

# Harassment Prevention and Reporting

## Purpose

It is the policy of Oshkosh Corporation to maintain a working environment free from harassment and other forms of discrimination based on sex, race, color, age, religion, disability, national origin, veteran status, sexual orientation, gender identity, familial status, citizenship status, genetic information, pregnancy, childbirth or related medical conditions, or status in any other group protected by federal, state, or local law. This policy prohibits harassment of any Oshkosh team member, applicant for employment, or any related third party such as a client or customer, contractor or a vendor representative. Oshkosh Corporation has a “zero tolerance” policy with respect to harassment. In addition, Oshkosh will not tolerate retaliation against any team member for reporting matters in good faith under this policy or assisting in any inquiry about such a report in good faith. This policy describes prohibited harassment, its forms, and the procedure for reporting and investigation of alleged harassment.

## Scope

This policy applies to all team members, directors, visitors and third parties doing business with Oshkosh Corporation. This policy applies not only in our workplace, but also at Company-related events and conduct away from the office, including while traveling on Company business. This policy also applies to electronic communications, such as e-mail, voicemail, blogs and social media.

## Policy

### **SEXUAL HARASSMENT**

The Company strictly prohibits sexual harassment. Unwelcome and offensive sexual advances (either verbal or physical), requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is either an explicit or implicit term or condition of employment (e.g., submission to such conduct becomes a required part of one’s job);
- submission to or rejection of the conduct is used as a basis for making employment decisions (including, without limitation, hiring, promotion, wage increases, termination); or
- the conduct has the purpose or effect of interfering with an individual’s work performance or creating an intimidating, hostile, or offensive work environment.

This conduct is not limited to opposite sex harassment. Sexual harassment can also occur between members of the same sex. Additionally, men as well as women can be victims of sexual harassment. Likewise, although the harasser can be the victim’s manager or a manager in another area, a harasser may also be a co-worker or non-team member.

Sexual harassment may include subtle pressure for sexual activity; accusations of sexual preference; or demands for sexual favors accompanied by promises or threats related to an individual’s employment

status. In addition, sexually suggestive objects, pictures or written words, sexual jokes, slurs or innuendoes, graphic commentaries or descriptions of sexual conduct, suggestive or insulting sounds, touching, leering, whistling, and obscene gestures may also constitute forms of harassment prohibited by this policy. Use of the employer's computer system for the purpose of viewing, displaying, or disseminating material that is sexual in nature may also constitute harassing behavior.

This list is not exhaustive, and prohibited sexual harassment is not limited to these examples.

### **OTHER FORMS OF HARASSMENT**

The Company also strictly prohibits harassment on the basis of other protected categories, such as race, age, disability, gender identity, sexual orientation, ancestry, culture, language, birthplace, skin color, religious beliefs or practices, citizenship status, genetic information, medical condition (eg. COVID), pregnancy, childbirth or related medical conditions, or status in any other group protected by federal, state, or local law. Prohibited harassment is verbal or physical conduct that denigrates or shows hostility or aversion towards someone based on a protected category, including intimidation, ridicule, insulting comments, insulting sounds, obscene gestures, physical conduct, demeaning remarks, jokes, slurs, negative stereotyping, hostile or threatening acts or written material, and other conduct that has the purpose or effect of interfering with an individual's work performance or otherwise adversely affecting an individual's employment opportunities, or which creates an intimidating, hostile, or offensive working environment. This list is not exhaustive.

Whatever form it takes -- verbal, non-verbal or physical -- all types of prohibited harassment are insulting and demeaning, and such conduct will not be tolerated in connection with your employment at Oshkosh Corporation. All team members and parties doing business with the company are expected to consider their own conduct and its impact on others and to comply with this policy. Consistent with Oshkosh's past and current practice, we will continue to take appropriate preventative measures to protect against harassment, and, if it does occur, we will take appropriate and prompt corrective actions designed to ensure that it does not happen again, as set out further below.

### **REPORTING SEXUAL OR OTHER HARASSMENT**

All Oshkosh Corporation team members are responsible for maintaining acceptable standards of personal behavior in the business environment and for helping to ensure that assigned duties can be carried out in an atmosphere free of harassment. All team members also have the responsibility to take appropriate steps to prevent incidents from occurring and to take immediate action in the event of an observed or reported incident.

The following step-by-step reporting, investigation, and corrective procedure for handling incidences of harassment generally will be used:

1. If a team member observes or otherwise learns of conduct that he or she believes to be in violation of this policy, or if a team member feels that he or she has been the target of harassment, the team member should clearly state his or her objection to the harassment if he/she feels comfortable doing so, and any reasonable objection should be respected by others.

Additionally, the team member should report the matter immediately to his or her manager or Human Resources Manager. If a team member is unable to contact or uncomfortable contacting his or her manager or Human Resource Manager, or if the team member feels it would be unproductive to inform that person, he or she may contact any of the individuals listed at the bottom of this policy document.

2. Oshkosh Corporation will investigate the matter in as timely and discreet a manner as possible. All reports of harassment will be maintained on a confidential basis to the greatest extent possible.

The accused party or parties will be given the opportunity to respond to the charges. Normally the Company will confer with the parties involved and any named or apparent witnesses; in some situations, an outside party may be used to conduct this investigation.

3. Upon completion of the investigation, and where it is necessary, the Company will take corrective measures against anyone found to have committed harassment in violation of this policy. These measures will be considered on a case by case basis, will depend on the nature and severity of the behavior, and can include disciplinary action up to and including termination. Deliberately making false accusations or refusing to participate in an investigation may also result in disciplinary action up to and including termination.

Retaliation against an individual for making a complaint or report of harassment in good faith, or providing information regarding harassment in good faith, will not be tolerated. Retaliation will result in discipline, up to and including termination. Any team member who experiences or is otherwise aware of retaliation should report the matter using the complaint procedures listed above.