

Kohler Engines obtains the UNI PDR 125/22 Gender Equality Certification

Reggio Emilia, Italy – January 16, 2024 – The Kohler Engines plant in Reggio Emilia has obtained the UNI PDR 125/22 Gender Equality Certification, taking another significant step in the journey aimed at creating a respectful, fair and inclusive working environment. This certification certifies the implementation of a management system for gender equality that promotes and protects diversity and equal opportunities in the workplace.

The UNI PDR 125/22 evaluation process examines several key areas, including culture and strategy, governance, HR processes, opportunities for growth and women's inclusion within the company, remuneration equity by gender, parental protection and work-life balance. The objective is the construction of a long-term strategic plan, which Kohler already started in 2023 and will continue in the two-year period from 2024-2025.

This recognition certifies that gender equality in Kohler Engines is guaranteed in all areas of the company, from design and research and development, to production, sales and after-sales assistance of internal combustion engines intended for industrial, maritime, agricultural and automotive applications.

The UNI PDR 125/22 certification confirms the recognition already obtained by Kohler Engines for gender equality with the previous certification issued by IDEM last October, and confirms the intention to create a working environment in which each person has equal opportunities for professional development, fair pay, inclusive organization and culture.

Kohler has long adopted policies and processes aimed at promoting women's employment and empowerment, while ensuring a work environment that adopts a zero-tolerance policy towards any form of discrimination. This policy represents the commitment that the company made with the supplementary contract signed in August 2023, promoting work-life balance, parenting and promoting pay equity.

News Release

Claudia Tondelli, Senior Manager of Human Resources & Stewardship at Kohler Engines EMEA, said, “achieving this certification represents the recognition of a commitment started many years ago through an internal awareness project. This project addressed various topics, such as enhancing the uniqueness of people, inclusion, counteracting bias and prejudice, and effective management of diversity in teams. Certification is not just a finishing point, but marks the beginning of a continuous path towards a working environment in which each individual can fully express their potential. This commitment requires the development of specific strategies, policies and actions, accompanied by constant measurement to adapt to the evolution of the organization”.

Claudia Tondelli also underlined: “the certification strengthens the company’s commitment to promoting gender equality, reducing the gender pay gap, facilitating women’s access to the job market and to leadership positions, as well as promoting ‘balance between work and private life’”.

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.

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