



Kohler Co. Supplier Code of Conduct

Kohler Co. is proud of its tradition of conducting business in accordance with ethical standards and in compliance with the laws of countries in which we produce, buy and sell our products. We are committed to legal compliance and ethical business practices in all operations and will only conduct business with suppliers who share that commitment.

The Kohler Co. Supplier Code of Conduct defines our expectations. No Code of Conduct can be all inclusive but we expect our suppliers to act reasonably in all respects and to ensure that no abusive, exploitative or illegal conditions exist at their workplaces.

Kohler Co. expects its suppliers to extend principles of fair and honest dealing to all others with whom they do business, including employees, subcontractors and suppliers.

Kohler Co. will only do business with suppliers who have certified to us that their business practices are lawful, ethical and in compliance with the principles set forth in this Code of Conduct.

Kohler Co. will terminate its business relationship with any supplier who violates this Code of Conduct:

- **No forced labor:** The use of forced or indentured labor of any kind is forbidden.
- **No child labor:** All workers must be at least the local legal age, above the oldest compulsory school age, and at least 15.
- **Health and safety:** Working conditions must be safe and healthy with first-aid facilities, adequate fire exits, clean water, clean restrooms and safety equipment.
- **Work hours:** Normal hours should follow local limits or a maximum of 60 hours per week. Workers should have at least one day off per week.
- **Wages and benefits:** Wages are set at or above local minimum wage requirements (including overtime), and cannot be deducted as disciplinary action, except as prescribed by local law.
- **Environment:** Suppliers must comply with all applicable environmental laws specific to the country of manufacture/service.
- **Non-discrimination:** Suppliers must comply with all applicable laws prohibiting employment/job discrimination specific to the country of manufacture/service.
- **Freedom of association:** Suppliers and subcontractors shall recognize and respect the right of employees to freely associate in accordance with the laws of the countries in which they are employed.
- **Harassment or Abuse:** Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

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