

## Employee consultation process in conjunction with Fiskars restructuring has been concluded

The employee consultation process in Finland in conjunction with Fiskars new regional organization has been concluded. The new organizational structure coming into effect in December, 2014 aims to simplify decision-making and to ensure efficiency of the company's operations by minimizing overlap.

The structural reform process reviewed organizational structures and skills from a strategic point of view and across unit boundaries, which allowed repositioning employees in new roles that had been opened as part of the restructuring. In addition, some fixed-term positions will not be renewed. As a consequence, the need for redundancies will be approximately 20 employees. At the beginning of the employee consultation process, the number of redundancies was estimated to be a maximum of 60 people.

As part of the new organization, Fiskars is creating a Europe business region which is responsible for sales, supply chain and shared services within Europe. In addition, the European product categories of the Home and Garden business areas have been regrouped into the new business units Living Products and Functional Products.

The concluded employee consultation process did not include employees at the company's factories or at the company's own stores in Finland, but due to the general market situation Fiskars plans to restructure operations at the Iittala factory to improve cost structures and the competitiveness of its operations. As such, an employee consultation process is beginning at the glassworks that may result in fixed-term lay-offs as well as redundancies of up to a maximum of nine people.

Fiskars currently employs around 1,600 people in Finland.

### For more information, please contact:

Senior Vice President, Human Resources, Nina Ariluoma-Hämäläinen, tel. +358 204 39 5507

### **Fiskars 365 - celebrating centuries of pride, passion and design. Every day.**

*Established in 1649 as an ironworks in a small Finnish village, Fiskars has grown to be a leading global supplier of consumer products for the home, garden and outdoors. Available in more than 60 countries, Fiskars products solve everyday problems, making daily home, garden and outdoor projects easier and more enjoyable through superior performance and design. Fiskars is listed on NASDAQ OMX Helsinki, and in 2013 the company's net sales were EUR 799 million. The Group's key international brands are Fiskars, Iittala and Gerber. [www.fiskarsgroup.com/365](http://www.fiskarsgroup.com/365)*