



California Transparency in Supply Chains Act

Oshkosh Corporation is dedicated to making a difference and this includes a commitment respecting and upholding the rights of all people. We recognize that human rights are fundamental and as a company we have a corporate responsibility to be a champion for those rights and address human rights abuses when they occur.

Our suppliers are a critical part of the Oshkosh Corporation Value Chain. As partners we have a clear expectation that our suppliers will do business with integrity and uphold the values and principles outlined in the Oshkosh Supplier Code of Conduct.

Oshkosh team members and suppliers understand Oshkosh Corporation's dedication to ensuring all appropriate action is taken to mitigate the risk of human trafficking and slavery from taking place in any form in our business or throughout the Oshkosh Corporation Supply Chain. The information below describes our efforts in accordance with the California Transparency in Supply Chains Act of 2010.

Verification

Oshkosh Corporation is committed to our zero-tolerance policy towards human trafficking and assesses the risks of human trafficking in our business and supply chain using the Trafficking Victim's Protection Act (TVPA) tier system. Using this risk-based approach, we identify areas where our business and/or supply chains may be vulnerable to slavery, human trafficking, or child labor.

All suppliers are expected to read and fully comply with the principles in the Supplier Code of Conduct and The Oshkosh Way as a condition of doing business with Oshkosh Corporation. The Supplier Code of Conduct specifically prohibits suppliers and their supply chain partners from using any form of forced or involuntary labor, child labor, or any other form of human trafficking.

Audit

Although Oshkosh Corporation currently does not routinely conduct on-site evaluations, we reserve the right to audit our suppliers to ensure they are complying with the Supplier Code of Conduct.

Additionally, Oshkosh Corporation maintains an Ethics Helpline which is managed by a third party. Any conduct that violates the expectations outlined in the Code of Conduct or other behavior that is not in accordance with applicable laws and regulations can be reported by anyone via telephone (US) at 1-866-554-3844 or online at www.tnwinc.com/reportline/Oshkosh.

Certification

Oshkosh Corporation suppliers are required by contract to comply with all applicable laws and regulations. The Supplier Code of Conduct also clearly outlines the expectations we have for our suppliers and their supply chain partners including prohibiting the use of any form of forced or involuntary labor, child labor, or any other form of human trafficking. Any violation will result in action up to and including the termination of contracts.

Internal Accountability

Oshkosh Corporation team members and suppliers are aware of our company's commitment to doing the right thing and ensuring the human rights of all people are not compromised within our business and value chain. We have multiple methods for reporting violations including the Ethics Helpline. Oshkosh Corporation's zero tolerance for retaliation protects team members who come forward in good faith to report issues. If a reported violation is substantiated, we ensure appropriate action is taken which includes disciplinary action for team members up to and including dismissal, and termination of contracts for suppliers.

Training

All members of the Oshkosh Corporation team are provided training on the Code of Conduct (The Oshkosh Way) when joining the company and annually thereafter. This ensures all team members are aware of our commitment to a strong ethical culture and doing the right thing. Any form of human trafficking and modern slavery is a clear violation of our core values, who we are, and how we do business.

Oshkosh Corporation is continuing to develop additional training for team members with direct supply chain responsibilities that addresses the risks of human trafficking and proactive steps that can mitigate those risks.