

Human Rights Policy

Purpose

OUR COMMITMENT

Oshkosh Corporation is committed to upholding human rights for all people. This is fundamental to who we are, what we value, and our purpose to make a difference in people's lives. This commitment to protect human rights is reflected in our core values, which for us means doing the right thing and putting people first.

We fulfill our commitment to protect human rights by continuing to develop and implement robust processes to identify and prevent human rights risks both internally and throughout our value chain. We are also dedicated to implementing appropriate remediation when adverse impacts are identified within our own business activities or through our third parties or business partners.

Scope

This policy applies to all Oshkosh Corporation team members. We will demonstrate our human rights commitment at every level of our organization, from our leadership, through each of our segments and to all team members globally. We also apply the standards in this policy to the suppliers and partners that form part of the extended Oshkosh family. We expect that those who act on our behalf and those we partner with in every aspect of our business also adhere to this standard of business conduct.

While this policy represents our company's own standard regarding human rights, Oshkosh Corporation supports the human rights concepts advanced by the International Labour Organization, the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises, and strives to uphold these principles.

Policy

Oshkosh Corporation prohibits any action which in any way disregards international labor and human rights or violates any applicable law or regulation.

RESPECT AND DIGNITY FOR ALL

We embrace and value the diverse backgrounds of all team members and respect the cultures, customs and values of the people in the communities in which we live, operate, and serve. We believe everyone should be treated with respect and dignity, and under no circumstances should any team member be subject to physical, verbal, sexual or psychological harassment or abuse in connection with their employment. We are committed to the protection of women's rights. We do not tolerate any form of discrimination or harassment based on race, color, religion, national origin, sex, age, disability, marital status, sexual orientation, gender identification or expression, or any other legally protected status.

Oshkosh Corporation also recognizes the higher degree of vulnerability for indigenous peoples and the need for enhanced due diligence and proactive collaboration when we may impact those communities. This includes a commitment to the principle of Free, Prior and Informed Consent (FPIC).

SAFE AND SECURE WORKING ENVIRONMENT

We are committed to providing a safe and healthy workplace that complies with all applicable laws, regulations, and internal policies. We also expect this from our suppliers and business partners. If any team member is provided housing by Oshkosh Corporation, we will ensure that the housing provided meets or exceeds host-country housing and safety standards.

Oshkosh Corporation prioritizes providing a secure environment free from violence, harassment, or other disruptive circumstances while respecting team member privacy and dignity.

USE OF CHILD LABOR OR FORCED LABOR

Oshkosh Corporation strictly prohibits the use of child labor and any form of forced or involuntary labor including prison labor, indentured labor, bonded labor, modern forms of slavery or any other form of human trafficking as defined by the International Labour Organization.

FREEDOM OF ASSOCIATION

We respect all team members' legal rights of free association and collective bargaining without fear of reprisal, intimidation or harassment. We are committed to establishing constructive dialogue with team members' freely chosen representatives.

COMPENSATION AND WORK HOURS

Oshkosh Corporation believes in compensating team members competitively based on the relative local labor market and in accordance with any applicable collective bargaining agreements. We will meet or exceed all employment and other compensatory laws and regulations where we operate and will ensure we are compliant with all applicable laws related to minimum wage, work hours, overtime, and benefits.

Awareness and Reporting

Our commitment to advancing human rights, adhering to all applicable laws and regulations, and doing business the right way are embodied in our Code of Ethics & Conduct—The Oshkosh Way. All team members are trained on The Oshkosh Way when joining the company and annually thereafter. Team members with supply chain responsibilities receive additional training on procurement-related topics including human rights and the risks of human trafficking.

We encourage all team members and other stakeholders to speak up if they are aware of an issue or concern. Team members can contact their leader, their Human Resources partner, or the Global Ethics and Compliance team with any questions or concerns. Any team member or stakeholder can confidentially and anonymously report a potential policy violation through the Ethics Helpline by calling the toll-free number for their location or using the website at www.tnwinc.com/reportline/Oshkosh. Oshkosh Corporation will investigate and appropriately address all reported concerns. We will not tolerate any form of retaliation taken against a team member for reporting in good faith www.tnwinc.com/reportline/Oshkosh.

References

[The Oshkosh Way—Our Code of Ethics and Conduct](#)

[Oshkosh Commitment to Support Human Rights](#)

[Oshkosh Human Trafficking Compliance Plan](#)

Contacts

Ethics Helpline: 1-866-554-3844 or <http://www.tnwinc.com/reportline/Oshkosh>

Global Human Trafficking Hotline: 1-844-488-FREE or help@befree.org