

# Gender Pay Gap Reporting WWRD United Kingdom Ltd

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## Company Statement from Ulla Lettijeffer - President, SBU Living

WWRD United Kingdom Ltd is a member of the Fiskars Group of Companies, and is the UK entity for Gender Pay reporting. There are 603 employees in the UK spread across office, manufacturing and retail staff.

Fiskars Group is committed to promoting an inclusive, safe and engaging working environment to all its employees.

At Fiskars Group, at the end of 2017, 53% of our employees were female and 47% male. The gender division in managerial positions was balanced, with 45% of all managerial positions being held by a female. In the Executive Leadership team, in 2017 the gender balance was 50/50.

Our compensation philosophy grants that our employees' pay is based on competence, experience and job requirements. We are paying close attention to potential pay gaps, and have reached a positive situation where there are no significant imbalances for example between different genders in terms of compensation.

As we are aiming to be a globally collaborative culture, we need diverse teams to be able to serve our consumers in the best possible way. Our long-term target is to attract, develop and retain a diverse team of high-performing people with different backgrounds and cultures.

I confirm the gender pay gap data contained in this report for WWRD United Kingdom Ltd is accurate and has been produced in accordance with the guidance on managing gender pay developed by the **Arbitration and Conciliation Service [ACAS]** <http://www.acas.org.uk/genderpay>.

Signed



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## Introduction

In 2018 for the first-time, employers in England, Scotland & Wales, with 250 or more employees must on an annual basis **publish and report specific figures about their gender pay gap**.

This Gender pay report shows what the pay gap and bonus gap is for staff employed in the entity WWRD United Kingdom Ltd in the UK, at the 'snapshot' date i.e. 5<sup>th</sup> April 2017. The pay and bonus gaps reflect the composition of the workforce, and are largely due to men occupying more senior management roles within the organisation.

The gender pay report shows the difference between the average earnings of men and women.

**Gender pay is different to equal pay: Equal pay is the difference between men and women who carry out the same jobs, similar jobs or work of equal value.**

WWRD United Kingdom Ltd are also required to report the population of males and females by quartiles. The stated quartiles are calculated using the governments guidelines for gender pay reporting.

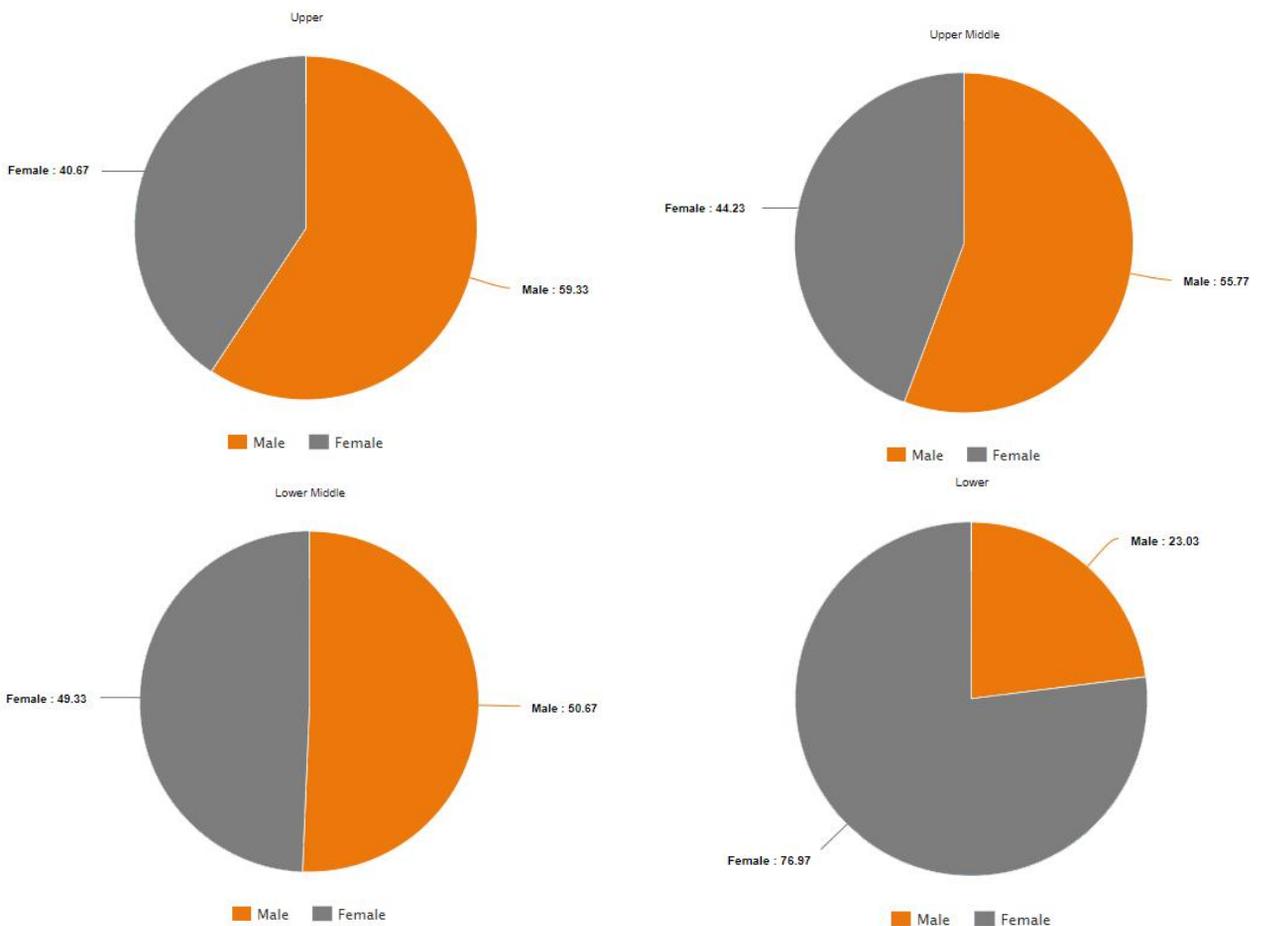
All data has been drawn from the payroll system [Resourcelink] and is compiled payments made to employees, including allowances, at the relevant date. Bonus payments are any relevant payments made in the previous 12 months before 5<sup>th</sup> April 2017.

# WWRD United Kingdom Ltd findings

The gender pay gap is the difference in the average pay and bonuses of all men and women.

Mean and median pay and bonus gap		
	Mean	Median
Gender Pay gap	27.22%	14.47%
Gender Bonus gap	69.63%	55.61%

## Gender Demographic per earning quartile [%]



## Proportion of employees receiving a bonus



## Mean & Median Gap

The mean gender pay gap for WWRD United Kingdom Ltd is 27%, this means that on average males earn 27% more than females. The median gap is 14.5%. On further analysis of our quartiles it revealed that the largest gap [20%] is in the upper quartile pay band where men hold more of the Senior roles in areas such Executives, Sales, Finance, IT and Manufacturing. Our engineering function and all our Chefs are male, this is characteristic of the applicant's profile when we advertise vacancies.

## Bonus Gap

The mean bonus gap is 70% and the median is 56%.

The percentage of men receiving a bonus is 27% and 40% of females receive a bonus. The proportion of females receiving a bonus is higher because more females work within our retail function. All retail staff have the opportunity to earn bonuses based on the number of sales achieved.

## Population

This analysis shows that WWRD has a larger proportion of females working in the lower quartile, these are retail positions with part time hours, this is typical of the labour market profile for this industry in the UK. The upper quartile has 18% more males which alongside the level of the positions, is contributory to the pay gap.

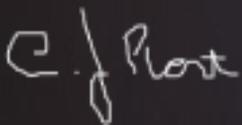
## What's Next for WWRD United Kingdom Ltd

Reducing our gender pay gap will largely be dependent upon increasing the number of females in senior roles and WWRD will endeavour to take action to review its policies to ensure action is taken where necessary. WWRD supports family friendly policies and will be looking at how to further progress to achieve any potential gains to reduce the gender gap. We will take positive action to reduce any obstacles that may be preventing females from applying for certain jobs.

WWRD believes that inclusive and diverse teams at all levels will deliver greater impact in our business, and will enhance the experience of our customers. Placing diversity at the heart of workforce planning (encompassing recruitment, promotion and succession planning) is vital to achieve a change in our staff profile, to build diverse teams at every level and in every department.

The Company remains committed to fair and equitable remuneration and reward and this will continue to be a fundamental element of all of our policies and processes.

I confirm that the data and information presented in this report are accurate and meet the requirements of the [Equality Act 2010 \[Gender Pay Gap Information\] Regulations 2017](#)



Claire Plant  
Head of Human Resource  
WWRD United Kingdom Ltd

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