

Oshkosh Corporation Human Rights Policy

The policy of the company prohibits practices which in any way disregard international labor and human rights. *The Oshkosh Way* describes our support for human rights and individual freedoms for workers.

Workers should be treated with respect and dignity and should not be subjected to discriminatory employment practices in accordance with Oshkosh Corporation's Equal Employment Opportunity/Affirmative Action Statement. Under no circumstances should any worker be subject to corporal punishment or other forms of physical, verbal, sexual or psychological harassment or abuse in connection with their employment. Workers also have the right to a safe and healthy workplace consistent with all applicable laws and regulations and that meets or exceeds international safety standards.

Workers shall be free to exercise their legal rights of free association and are entitled to fair working conditions that meet or exceed employment and other compensatory laws and regulations in the applicable country. Oshkosh Corporation prohibits noncompliance with applicable minimum age laws and requirements, and will not employ child labor. We also prohibit the use of forced or involuntary labor whether in the form of prison labor, indentured labor, bonded labor or any other form of human trafficking.

Supply Chain

In reference to our suppliers, Oshkosh Corporation has adopted a *Supplier Code of Conduct* prohibiting suppliers from engaging in activities that do not uphold our core values including the prohibitions against human trafficking and slavery. Oshkosh Corporation is developing plans to include human trafficking and slavery in the supply chain risk assessments, and incorporating these aspects into audits of suppliers.

Oshkosh requires that suppliers comply with all applicable federal, national, state and local laws, orders, rules, ordinances and regulations as part of our standard terms and conditions. The *Supplier Code of Conduct* specifically addresses our expectations that first-tier suppliers will comply with laws prohibiting slavery and human trafficking. In addition, our suppliers are required to disclose any subcontractors providing goods or services to Oshkosh and are responsible for ensuring that such subcontractors likewise comply with the *Supplier Code of Conduct*.

Standards are established within this policy and the *Supplier Code of Conduct* regarding human trafficking and slavery. Oshkosh employees and suppliers have access to the Oshkosh Corporation Code Connection Hotline to report potential violations. Potential violations are investigated to the extent both feasible and warranted and can result in suspension or termination of employment / supplier relationship.

Oshkosh Corporation employees with direct responsibility for supply chain management will receive training to increase their awareness of the risks of slavery and human trafficking and ways to mitigate those risks.