



# Oshkosh UK Modern Slavery Act Statement

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and sets out the steps that Oshkosh Corporation 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 and Power Towers Limited in the UK, (referred to here as "Oshkosh") is a global company that manufactures and markets access equipment, specialty vehicles and truck bodies for the primary markets of defense, concrete placement, refuse hauling, access equipment and fire & emergency. 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 labor and child labor and requires that all Company employees, 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 remediation 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 employees and contractors of Oshkosh Corporation are embodied in our Code of Ethics & Standards of 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 AND REPORTING**

All Oshkosh team members are trained annually on The Oshkosh Way including how to report violations. Team members are not expected to always 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 and will continue to develop training for purchasing teams to identify and report ethical concerns or issues. 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**

Oshkosh expects all suppliers to have a clear understanding of our requirements and to embrace with them in business practice. All 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.

### **MONITORING**

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.

### **RISK ASSESSMENT**

Oshkosh assesses the risks of human trafficking in our business and supply chain using the Trafficking Victim's Protection Act (TVPA) tier system and the annual Trafficking in Persons report compiled by the U.S. Department of State. Using this risk-based approach, our Company identifies areas where the business and/or supply chains may be vulnerable to slavery and human trafficking and identified steps taken to manage that vulnerability.

This Statement constitutes Oshkosh's statement for the financial year ending 31 September 2019.



Kevin Tubbs  
Vice President, Chief Ethics, Compliance and Sustainability Officer