Inclusion Experience reflects our people's perception of belonging and the celebration of uniqueness, which, according to research, work together to create feelings of inclusion.**



## DIVERSITY AND INCLUSION

At Fiskars Group, our core strength is our people, we build on diversity, equity, and inclusion (DEI). Our goal is to create an inclusive open working environment where everyone can grow, make a meaningful contribution, and feel that they belong. We welcome, respect, and celebrate diversity in all its forms and embrace and value all the dimensions that make us unique. Fiskars Group is an international company, and our diverse backgrounds enhance our ability to innovate and inspire us to keep improving. By exploring, learning, and creating together, we can make daily life better for each other and the world around us.

### DO

- **respect people as individuals with their unique differences**
- **champion diversity, inclusion, and equal opportunities, and work against harassment and discrimination**

### DON'T

- **discriminate against people based on any of the following characteristics: gender, age, race, including ethnic origin, nationality or skin color, physical or mental disability, sexual orientation, education and work background, heritage, marital or civil status, religious or political beliefs, parental status, including pregnancy, maternity, and paternity, or any other characteristics protected by applicable laws or regulations where Fiskars operates**

## HEALTH AND SAFETY

Fiskars Group is committed to protecting the environment and the health of customers, employees, and those who work in our supply chain. Fiskars Group ensures that our products meet the requirements for durability, functionality, safety, sustainability, and visual quality. Our chemical and substance restrictions are based on chemical legislation relevant to our business and our preference for using less hazardous chemicals.

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



Fiskars Group is committed to identify and control employees' exposure to physically demanding tasks. Vulnerable employees such as (but not limited to) new or young employees, expectant mothers, and employees with disabilities must receive special protection in their work.

**DO**

- **Put health and safety first by actively promoting a zero-harm safety culture**
- **Be proactive and take responsibility for preventing work-related incidents seriously**
- **Inform management of any safety issues**

**DON'T**

- **Compromise on workplace safety—it is everyone's duty to act if any safety issues are identified**
- **Carry on with any work that becomes unsafe or unhealthy**



See a health and safety issue?  
Report it to **Falcony** or [safety@fiskars.com](mailto:safety@fiskars.com).

All Fiskars Group People have access to the reporting system.

Reporting observations, near misses, and accidents helps us improve and remain safe at work.

## LABOR RIGHTS

Fiskars Group complies with all relevant labor laws and regulations. We do not allow working conditions or treatment that contravene basic human rights. All fundamental labor rights must be respected, including employees' rights to freedom of association and collective bargaining without fear of punitive actions such as intimidation, harassment, or termination of employment.

We are committed to the opposition of slavery, servitude, human trafficking, the elimination of all forms of forced, indentured, or compulsory labor, and of discrimination in respect of employment and occupation. We safeguard vulnerable workers from abuse or exploitation, regardless of their employment contract or immigration status. Workers must be allowed to move around freely and leave their place of work when their working hours end.

Fiskars Group has zero tolerance towards child labor, and the minimum age for employment is 16. Fiskars Group does not employ workers, especially young workers 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, and a specific measure is in place to protect young employees.

**DO**

- **Promote and follow up all the fundamental labor rights mentioned above**
- **Report any suspected violation of them**



## RESPONSIBLE CAREER PRACTICES

All recruitment decisions should be documented, and the process should be consistent and transparent. All applicants shall receive fair and equitable consideration. All stages of the recruitment and selection process are designed to ensure adherence to Equal Employment Opportunity and Antidiscrimination legislation and policies.

### DO

- **Make sure that only employees with a legal right to work are employed**
- **Validate employees' identity and legal status to work by reviewing original documentation before the start date in the employment contract**
- **Make sure that you have a written employment contract and/or job offer with a legal entity belonging to the Fiskars Group in a language that the employee fully understands**

The 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 any sort of discrimination or unfair punishment regarding employment practices.

Good design is  
*honest and inspiring*

## ZERO TOLERANCE OF HARASSMENT AND BULLYING

Fiskars Group does not tolerate any mental, physical, or sexual harassment or any other infringement that violates an employee's right to dignity and respect in the workplace. This includes a zero-tolerance policy toward bullying, in which any form of intimidation, coercion, or aggressive behavior intended to cause distress or harm to another individual is strictly prohibited.

### DO

- **Treat all Fiskars Group people/colleagues and our stakeholders with respect. There is no room for degrading behavior.**
- **If you hear or see anything that can be considered harassment or bullying, or any other violation of human rights, it is your duty to act, always and without delay. Threats, intimidation, and violence in the workplace are not tolerated. Please see the "Speak up!" section in this Code of Conduct for reporting mechanisms.**

### DON'T

- **Engage in any direct or indirect behavior that is offensive, intimidating, malicious or insulting. This includes any form of harassment, including any disrespectful physical or verbal behavior that does not involve being treated with respect and dignity**
- **Engage in prohibited conduct that may include but is not limited to lewd or sexually suggestive comments, invitations, off-color language, jokes of a sexual nature, slurs and other verbal, written, graphic, or physical conduct related to an individual's sex or sexual orientation, or any other characteristics listed above**



## Respecting the environment

We design and deliver sustainable growth. Our environmental, social, and governance (ESG) factors are linked to all our decision making. International standards and guidelines create an important foundation for Fiskars Group's quality, environment, health, and safety (QEHS) management. Our manufacturing units and distribution centers use the ISO 9001 quality management standard, the ISO 14001 environmental management standard, and the ISO 45001 health and safety standard.

We are also committed to the United Nations Sustainable Development Goals (SDGs) and have identified three SDGs that are clearly important for us throughout the value chain, and these have both positive and negative impacts.

### DO

- **Make sure you know our current sustainability commitments and targets and follow up the standards to which we adhere**
- **Strive to prevent negative climate and biodiversity impacts in all phases of operations**
- **Save water and energy in your daily work**
- **Make wise choices and choose renewable, recycled, or recyclable materials whenever possible.**
- **Make sure that waste, wastewater, and residual products are minimized**
- **Be innovative and share your thoughts. If you have ideas for improving our work or products, share them with your team and management.**



**Our two commitments guide all our decisions, and we monitor our progress frequently at all levels of the company:**

### **PIONEERING DESIGN AGAINST THE THROWAWAY CULTURE**

Pioneering design embraces sustainability—from ideation to sourcing, manufacturing, and business development. We want to offer inspiring and disruptive alternatives to the throwaway culture and take climate action by reducing emissions. In 2020, we joined the UN Business Ambition for 1.5 °C initiative. The initiative encourages companies to set emission reduction targets to stop global warming to 1.5 degrees Celsius.

### **MAKING THE EVERYDAY EXTRAORDINARY**

We make the everyday extraordinary and create positive experiences for our stakeholders. We foster an inclusive culture and understand that to flourish, innovation requires different perspectives.



## Community engagement

Throughout our history, Fiskars Group has been closely involved in the everyday life of the communities in which we operate. We support making an active contribution to these communities' positive economic, environmental, and social development. Our Corporate Responsibility Guideline sets the ambition and framework for our corporate responsibility engagement activities in line with our purpose: Pioneering design to make the everyday extraordinary. We prioritize long-term cooperation with partners to achieve sustainable impacts.

### DO

- **First and foremost, live by our values and act in line with our Code of Conduct, while striving to strengthen mutual understanding and build local relationships. Respect the cultures, customs, and values of local communities.**
- **Engage stakeholders in active and transparent dialog and address societal issues with civil society organizations and other stakeholders with an interest in the company**
- **Make sure that all activities are aligned with our business strategy and support us in achieving our sustainability commitments**
- **Support activities that help our employees feel more engaged with our company and their work and build and strengthen Fiskars Group's and our brands' positioning**

### DON'T

**Support or undertake corporate responsibility activities related to:**

- **Individuals (scholarships, stipends, research), excluding trainee programs and internships**
- **Activities or events with a significantly negative environmental impact**
- **Any political organizations and campaigns, or other political activities**
- **Activities, events, or organizations believed to be discriminatory or unethical**
- **Religious groups for religious purposes**



## Clear and precise communication with external stakeholders

All Fiskars Group's external communications and disclosure must follow the principle of disclosing relevant and accurate information in a timely manner and non-selectively to all participants in the market. Any information shared must be correct, consistent, reliable, and timely, and it must not be misleading.

Fiskars Group communicates material issues, both positive and negative, equally and simultaneously to all stakeholders. We aim to give a fair and correct view of the Company's operations and business, strategy, investments, and financial status to support a fair valuation of the Company's shares.

All Fiskars Group's marketing communications must be legal, decent, honest, and truthful and must not include misleading facts or statements. They must be prepared with a due sense of social, environmental, and professional responsibility.



## Fair dealing

Fiskars Group always competes using fair and ethical business practices. Our view is that everyone shall have the same opportunities and be treated the same. We shall not do business using deceptive, fraudulent, or otherwise unethical methods when competing with others. Fair dealing leads to a sustainable business practice.

### DO

- **Be honest**
- **Treat everyone equally**
- **Respect others' rights and property**

### DON'T

- **Manipulate**
- **Conceal information or facts or abuse privileged information**
- **Misrepresent material facts**

## Free and open competition

Free and open competition is the basis of competition and anti-trust laws globally and is a key element of an open market economy. Even if the competition laws are not uniform in all countries, certain common basic principles regulate relationships with business partners and competitors. Fiskars Group is in favor of all parties having the same opportunity to compete and supports bans on collusion and unfair business behavior.

Fiskars Group is committed to the exercise of fairness in the relationship with our business partners (customers, suppliers, and third parties) with the aim of creating long-term relationships.



Our customers range from individual consumers at our stores and online, wholesale accounts, major hospitality and institutional customers, distributors, and licensees. We want to exceed our customers' expectations in how we treat them, and how we conduct business. By doing this, we can become a preferred partner for our customers.

## Anti-bribery and anti-corruption

Corruption is the abuse of entrusted power for private gain, and it undermines the rule of law, and trust in businesses and its leaders. Corruption disrupts competitive markets, misallocates resources, and can lead to violations of human rights. Fiskars Group as a company and Fiskars Group's People as individuals representing the Company shall take responsibility for the prevention of corruption in all its forms, including acts of bribery, facilitation payments, and inappropriate gifts, hospitality, and favors.

Bribery involves the giving or receiving of money or anything else of value as an inducement or reward for an improper act. An act will be improper if it involves someone performing, or failing to perform, a function illegally, unethically, in bad faith, partially, or in breach of a position of trust.

Bribery can take place where the offer or payment is made indirectly through a third party such as an agent. Bribes can take many different forms such as cash payments, gifts, hospitality (e.g., meals, hotel stays, or tickets or invitations to sporting and cultural events), other promotional expenses (e.g., travel and accommodation expenses), political contributions, or charitable donations.

Good design is *curious*



**Fair and open competition brings consumers a broader choice of better-quality products and services. There is no room for unfair quick wins.**



**Any action which can be perceived as corruption is often judged as corruption. It is your responsibility as an employee to avoid any situation which can be seen as such. Corruption causes business decisions based on dishonest and unfair criteria. As a company, we always promote open and fair competition.**

**You must not, whether directly or indirectly, or through a third party:**

**Provide money or anything else of value to any person with the intention of obtaining, retaining, or rewarding any improper commercial or other advantage.**

### DO

- **Accept only modest and appropriate, ordinary gifts. Use sound judgment—only provide and accept gifts and hospitality that are reasonable complements to business relationships.**
- **Ensure transparency in hospitality expenses.**
- **Report any suspicious activity and seek further guidance from [compliance@fiskars.com](mailto:compliance@fiskars.com)**

### DON'T

- **Do not accept a gift, hospitality, or entertainment from a business connection that is not modest and reasonable and that may give the appearance of improper influence.**
- **Do not offer any benefits to public officials.**
- **Do not offer or accept any gifts that are in cash or a cash equivalent**



## Anti-money laundering

Fiskars Group is committed to preventing any possibilities of money laundering transactions. All Fiskars Group People are expected to refrain from engaging in or facilitating activities which may breach applicable anti-money laundering laws, directly or indirectly. The Fiskars Group Anti-money Laundering Policy describes the processes to be followed and measures to be taken to ensure compliance with relevant legislation, regulations, and guidelines aimed at preventing money laundering and terrorist financing.

## Conflict of interest

Fiskars Group will not tolerate any situation in which the personal activities and interests of Fiskars Group's People conflict or appear to conflict with the best interests of Fiskars Group. This includes situations in which an employee's judgment is likely or appears to be influenced by the possibility of personal financial or any other gain. The same applies where an external engagement negatively impacts the individual's ability to fulfill his or her duties to Fiskars Group.



**Managers are responsible for ensuring that potential conflicts of interest are checked, and appropriate actions are taken to resolve them. This may involve seeking assistance from HR or Legal & Compliance ([compliance@fiskars.com](mailto:compliance@fiskars.com)) as necessary.**

### DO

- **Know your business partners and transactions**
- **Report suspicious transactions promptly**
- **Maintain adequate records for either at least five years or as long as required by national legislation, whichever is longer**

### DON'T

- **Don't ignore red flags**
- **Don't accept cash payments exceeding USD or EUR 10,000 equivalent**
- **Don't hesitate to seek guidance from [compliance@fiskars.com](mailto:compliance@fiskars.com)**

### DO

- **Exclude yourself from hiring or purchasing decisions if a friend or family member is part of the process**
- **Always choose the best option for the company. Tendering and comparing is a must**
- **Discuss the nature of conflict, regarding you or others, through [compliance@fiskars.com](mailto:compliance@fiskars.com)**

### DON'T

- **Compete with Fiskars Group in any form**
- **Allow your private activities to influence or be perceived to influence how you do your work at Fiskars Group**
- **Conduct personal business deals with your friends or family on behalf of Fiskars Group**

**DO**

- **Understand the Fiskars Group Supplier Code of Conduct and always comply with the Fiskars Group Procurement Policy**
- **Report immediately any practice in our supply chain that violates Fiskars Group policies and/or local regulations**
- **Collaborate with suppliers and contribute to continuous improvements toward a better supply chain**

**DON'T**

- **Establish or continue business without confidence that a supplier has met the minimum requirements described in the Supplier Code of Conduct and other Fiskars Group policies**
- **Keep quiet when you see any misconduct that violates any Fiskars Group policy (e.g., Supplier Code of Conduct) or local regulation**
- **Be easily satisfied with minimum compliance and what has already been achieved in our supply chain**



## Responsible procurement

At Fiskars Group we take responsibility for the entire supply chain. The Fiskars Group Procurement Policy is implemented to describe the principles to be applied in all sourcing and purchasing activities at Fiskars Group globally, and the Fiskars Group Supplier Code of Conduct outlines the standards all our suppliers and partners must meet to do business with Fiskars Group. We are also committed to compliance with “The Responsible Jewelry Council” Code of Practices within the jewelry-related businesses. We conduct appropriate supplier due diligence before we procure raw materials, components, and finished products.

We expect our suppliers to live up to our expressed requirements set in the Fiskars Group Supplier Code of Conduct, and we provide support to them and work with them to set ambitious long-term goals and monitor improvements with respect to our Supplier Code of Conduct. We are committed to integrating all areas of our supply chain and complying with both our own Group policies and local regulations. If you feel either is being violated, we expect you to raise your concern. Please see the “Speak up!” section in this Code for reporting mechanisms.

## Trade compliance

Fiskars Group complies with all applicable trade compliance laws and regulations, including those relating to customs, economic sanctions, and export controls. Sanctions generally prohibit or limit any transactions or dealings with the targeted parties and countries such as asset freezes or trade embargoes, and export controls require a license or authorization to export or re-export certain items such as military or dual-use technologies that could have potential applications for weapons of mass destruction, terrorism, or human rights violations.



# Maintaining competitive advantage

## Intellectual property rights

Intellectual property rights (“IPR”) are the most important assets of Fiskars Group. Fiskars Group’s core identity is based on our unique brands, design-driven products, functionality, and the products’ technical advantage. To ensure that the investment in these results of intellectual effort does not benefit competition and to ensure the best possible return on that investment, the ownership of the IP assets must be secured by utilizing suitable forms of IPR, i.e., trademarks, designs, patents, utility models, domain names, copyrights, and trade secrets.

IPRs are exclusive rights. The right to prohibit others from utilizing and exploiting Fiskars Group’s intangible assets protected by IPRs is the main reason trademarks, designs, patents, and utility models are registered and Fiskars Group’s rights are monitored and enforced. With IP rights, we protect our products against copying and ensure that our products maintain their appeal.

Securing IPR protection in a timely and professional manner is essential—if we fail to do so, we may be unable to prevent others from benefiting from our brands, designs, and innovations.

## Good design is *innovative*

Fiskars Group has different types of monitoring services in use to become aware of IPR infringements. Fiskars Group People play an especially important role in monitoring Fiskars Group’s IP rights and observing the activities of the competitors and other operators. In addition, Fiskars Group’s customers and partners should bring IPR infringements to Fiskars Group’s immediate attention.

Fiskars Group upholds ethical business practices and always respects the IP rights of others. Fiskars Group People are responsible for safeguarding Fiskars Group’s confidential or business-critical information, as any unauthorized use may seriously harm Fiskars Group’s business.

### DO

- **Comply with Fiskars Group’s IPR Guidelines and processes**
- **Keep any unpublished information regarding new products, designs, and inventions confidential and always require a signed non-disclosure agreement, if you need to share such information with a third party such as a customer, collaborator, or supplier.**

### DON’T

- **Share or reveal any confidential and unpublished information without the signed non-disclosure agreement**
- **Launch any new products publicly before a possible design, trademark, and/or patent application has been filed**



## Physical assets

Fiskars Group is committed to managing and safeguarding its assets no matter where they are located, stored, used, or shown. By protecting our assets, we protect our competitive advantage in the marketplace. However, we also have a responsibility to extend the same degree of care toward assets entrusted to us by our business partners and other stakeholders.

All Fiskars Group's People must protect company assets against cyber-related attacks, theft, loss, waste, abuse, destruction, damage, unauthorized use, removal, or similar risks. Company assets and resources may only be used to conduct company business. Fiskars Group's People must not use company assets for anything other than legitimate business or other authorized purposes.

### **OUR TANGIBLE AND INTANGIBLE ASSETS INCLUDE:**

- **Physical assets such as machinery, office furniture, equipment, tools, and supplies**
- **Technology assets such as computer hardware, software, and information systems**
- **Financial assets such as cash, securities, and credit cards**
- **Our Company's name, its brand, our product brands, and our customer relationships**
- **Information assets such as data and analytics, business secrets, and personal data**
- **Intellectual property such as inventions, patents, copyrights, trademarks and trade secrets**





## Data protection and information security

The purpose of data protection and information security is to protect our consumers, customers, employees, suppliers, and other stakeholders, their personal data, and other confidential information. Additionally, the purpose is to ensure business continuity and to safeguard Fiskars Group's business and assets against digital threats.

At Fiskars Group, information security and protecting data is everyone's business. Information must be processed and protected appropriately and in compliance with the applicable legislation. To ensure the protection of our data, you must follow our data protection, privacy, and information and cybersecurity policies, which among other things require that the collection, access, processing, use, and sharing of data, including personal data or personally identifiable information (PII) happens only for legitimate authorized purposes. If personal data is shared with third parties, an appropriate contract must be in place that addresses the use and protection of personal data.

Employees are required to ensure the appropriate and secure use of the equipment and software in their possession to prevent personal data and other confidential information being compromised. This applies to work from Fiskars Group premises, remote work, and travel.



Laws and regulations regarding data protection and privacy may vary from country to country. Seek guidance and ask more: [privacy@fiskars.com](mailto:privacy@fiskars.com)

### DO

- **Employ strong, unique passwords for all accounts and systems, and update them regularly**
- **Stay updated on data protection and information security policies and training: Regularly review and adhere to the Fiskars Group policies, guidelines and procedures. Participate in security awareness training to stay informed about the latest threats and best practices.**
- **Report security incidents: If you notice any suspicious activity or potential security breaches, report it immediately. Prompt reporting can help prevent or mitigate the impact of security incidents.**
- **Minimize the amount of personal data and use personal data only for the purposes it was collected. Treat personal data fairly, transparently and with care. Define retention times.**

### DON'T

- **Share passwords with anyone, including colleagues or supervisors. Each individual should have their own unique login credentials to maintain accountability and security.**
- **Click on suspicious links or attachments from unknown or unexpected senders: Be cautious of emails or messages containing links or attachments from unknown or suspicious sources requiring immediate actions. These could be phishing attempts aimed at stealing sensitive information or installing malware on your device.**
- **Install unauthorized software components or add-ons: Avoid installing software components or browser add-ons from untrusted sources or without proper authorization. Unauthorized software can introduce vulnerabilities or compromise system integrity, potentially leading to security breaches or data loss.**
- **Collect personal data without legal right or more excessively than is necessary. Store personal data when it is no longer needed.**



We employ approximately 7,000 people 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.

### CONTACTS

For additional information and advice, please get in touch with your manager, HR, or Legal and Compliance at [compliance@fiskars.com](mailto:compliance@fiskars.com).

#### Fiskars Group

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### FISKARS GROUP POLICIES

Fiskars Group ensures understanding and adherence to our core principles through tailored mandatory training on key policies.

- Anti-corruption and Anti-bribery Policy
- Anti-money Laundering Policy
- Antitrust Policy
- Artificial Intelligence Policy
- Code of Conduct Violation Response Policy
- Contract Management Policy
- Credit Policy
- Crisis Management Policy
- Data Privacy Policy
- Disclosure Policy
- Employment Policy
- Environmental Policy
- Sanctions and Export Control Policy
- Group Expenditure Authorization Policy
- Health and Safety Policy
- Information and Cybersecurity Policy
- Insider Policy
- Marketing Policy
- Pre-approval Policy for Non-audit Services
- Procurement Policy
- Quality Policy
- Recall Policy
- Record Retention Policy
- Recruitment and Resourcing Policy
- Risk Management Policy
- Supplier Code of Conduct
- Tax Policy
- Travel Policy
- Treasury Policy



Good design sparks  
*enjoyable moments*  
to remember

