

**KOHLER**<sup>®</sup>

# Social Impact

Stewardship + Innovation for Good<sup>SM</sup> + Sustainability



“BUSINESS SUCCESS DOESN'T  
MATTER MUCH IF WE CAN'T SAY  
WE LEFT THE WORLD A BETTER  
PLACE THAN WE FOUND IT.”

DAVID KOHLER  
PRESIDENT AND CHIEF EXECUTIVE OFFICER



ON THE COVER: A woman in Zambia dispenses clean water for her child from the KOHLER® Clarity water filter she received from World Vision in partnership with Kohler Co. Sunlight streams through the woodlands of River Wildlife, Kohler's 500-acre wilderness preserve located in Kohler, Wisconsin.

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Who We Are



*“Each one of us by ourselves can’t change the world, but if we work together, we can make a meaningful contribution.”*

My great grandfather and company founder, John Michael Kohler, believed social good was essential to good business. Similarly, my mother believed in the importance of being actively engaged in improving lives in the community where you live and work.

These values remain at the heart of our social impact efforts. Today, we’re building on that foundation, investing in and focusing on three key areas: **Stewardship, Innovation for Good<sup>SM</sup> and Sustainability.**

Kohler **Stewardship** is about strengthening the communities where our associates live and work. It empowers associates to apply stewardship to the needs of their region. For example, in Jhagadia, India, we focus on water and sanitation. In 2018 we partnered with a government initiative to make India open defecation-free by building 200 toilets in two villages near our Jhagadia facility.

Near our headquarters in Kohler, Wisconsin, we funded a community health clinic for the underserved. And in China, we work with the China Youth Development Foundation to build kitchens in rural schools.

Through **Innovation for Good (IfG)**, we’re seeking solutions to the UN Sustainable Development Goals, specifically Goals 6, 7 and 12. IfG provides experiences to associates to build empathy and awareness for issues facing the world, opportunities to incubate product ideas outside of Kohler’s traditional development process and venues for bringing sustainable projects to market.

In 2018 seven teams competed for product development dollars in our first I-Prize contest. In the end, judges awarded \$200,000 for further incubation and development of projects to address everything from global handwashing to recycling vitreous china.

Our **Sustainability** strategy is focused on minimizing the environmental impact of our products through the entire lifecycle—from raw material extraction and manufacturing to consumer use and end of life. In 2018 we invested in a Kansas wind farm which offsets all of the electricity used by our operations in the U.S. and Canada.

To bring positive change, businesses must focus on challenges they can address most effectively. For Kohler, that means water: access to both clean water and sanitation, and water efficiency. We also recognize the power of partnerships and are focused on leveraging our size, scale, passion and expertise in partnership with government, humanitarian organizations and other businesses to address water issues around the globe.

At Kohler, lending a hand is just as important to us as leading the market, and we know that when we work as one toward a common goal, we can accomplish remarkable things.

Sincerely,

**Laura Kohler**  
Senior Vice President  
Human Resources, Stewardship & Sustainability

# SAFE WATER FOR ALL.

We believe everyone should have access to safe drinking water and safe sanitation. We're using our expertise to help find solutions for the 780 million people without access to safe water and the 2.5 billion without improved sanitation.

Safe Water for All lives at the intersection of a dire global need, Kohler associate passion and our company's strength. We believe this is where we can have the greatest impact.

We're supporting Safe Water for All through our products and services as well as our actions, with the ultimate goal of driving progress toward UN Sustainable Development Goal 6, Clean Water and Sanitation.

## RUN FOR CLARITY

Kick off in 2017, our first global stewardship event began with a goal of having 5,000 associates run or walk for a combined total of 40,075 kilometers, the circumference of the earth. If the goal was met, Kohler would donate 5,000 KOHLER® Clarity water filters to nonprofit organizations throughout the world.

Associates from Armstrong, British Columbia, to Auckland, New Zealand, and everywhere in between amassed more than 61,000 kilometers! In 2018 we doubled our goal to 80,125 kilometers and associates surpassed the goal again.

More than 10,000 Kohler associates in 40 locations traveled 147,516 kilometers, impacting the lives of 40,000 through the provision of safe water.



## SAFE SANITATION IN INDIA

Two villages near Kohler's plant in India were home to more than 1,300 residents but only seven toilets. We partnered with the Indian government to ensure each and every person in those villages now has access to a toilet.

The country's "Clean India Mission" aims to clean up cities and rural areas, and end open defecation. The villages of Navagam and Randeri were selected to receive 200 public toilets. Together, the government and Kohler ensured the fixtures, structures and plumbing work were installed and made accessible to the people of both villages.



# WATER AND HOPE IN PUERTO RICO

Hurricane Maria slammed into Puerto Rico and other islands in the Caribbean basin in late September 2017, wreaking historic devastation, loss of life, long-term suffering and a safe water crisis.

As nonprofits arrived on the scene to help, an amazing thing happened. The American Federation of Teachers president Randi Weingarten saw that her large network of teachers and students on the island were most profoundly impacted by lack of safe water. Motivated, she connected with Mayor Yulin who brought together a surprising consortium of partners as Operation Agua. In one year, Operation Agua raised funds for and distributed 100,000 KOHLER® Clarity water filters for schools, homes and community centers in Puerto Rico and USVI, allowing over 270,000 students to return to school.

Additionally, the Puerto Rico Science, Technology and Research Trust established a program called Proyecto Agua Limpia (PAL). PAL's goal is to prevent leptospirosis, end a cultural dependency on bottled water and prepare the people of Puerto Rico for the next disaster. PAL has distributed over 35,000 KOHLER Clarity, water filters to families living in 15 municipalities of Puerto Rico in collaboration with Puerto Rico Primary Care Association Network and H2O Worldwide.

KOHLER portable generators, installed in Puerto Rico by Water Mission, helped get large-scale water treatment systems up and running to provide safe water to rural communities.



**"THANK YOU FOR SAVING OUR LIVES."**

CARMEN YULIN CRUZ

SAN JUAN, PUERTO RICO, MAYOR SPEAKING TO KOHLER ASSOCIATES.



# SOCIAL IMPACT

Kohler's social impact efforts are intimately tied to what we value as a company: people connecting globally and acting locally, purposeful innovation, and the natural world as a resource and respite. Stewardship + Innovation for Good<sup>SM</sup> + Sustainability—what we value and where we can make a difference.

## STEWARDSHIP

Our stewardship efforts are aimed first and foremost at education, health and well-being in the communities where we live and work. By empowering our associates around the world, over 38,000 strong, to take action, we become an unstoppable force for good.

## INNOVATION FOR GOOD

Innovation for Good gives people an opportunity to step out of their day-to-day work routine and innovate around some of the world's most pressing issues in a way that's business-minded and sustainable as well as purpose-driven and life-changing.

## SUSTAINABILITY

We don't doubt that climate change will continue to take a toll on the world, and we recognize the vital need to minimize Kohler's environmental impact. To that end, we're creating efficiencies in our processes and facilities, rethinking the value of waste in our WasteLAB<sup>™</sup> and designing products with the intent of lowering their lifetime environmental impact.



# STEWARDSHIP

Our Stewardship goal is to positively impact the communities where we live and work. We believe there's no better way to do this than by empowering our associates and fueling their passions. With over 55 manufacturing locations worldwide, Stewardship may look a little different in every community, but with more than 38,000 individual associates taking action, we can accomplish almost anything.

## RELIEF FOR RELIEF VOLUNTEERS



An output of Innovation for Good<sup>SM</sup>, the KOHLER Relief trailer focuses on relief workers in disaster zones. The trailer's first deployment came after Hurricane Florence struck North Carolina in September 2018 with 90 mile-per-hour winds. Since then, the trailer has provided nearly 3,000 showers across the U.S., supporting hurricane relief volunteers in Florida and those fighting wildfires in California.

We also put boots on the ground after Hurricane Florence. Kohler associates took part in a pilot program to send volunteers to help in times of disaster.

*“Showers are a luxury for aid workers, but cleaning up at the end of a grueling day might make the difference between a productive day tomorrow and a nonproductive one.”*

**Margaret Mazz**  
Senior Industrial Designer

## HARVEST FOR THE HUNGRY



In the fall the Kitchens of Kohler chefs prepare an annual harvest feast to raise money for the United Way of Sheboygan County. The 2018 Harvest for the Hungry, made with donated ingredients and served by Kohler volunteers, raised nearly \$20,000 to help food-insecure families.

Kohler associates have raised more than \$6.4 million for United Way in the United States through various projects since 2000, nearly \$500,000 in 2018 alone.

To support a healthy, thriving community, 98% of United Way donations stay in our local neighborhoods to support 40 programs and 20+ agencies that serve nearly 60,000 people.

## INDIA PLUMBING ACADEMY

The Kohler Plumbing Academy (KPA) began as an initiative to combat the lack of qualified plumbers in India and to provide a reliable livelihood where options were limited. Since its inception, nearly 300 plumbers have graduated from the Kohler Plumbing Academy (KPA) in Gurgaon. Now, with the expansion of KPA into Chennai, even more would-be plumbers in India have the chance to become certified in the trade

KPA offers two degrees, Trained Apprentice Plumber and Trained Master Plumber, but provides far more than certification. In addition to hands-on plumbing training, the academy provides students with the skills needed to succeed. Finance courses help students start their own businesses, while computer and language courses prepare them to better communicate with customers.

Some students had been working minimum wage jobs and were looking for something more. Others came from remote areas with few long-term career opportunities or had dropped out of school.

“It was a lot of learning on the job and being paid to learn,” said program graduate and technician Muhammed Imran. “After working with customers, they don’t see us as just plumbers but as Kohler technicians who can find the problem and solve it. I’m proud to be respected by my clients.”



## NEXT GEN STEM

Kohler is excited to take part in fostering the next generation of STEM professionals. We’re investing in programming for STEM students from middle school through college.

In 2018 Kohler Co. and the University of Wisconsin–Madison College of Engineering dedicated the KOHLER Innovation Visualization Studio. In addition to donating \$1 million to renovate the space, Kohler has committed ongoing involvement from its associates to ensure students gain the innovative mindset and technical knowledge that design-forward companies like Kohler need to compete in today’s technology-driven world.

From STEM tours and classroom visits to coaching Lego League and First Robotics teams, associates across our global locations are always looking for ways to inspire the next generation. Our team at Kohler Mira in the U.K. hosted 22 students for a day of challenges, games and tours. In China, Kohler associates visited schools and prompted students to find solutions for challenging or time-consuming daily tasks.



## OUR IMPACT AT A GLANCE

Our Stewardship efforts in 2018 focused primarily on education, arts, health and well-being. With the help of our passionate associates, we were able to have a hand in giving students access to the tools they need to be successful, in helping humanitarian organizations bring relief to victims of natural disasters and support families in need, and in bringing safe water and sanitation to underserved communities.

**\$13.5M**  
**IN-KIND AND CASH DONATIONS ANNUALLY**



**\$8.8M**  
**KOHLER PRODUCTS**  
 DONATED TO HUMANITARIAN ORGANIZATIONS AND PROJECTS



**12k+**  
**CHILDREN EDUCATED**  
 IN STEM PROGRAMS SUPPORTED BY KOHLER



**7,600**  
**DISASTER VICTIMS**  
 HELPED THROUGH KOHLER ASSOCIATE DONATIONS



**13k+**  
**CHILDREN PROVIDED**  
 WITH BACKPACKS AND SCHOOL SUPPLIES



**\$6.4M**  
**FUNDS RAISED**  
 SINCE 2000 IN SUPPORT OF THE U.S. UNITED WAY

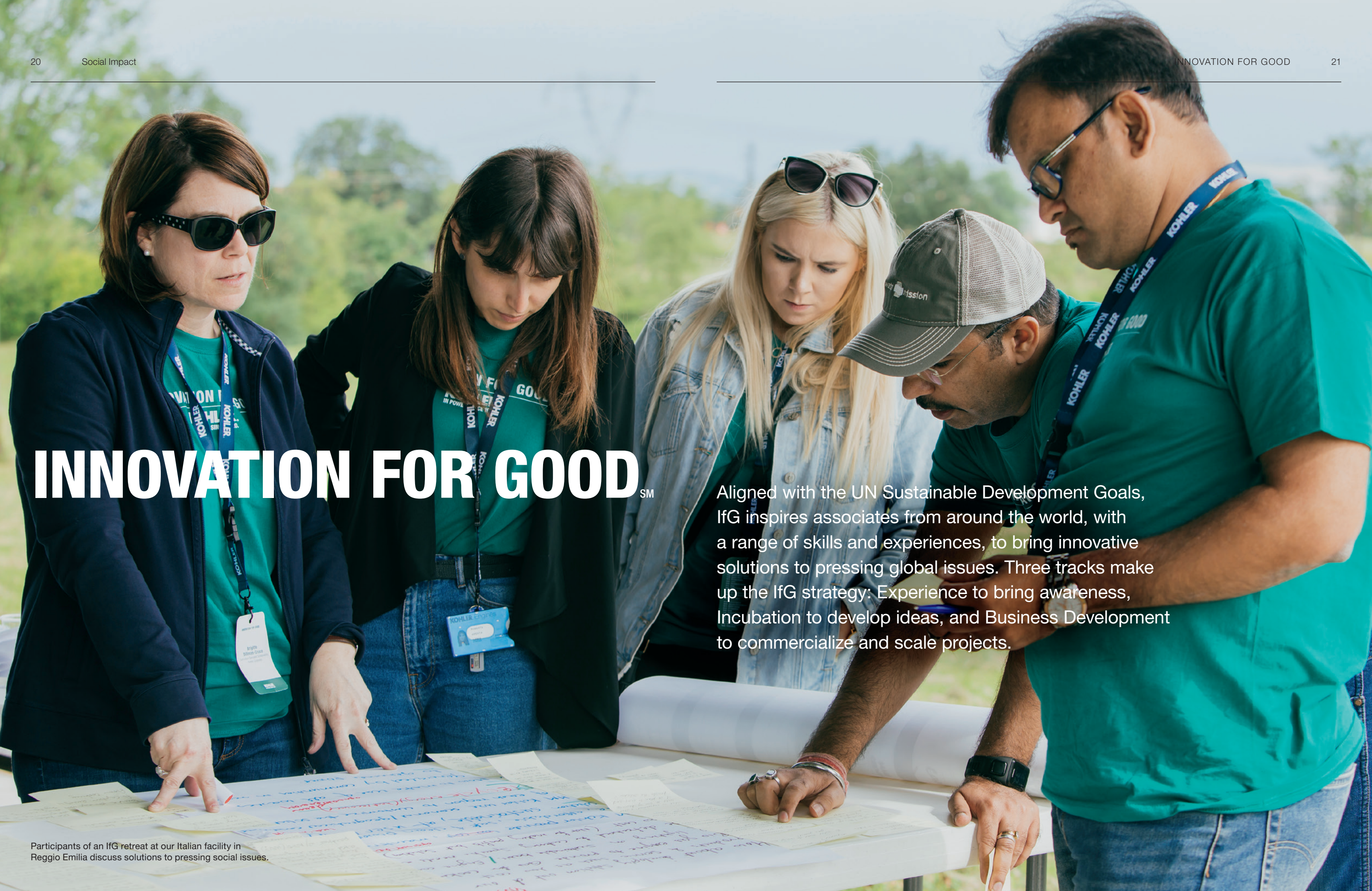


**40k**  
**LIVES IMPACTED**  
 AS A RESULT OF FUNDS RAISED THROUGH RUN FOR CLARITY

“BOLD INNOVATION AND MEANINGFUL IMPACT HAPPEN WHEN WE ACTIVATE AND EMPOWER OUR ASSOCIATES. WE BELIEVE THE PASSION OF OUR PEOPLE CAN BE A POWERFUL FORCE FOR GOOD AS WE STRIVE TO MAKE THE WORLD A BETTER PLACE.”

LAURA KOHLER





# INNOVATION FOR GOOD<sup>SM</sup>

Aligned with the UN Sustainable Development Goals, IfG inspires associates from around the world, with a range of skills and experiences, to bring innovative solutions to pressing global issues. Three tracks make up the IfG strategy: Experience to bring awareness, Incubation to develop ideas, and Business Development to commercialize and scale projects.

Participants of an IfG retreat at our Italian facility in Reggio Emilia discuss solutions to pressing social issues.

## IMMERSION EXPERIENCES

### *Kohler, Wisconsin*

“Our goal was to make people uncomfortable,” said Matt Meyer, Innovation for Good<sup>SM</sup> committee member. “I think we met that goal, and I know we generated ideas for new ways Kohler can help those in need.”

Immersion experiences place IfG attendees in mock scenarios designed to make them carefully consider water use: imagining the challenges facing a single mother of three in Gulu, Uganda or a family forced to evacuate their home in Houston, Texas after Hurricane Harvey.

“The activity created a great sense of the importance of what we do on a global scale and the impact our products have on the well-being of others on such a basic level,” said Dan Dominguez, Director – Aviation and Business Travel. “I know our group was amazed at how important water became when it was the focus of basic survival; something many of us take for granted.”



### *Reggio Emilia, Italy*

The Engines EMEA team in Reggio Emilia, Italy, opened its doors to visitors from Water Mission, World Vision and Kohler associates from around the world for the first international Innovation for Good power-focused workshop.

During the two-day event, participants explored solutions to global power and water issues and heard from guest speakers, specifically discussing the challenges associated with distributing power in Africa.

To inspire brainstorming, associates participated in an immersion activity designed to help them understand the issues facing people in a refugee evacuation situation or a location that lacks power and water infrastructure.



## I-PRIZE



Seven teams. Three months of research, planning and hypothesizing. Five Kohler executives. One external judge. Limitless possibilities. The signature program within IfG Experience, the I-Prize competition is meant to catalyze and foster innovative ideas and creative talent.

This team received \$100,000 to further develop their concept. The team's prototype emerged after Bourne spent time in Indonesia, applying the concepts of human-centered design to handwashing.

*“Handwashing with soap is a “do-it-yourself vaccine” that prevents infections and saves lives. By combining the design and manufacturing skills of Kohler with the knowledge of the end users from NGOs, we can work together to improve the health of people who need it most.”*

**James Bourne**  
I-Prize Competition Team Winner

## COLLABORATION FOR SAFE SANITATION

We leverage our network of partners to pilot innovations in real environments and use field insights to improve upon and validate our concepts before scaling them. We've been working on the Closed-Loop Advanced Sanitation System (CLASS) since receiving a grant from the Bill & Melinda Gates Foundation in 2014 with the goal of treating wastewater from toilets to be clear, colorless, odorless, disinfected and suitable to use again for flushing.

In 2017 we adapted units undergoing testing in India. The units have been running almost flawlessly since we installed reformulated electrodes on our final update.



## OFF-GRID SANITATION SOLUTIONS

According to the World Health Organization, only 51 percent of the global rural population has access to improved sanitation. Every day, over 800 children die from preventable diseases caused by unsafe water and a lack of sanitation and hygiene.

In response to this issue, Kohler's IfG team is exploring innovative sanitation solutions. Ideal solutions will need to operate in environments without access to piped water or sewer infrastructure with little use of water compared to conventional toilets. In addition to developing the technology, IfG is also focused on developing aspirational solutions that provide a great user experience.

## KOHLER® CLARITY WATER FILTRATION SYSTEM

The KOHLER Clarity® water filtration system is the first product commercialized by Innovation for Good<sup>SM</sup> (IfG). An innovative, safe and simple product, KOHLER Clarity is being sold through new distribution channels to reach underserved markets around the world.

Featuring a ceramic filter, KOHLER Clarity is incredibly simple to use. The filter works on gravity alone; no electricity or water infrastructure is needed. The filter holds 11 liters (2.9 gallons) of dirty water that flows into a 12-liter (3.1-gallon) reservoir where the clean water is stored to avoid recontamination.

Kohler partners with humanitarian organizations like Water Mission, World Vision and Operation Blessing, and social enterprises like Business Connect and International Development Enterprises (IDE) to deliver KOHLER Clarity filters to the areas where they're needed the most.



## INNOVATING FOR CHANGE

The Mahatma Awards for Social Good, sponsored by Liveweek during the UN General Assembly, spotlight changemakers, individuals or organizations committed to addressing social issues like safe water, sanitation, disease, poverty and hunger.

In 2018 Kohler's IfG program was recognized with a Mahatma Award for Social Good. IfG catalyzes new ideas for UN Sustainable Development Goals 6, 7 and 12.

# SUSTAINABILITY

Since 2008, Kohler's focus has been on reducing the environmental footprint of our operations and specific product attributes, such as water use. Going forward, we are expanding our sustainability program to include all product life cycle environmental impacts, including in our supply chain, Kohler operations, customer use and product end of life.

# SEEING POSSIBILITY IN WASTE

Dust. Powder. Scraps. Waste. It's what we first see when we look at our factories, when we pull back the curtain and examine what materials are spent and left over in the manufacturing process. But what if this waste, bound for the landfill, has hidden value we haven't explored? What if it simply takes a new way of seeing to find value where now we only see waste? What if a manufacturing company can be regenerative? The KOHLER WasteLAB<sup>®</sup> is where we ask, "What if?" and experiment until we find answers, until we turn waste into something meaningful.

Today we're taking industrial waste and creating beautiful tiles for ANN SACKS, which we launched commercially in early 2019. That's just the beginning. We continue to tap into the expertise of designers and associates from across the company as we explore new possibilities. Additionally, we are always looking to make connections beyond the Kohler walls to see what sparks of innovation might ignite a new project.



Best in Sustainability  
(Recycled/Reused)

## INTERIOR DESIGN

10 Top Product Picks  
From KBIS



Environmental Leader  
Product of the Year



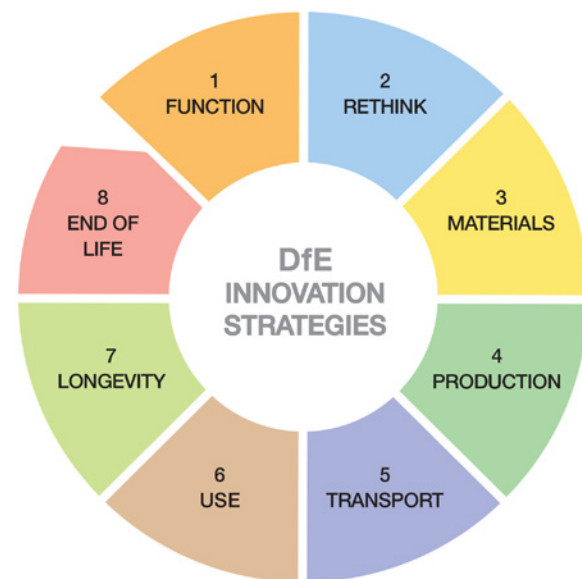
# TOWARD A CIRCULAR ECONOMY

At Kohler we believe great design is form and function in harmony with the environment. This philosophy informs not only our final products but also the thinking and processes at play throughout each product’s life, from conception to end of use. Part of this philosophy also ensures that our customers have visibility into how our products impact the environment, so they can make informed decisions. To this end, we invest in the following practices.

## DESIGN FOR ENVIRONMENT

To reach our sustainability goals and create designs that are in harmony with the environment, we study not only what we make, but also how our suppliers make it and what happens with it once it leaves our factory—the life cycle of each product. We use Design for Environment (DfE) thinking and tools at the outset to understand the true impact of our products.

As a measure of year-over-year success, we have established the More Environmentally Favorable (MEF) designation. MEF ensures each new generation of products is better for the environment than other comparable choices available in the market, and as a company, we’re driving toward our sustainability goals. Our goal is that every new product will be MEF through DfE by 2023.

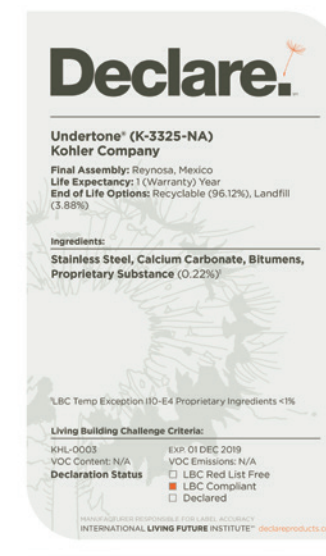


## PRODUCT TRANSPARENCY

Our Environmental Product Declarations (EPDs) and Declare labels detail the environmental impact, chemical makeup of a product, life expectancy and list any materials that could harm human health or pollute the environment.

We’re modeling our manufacturing processes so that we can create EPDs for an entire product category, instead of only individual models. Understanding our environmental footprint at the operational level helps us identify the best ways to reduce our impact on a large scale. EPDs communicate the product’s environmental impact with a life-cycle perspective.

The Declare program is administered by the International Living Future Institute, a global organization advocating for healthy, sustainable buildings and communities. Beyond the raw materials procured for manufacturing, Declare labels inform consumers of the chemical makeup of the final product.



## WATER EFFICIENCY

Customers who want to reduce their own environmental footprint in the kitchen and bathroom look to us for products that don’t just look beautiful and perform exceptionally well but also use significantly less water. We take this responsibility seriously and offer a wide variety of water-saving product options.

Based on data provided by the EPA’s WaterSense® Program, **since 2007 Kohler’s water-efficient plumbing products have saved over 230 billion gallons of water, 6.1 million metric tons of carbon dioxide emissions and \$4.3 billion in energy and water costs in the U.S.**



## RUNNING ON RENEWABLE ENERGY

Our energy reduction strategy depends on both reducing energy use in our facilities and seeking opportunities to invest in sources of renewable energy. Around the world we've implemented 12 solar array projects and, in 2018, invested in a Power Purchase Agreement (PPA).

Working with a leading international solar products manufacturer, JA Solar, Kohler's Foshan campus installed panels on the roofs of five buildings. Long-term, the 2-megawatt project will eliminate the emission of 2,100 tons of carbon dioxide, 64 tons of sulfur dioxide and 32 tons of nitrogen oxides.

For Foshan, the solar project is just one portion of their overall energy-management plan. Key elements of energy management include taking measures to reduce waste from all aspects of production, using the energy efficiently and exploring new technologies.

Located in the midwestern U.S., the state of Kansas is known for open plains and frequent strong winds, making it an ideal location for generating wind energy. Kohler partnered with Enel Green Power on our first PPA, the Diamond Vista Wind LLC, near Salina, Kansas.

**Kohler invested in 100 megawatts of electrical generation capacity, which exceeds that needed by all of our U.S. and Canadian facilities and effectively reduces our global greenhouse gas emissions by 26 percent. We will continue employing a mix of onsite and offsite renewable energy projects to meet our greenhouse gas reduction goals.**



## CELEBRATING EXCELLENCE IN SUSTAINABILITY

Congratulations to the 2018 recipients of the Kohler Sustainability Excellence Awards, presented annually to the top-performing and most-improved manufacturing plants. To be eligible, facilities must meet or exceed the 3% footprint reduction target in greenhouse gas (GHG) emissions, water consumption and net waste-to-landfill generation.

### TOP PERFORMANCE IN 2018

Kohler's pottery in Foshan, China, worked on everything from solar installations to reusing fired cull. The facility reduced GHG emissions by 3%, water use by 7% and waste to landfill by 17%.

Associates took on 19 specific sustainability projects, including the solar array. The team hosted five Kaizen projects with 400 associates to identify and address sustainable operations opportunities.

The plant increased kiln loading density and increased the pitcher (ground fired cull) used as a slip component from 5% to 5.5%. An 11% increase in production and 2% increase in yield affected all sustainability metrics. The yield increased reduced waste generation by 569 tons.

### MOST IMPROVED IN 2018

Kohler associates in Union City, Tennessee, manufacture shower doors. Their team effort led the facility to reduce GHG emissions by 5%, water use by 21% and waste to landfill by 15% in 2018.

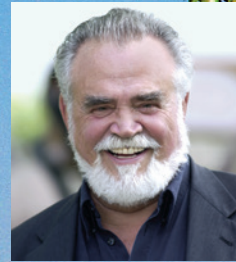
An engineer and a crew leader identified an opportunity to reduce waste during the finishing process. The two found that the most popular color could be achieved using acid etch rather than caustic, keeping 29 tons of sludge out of the landfill each month.

Union City's glass department installed sensors to shut off water when not in use, saving 500,000 gallons of water per month. A mother/daughter team diligently sorts the plant's garbage receptacles, removing any recyclable items, and have reduced solid landfill waste by 1 ton per month.



“A HIGHER LEVEL OF GRACIOUS LIVING MEANS CREATING DISTINCTIVE PRODUCTS AND PROVIDING FIRST-CLASS SERVICE. IT ALSO MEANS THAT WE WORK IN HARMONY WITH OUR NATURAL ENVIRONMENT, MINDFUL IN EVERYTHING WE DO TO SAFEGUARD THAT ENVIRONMENT FOR FUTURE GENERATIONS.”

HERBERT V. KOHLER, JR.



# WHO WE ARE

We believe better business and a better world go hand in hand. This belief touches all we do across all of our brands, products and services. We strive to enhance the quality of life for current and future generations through design, craftsmanship and innovation, fueled by the passion of our associates worldwide.

*Art energizes public spaces, emboldens thinking and enriches communities. At Kohler, it is indispensable to who we are as people, our quality of life and our success in business. Our belief and investment in artistry have guided our company for generations.*

## THE INTERSECTION OF ART AND INDUSTRY

Kohler Co.'s commitment to the arts is epitomized by the Arts/Industry residency program. This unique program for contemporary artists is hailed as the most successful ongoing collaboration between the arts and industry. More than 500 artists have participated and been inspired by our Wisconsin factories since the Arts/Industry program began in 1974. For nearly 45 years, Kohler Co. and the John Michael Kohler Arts

Center have invited artists from around the world to work beside and learn from Kohler associates in Pottery and Cast Iron. The program fosters a unique exchange of ideas between artists and production associates, driving innovation and creating an open dialogue that encourages mutual inspiration.

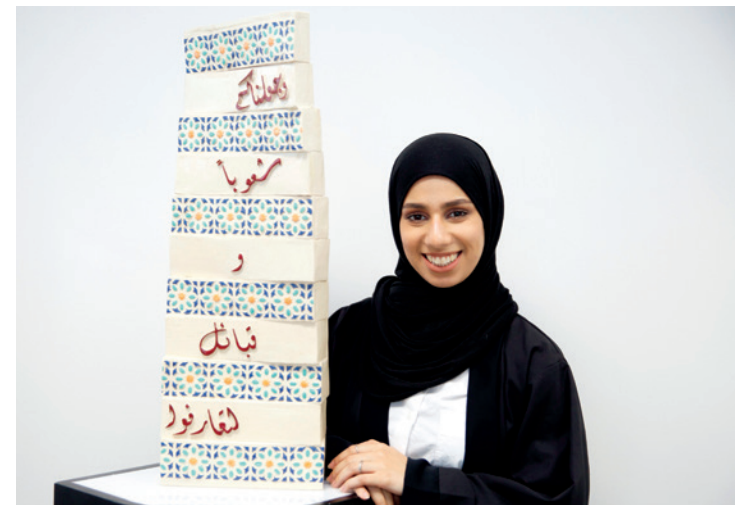


## BOLD. ART.

Launched in 2010, the Bold. Art. program recruits up-and-coming artists to express their viewpoints through artwork, most of which is crafted with the raw materials of KOHLER® products. The latest theme, *Multiculturalism*, features pieces in a myriad of forms and materials from 13 young artists from Asia-Pacific and the Middle East.

## EXHIBITIONS

We believe that access to the arts plays a key role in creating and sustaining vibrant, thriving societies. We act on this belief by exhibiting the work of Arts/Industry artists at KOHLER® Experience Centers around the world and across the Kohler headquarters in Kohler, Wisconsin, including along our sculptural Art Walk, at the Kohler Design Center and within our workspaces.



## DIVERSITY & INCLUSION

Kohler is a global company, and to serve our customers well, we must attract and retain the best talent. Quite simply, the best teams are inherently diverse. They bring different backgrounds, experiences and viewpoints, and an inclusive culture allows them to effectively work together.

Kohler's ongoing diversity and inclusion goal is to create a more gender-balanced organization and culture where people can bring their full selves to work and know that they are valued team members working together with a shared purpose.

In 2018, Kohler launched the first Business Resource Group (BRG). Formed around a shared set of interests, experiences and challenges, BRGs offer networking and mentoring and serve as a channel between members and leadership.

Currently there are five active Kohler BRGs: Kohler Alliance of Veterans and Supporters (KAWS), Kohler PROUD and three chapters of Women@Work. Each BRG offers opportunities to be involved in the Kohler professional community along with stewardship initiatives in the larger community.

Kohler Alliance of Veterans and Supporters actively works to create a veteran-friendly workplace where associates can unite under service to Kohler Co. and the community.

Kohler PROUD aims to create a culture free of discrimination and promote workplace equality inclusive of all sexual orientations, gender identities and expressions within Kohler Co. and its surrounding communities through education and action.

Women@Work focuses on cultivating an inclusive environment that supports and encourages women, building community and contributing to the success of Kohler through focused member development, culture and consumer insights.



## WELLNESS

We're committed to creating a healthy work environment and providing tools and resources to help associates live healthy lives. Each region has its own approach. That might mean walking to work in Zibo, China, or competing in a community soccer game in Reynosa, Mexico. No matter what form it takes, our "Choose Well...Live Well" mind-set keeps associate health a priority.

Companywide health challenges as well as dedicated health coaches trained on Kohler Co.'s benefits and resources are available to associates. Coaches focus on lifestyle behaviors that give associates the best opportunity to maximize their health.



*"At the time of my health screening, I was the heaviest I've ever been and only passed one of four categories. It was a wake-up call. I knew what I needed to do, but having a health coach provided the support I needed to help accomplish it."*

Vito  
Kohler Associate

# ETHICS

For more than 145 years, Kohler associates have demonstrated a strong commitment to the company's ethics principles. By taking personal accountability and applying ethical principles every day, every individual in the Kohler family of businesses plays a role in ensuring the company's continued success.

Our code of ethical conduct outlines expectations for associates and our ethics helpline provides a dedicated channel for associates and external partners to raise concerns and ask questions.



# SAFETY

Kohler is a leader in the field of safety and has been a charter member of the National Safety Council since 1914. Our associates are Kohler Co.'s most valuable assets and we've been a leader in the field of safety for decades. We measure safety performance using Recordable Incident Rate (RIR). In 2018 Kohler Co. achieved a 12.4% reduction in RIR—our fifth consecutive year setting the best safety performance in Kohler Co. history.



# THE POWER OF PARTNERSHIPS

If we are to make a difference in the world, we won't do so alone. We believe the impact is greater when we can "lock arms" with the experts. We're committed to using our expertise and experience in product design and resource conservation to pursue opportunities with like-minded organizations to drive progress.



Learn more about our efforts  
at [kohlercompany.com](https://www.kohlercompany.com).

Printed responsibly using FSC-certified, 100 percent recycled paper, processed  
chlorine-free and manufactured with 100 percent certified renewable energy.



100% Recycled Fiber



**KOHLER**®

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