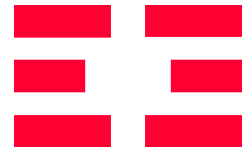


**KOHLER****Kohler**

Locations: Wisconsin (HQ)

Industries: Capital Goods, Consumer Durables and Apparel

**RISK LEVEL:****High Risk****DESCRIPTION:**

Kohler scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Kohler increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Kohler forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company has engaged in Pride-related advocacy and donated corporate funds to organizations that engage in LGBTQ advocacy. Kohler's CEO is a member of the Business Roundtable but has not supported ideological initiatives. For these reasons, Kohler receives a High 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**

*Kohler received a score of 10 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, it has not publicly terminated business relationships based on political views or religious beliefs.*

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

**High Risk**

*Kohler (1)(2).*

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

**High Risk**

*Kohler indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Kohler does not publish a nondiscrimination policy (3).*

## Corporate Governance and Public Policy

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

*Kohler launched a Facets of Love Pride Collection, featuring Pride related products (1). The company has integrated ESG into its business practices, including diversity-first hiring requirements (2)(3). Kohler indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (4)(5). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Kohler's CEO is a member of the Business Roundtable but has not supported ideological initiatives (6).*

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

*Kohler indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. 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).*

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

*Kohler indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Kohler does not operate a PAC at this time and has not lobbied for ideological causes (3).*

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