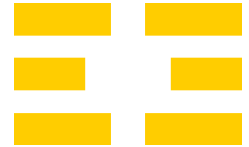


**KOHLER**

# Kohler

Locations: Wisconsin (HQ)

Industries: Capital Goods, Consumer Durables and Apparel

**RISK LEVEL:****Medium Risk****DESCRIPTION:**

Kohler vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. The company has engaged in Pride-related advocacy and donated corporate funds to organizations that engage in LGBTQ advocacy. For these reasons, Kohler receives a Medium Risk rating.

## Corporate Weaponization

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

*There are no publicly known cases of Kohler terminating business relationships due to religious or political beliefs. Kohler received a score of 90 on the Corporate Equality Index from the Human Rights Campaign (HRC). Among other requirements, this indicates that Kohler vets suppliers according to their LGBTQ policies (1). Kohler has begun to integrate ESG into its business practices (2).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk**

*Kohler does not appear to discriminate against religious organizations in its charitable giving (1).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk**

*Kohler does not publish a nondiscrimination policy (1).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk**

*Kohler launched a Facets of Love Pride Collection, featuring Pride related products (1). Kohler has integrated ESG into its business practices, including diversity-first hiring requirements (2)(3).*

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk**

Kohler has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2). Kohler donated a portion of the proceeds from the Facets of Love Pride Collection to PFLAG, an LGBTQ group that engages in legislative advocacy (3).

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**Uses corporate political contributions for ideological, non-business purposes.****Lower Risk**

Kohler does not operate a PAC at this time and has not lobbied for ideological causes (1).

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