

For Immediate Release

KOHLER®



Kohler Engines Reggio Emilia Obtains Gender Equality Certification by IDEM

Reggio Emilia, Italy – October 31, 2023 – Kohler Engines EMEA diesel engine manufacturing plant in Reggio Emilia achieved the **Gender Equality Certification by IDEM**, marking a significant milestone in the company’s ongoing commitment to fostering a diverse, fair, and inclusive work environment.

IDEM, an innovative startup based at the University of Modena and Reggio Emilia, Italy, partners with companies to assess and analyze existing internal processes, strategically planning and implementing initiatives that would contribute to the promotion of gender equality within the EMEA organization. The IDEM Index, an assessment tool that includes more than 40 continuous and categorical variables, was used to measure the Kohler Engines Reggio Emilia location’s performance in four key metrics: career, compensation, organization, and culture. This certification underscores the progress made in creating a work environment where every employee has an equal opportunity to thrive.

IDEM confirmed Engines EMEA to be an organization where gender is cared for in all aspects and equality is pursued in all processes, also identifying areas of improvement. Kohler Engines EMEA has outlined a comprehensive action plan aimed at ensuring equal access to career opportunities, fair compensation, promoting associate well-being, and providing support for caregivers.

“Kohler wholeheartedly embraces diversity, understanding that our differences are our strength. We take action to cultivate an inclusive environment which enhances innovation, strengthens our teams, and helps us to create a better workplace and world,” says Claudia Tondelli, Senior Manager of Human Resources & Stewardship, Kohler Engines EMEA.

“The actions we carried out so far are part of our commitment to create an environment where all associates can express their full potential regardless of their gender.”

The Gender Equality Certification from IDEM supports Kohler multifaceted Believing in Better: Better Lives strategy that includes promoting gender equality, empowering women to access the labor market, leadership positions, and harmonize their work-life balance.

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IDEM | Mind the Gap

IDEM is an innovative university start-up established in 2020 at the Marco Biagi University Foundation of the University of Modena and Reggio Emilia, together with Job Pricing, with the aim of actively contributing to the achievement of Goal 5 of the UN 2030 Agenda through a data-driven approach to the Gender Equality of organizations.

idemindthegap.it

About Kohler Engines

About Kohler Engines Kohler has been manufacturing engines for more than a century and has continued to grow its product portfolio ever since its inception to increasingly bring ease and convenience to the lives of end users worldwide.

The company offers a comprehensive range of diesel, petrol and gas engines up to 140 hp of power – adopted globally by machine and equipment manufacturers in the most important sectors of industry (construction, earth-moving, agriculture, generators and gardening).

For more details, please visit kohlerengines.com.

About Kohler Co.

For 150 years, Kohler Co. has been a global leader in design and innovation, dedicated to providing gracious living through kitchen and bath products; luxury cabinetry, tile and lighting; luxury hospitality experiences and major championship golf; and distributed energy solutions – Home Energy, Industrial Power Systems, and Powertrain Technologies.

Privately held Kohler Co. was founded in 1873 and is headquartered in Kohler, Wisconsin. The company also develops solutions to address pressing issues, such as clean water and sanitation, for underserved communities around the world to enhance the quality of life for current and future generations.

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