

Oshkosh Corporation's Commitment to Support Human Rights

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.

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2010. It sets out the steps that Oshkosh has taken and continues to take to prevent modern slavery and human trafficking in its business and supply chains.

The Oshkosh Corporation and its subsidiaries, including JLG Industries (United Kingdom) Limited, Power Towers Limited (United Kingdom), and Oshkosh AeroTech UK Limited (United Kingdom) (referred to here as "Oshkosh") is a global company that manufactures, markets, and services access equipment, specialty vehicles and truck bodies for the primary markets of defense, concrete placement, refuse hauling, access equipment and fire & emergency, and military and commercial aviation loading and servicing equipment. Further information on our business can be found on our companies' websites.

Oshkosh has a zero-tolerance approach towards any form of modern slavery, human trafficking, forced or involuntary labor and child labor and requires that all team members, officers, and directors and any third party acting on behalf of the Company comply fully with applicable human trafficking laws and regulations.

Oshkosh is working to fulfill its commitment to protect human rights by developing processes that can identify and prevent human rights risks both internally and throughout our value chain. We are also dedicated to implementing appropriate corrective action when adverse impacts are identified within our own business activities or through our third parties or business partners.

Oshkosh Values

Our policies are guided by Oshkosh's Core Values:

- We put people first
- We are better together
- We do the right thing
- We persevere

The guidelines, laws, regulations, policies, and procedures that govern our conduct as Oshkosh team members and contractors are embodied in our Code of Ethics & Conduct - The Oshkosh Way. Oshkosh's commitment to human rights throughout its global business is set out in our Human Rights Policy, Human Trafficking Compliance Plan and Supplier Code of Conduct.

Team Member Awareness, Internal Accountability, and Reporting

All Oshkosh team members are trained on The Oshkosh Way when joining the company and annually thereafter. This ensures that all team members are aware of our commitment to a strong ethical culture and doing the right thing. Team members with direct supply chain responsibilities receive additional training on various procurement-related topics including the risks of human trafficking.

Team members are not expected to know what to do in every situation, however they have a duty to seek help if something is unclear or causes concern. Oshkosh expects team members to speak up if they see or suspect conduct that creates the risk of a legal or ethical violation. 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 has established a confidential Ethics Helpline, administered by a third party, for any team member, suppliers or concerned individual to report any ethical violation including any form of modern slavery.

Supply Chain Certification

All Oshkosh suppliers are expected to read and comply with the principles in the Supplier Code of Conduct and The Oshkosh Way as a condition of doing business with our Company. The Supplier Code of Conduct 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.

Risk Assessment

Oshkosh partners with FRDM, a company that uses AI-based monitoring, to provide better transparency and assessment capabilities in our supply chain. We leverage this supply-chain mapping technology to identify and mitigate potential human rights issues deep into our supply chain, using a risk-based approach that focuses on supply chain connections and affiliations and the genomes of purchased products. This approach allows our Company to identify and subsequently address the areas where the business and/or supply chains may be vulnerable to slavery and human trafficking.

Monitor, Audit, and Verification

Oshkosh's purchasing organization is responsible for supporting and evaluating suppliers and may engage in monitoring activities to assess compliance with the Supplier Code of Conduct including onsite inspection of facilities. Oshkosh reserves the right to carry out unannounced inspections of suppliers either by internal Oshkosh staff or by a third party chosen by the Company. In addition, any conduct that violates the expectations outlined in the Supplier Code of Conduct or other behavior that is not in accordance with applicable laws and regulations can be reported by anyone through the Ethics Helpline. The Ethics Helpline is available via telephone or online at www.tnwinc.com/reportline/Oshkosh.

This Statement constitutes Oshkosh's statement for the financial year ending 31 December 2024.



Jennifer Eyler
Vice President, Chief Ethics & Compliance Officer