



INTRODUCTION

WWRD United Kingdom, Ltd. ("**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 in order 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 2018, the Group employed 7,496 employees and operated in over 30 countries.

The Group's business is organised into 2 strategic business units ("**SBU**"): Living SBU and Functional SBU. We are part of the Living SBU which is divided into the English & Crystal Living Business and the Scandinavian Living Business.

OUR SUPPLY CHAINS

Our supply chains include:

- our own manufacturing facilities 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

We are committed to ensuring that there is no Modern Slavery in our supply chains or in any part of our business. The Fiskars 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 chains.

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 – teamwork, innovation, accountability and integrity – 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. To help all our employees implement these principles and guidelines in their everyday work, we organise regular mandatory training.

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 in order 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 of our suppliers are required to sign and commit to the SCOC.

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 countries¹ 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 twelve months, 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 2018, we commenced a human rights impact assessment across the whole of the Group, this project will continue throughout 2019. Modern Slavery has been one of the key focus areas of the impact assessment. This reflects our commitment to universal human rights and tackling Modern Slavery inside and outside of our organisation.

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 31st December 2018

This statement was approved by the Board of Directors of WWRD United Kingdom, Ltd.

Signed



Christian Bachler
Senior Vice President, SBU Living

¹ 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.