We are a global and diverse team, driven to provide superior returns for our shareholders. We build the world’s best specialty trucks and access equipment to be safe and reliable, even in the most dangerous and demanding conditions.

We lead and manage our company to do what is right in every aspect of our business. We choose long-term growth over short-term gain. We preserve our hard-earned reputation and continue a tradition of innovation and honest service that began when our first heavy-duty four-wheel-drive truck rolled off the line in 1917.

Oshkosh Corporation team members around the world allow us to apply a vast array of talents, backgrounds and perspectives to delight our customers and build the Oshkosh brands. Even more important than our diversity is what we have in common: our core values and a shared commitment to doing business the right way—The Oshkosh Way. That’s how our code of conduct gets its name.

Our products save lives, protect nations and build communities. This is a tremendous responsibility and one that we embrace.
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OUR MISSION STATEMENT:
OSHКОSH CORPORATION PARTNERS WITH CUSTOMERS TO DELIVER SUPERIOR SOLUTIONS THAT SAFELY AND EFFICIENTLY MOVE PEOPLE AND MATERIALS AT WORK, AROUND THE GLOBE AND AROUND THE CLOCK.

DEAR VALUED SUPPLIERS,

We are committed to achieving a mutually beneficial partnership with all of you. We seek business partners who share the Oshkosh Corporation core values of Honesty, Integrity, Accountability, Respect and Citizenship. These are the values that have guided our Company since 1917. Just as we require our team members to act consistently with our core values, we also expect our business partners, as a critical part of our Value Chain, to act in a similar manner. Our brand and reputation is dependent on the way we conduct our business.

The Supplier Code of Conduct details the requirements and expectations we have of ourselves and our suppliers. We expect our suppliers to have a clear understanding of our expectations and to comply with them in business practice. All suppliers are expected to read and fully comply with the principles in the Supplier Code of Conduct as a condition of doing business with Oshkosh Corporation.

Our Code of Ethics and Standards of Business Conduct, The Oshkosh Way, outlines the principles and requirements applicable to all of Oshkosh’s suppliers where a supplier lacks its own code of ethics or its code contradicts or ignores any of its specific provisions. Unless local law limits a provision, or it specifically says otherwise, there are no exceptions to any of the principles or requirements of the Code.

If, in the course of business with us, you see an Oshkosh Corporation team member or supplier engaged in known or suspected unethical behavior or legal violations, we encourage you to contact the Code Connection Helpline. All calls to the Helpline are confidential. The Helpline is managed by an independent third-party provider and is available around the clock.

Thank you for your cooperation, and we look forward to our continued business relationship.
While our skills and knowledge make us a strong team, our core values—honesty, integrity, accountability, respect and citizenship—make us even stronger and keep us on the right path. Sometimes it’s easy to know what’s right. Other times, it’s not as clear. Laws, policies and rules can guide us up to a point, but they cannot cover every situation. When the road takes an unexpected turn or appears blocked, we can rely on our core values to guide us.

**HONESTY**
We are always true to others. We are truthful in all our endeavors. We are honest and forthright with everyone. We say what we mean, and do what we say.

**INTEGRITY**
We are true to ourselves, our own moral principles, and our corporate values. We do the right thing even when nobody is watching. We make genuine promises, and our actions to fulfill them are honorable. We stand for what is right.

**ACCOUNTABILITY**
We honor our obligations and keep the commitments we make. We speak up and report concerns in the workplace without fear of retribution. We seek clarification and guidance whenever we have questions. We don’t seek to blame, but seek the truth to be able to improve all that we do.

**RESPECT**
We treat others with dignity and fairness. We are polite and courteous to one another under all circumstances. We appreciate the diversity of our workforce and our world. We celebrate the uniqueness of each person.

**CITIZENSHIP**
We obey the letter and spirit of all laws of all the countries where we do business. We do our part to make our communities, and our world, better places to live. We respect our environment.

Our core values are woven throughout *The Oshkosh Way*. They are the foundation for the standards and expectations of all team members. They will also guide and enable the right decisions and actions needed to continually delight customers for another hundred years.
ACCESS EQUIPMENT
The Access Equipment segment is comprised of JLG Industries, Inc., SkyTrak® and Jerr-Dan Corporation. JLG is one of the world’s leading designer, manufacturer and marketer of aerial work platforms, telescopic material handlers and an array of complementary accessories that increase the versatility and efficiency of these products. These products are sold under the JLG and SkyTrak® brands. Jerr-Dan is a leading manufacturer of towing and recovery equipment including light-, medium- and heavy-duty carriers and wreckers, industrial transporters and four-car carriers.

DEFENSE
Oshkosh Defense is a leading designer and manufacturer of tactical wheeled vehicles and life cycle sustainment services. For decades, Oshkosh has been mobilizing military and security forces around the globe by offering a full portfolio of heavy, medium, light and highly protected military vehicles to support our customers’ missions. In addition, Oshkosh offers advanced technologies, vehicle components and a complete range of sustainment and training services to optimize fleet readiness and performance.

FIRE & EMERGENCY
The Oshkosh Corporation Fire & Emergency segment is a single-source designer and manufacturer of fire apparatus, homeland security vehicles, mobile command and control centers, satellite and broadcast communications vehicles, simulators and airport rescue firefighting and snow removal vehicles. Pierce, Oshkosh Airport Products, Frontline Communications and Kewaunee Fabrications are all brands under the Fire & Emergency segment.

COMMERCIAL
The Commercial segment offers an array of products under the brand names of McNeilus, London, Oshkosh, CON-E-CO and Iowa Mold Tooling (IMT). Products include: front, rear and side loading refuse vehicles; front and rear discharge concrete mixers and portable and stationary batch plants; and field service and lubrication vehicles, highly specialized cranes, tire service vehicles, and other unique devices for construction, material handling, building supply, tire service, equipment dealer, public works, utility, railroad, refuse and mining markets worldwide. In addition, the McNeilus brand is known as an industry leader in compressed natural gas (CNG) systems and services.
A PRACTICAL RESOURCE

The following information explains the expectations of Oshkosh Corporation regarding workplace standards and business practices of our suppliers. (The term 'suppliers' is used throughout this document to include vendors, contractors and consultants, and any of their employees or subcontractors.) These expectations are consistent with our Code of Conduct, *The Oshkosh Way*, and like our Code of Conduct, this document should be a tool we can rely on when we are confronted with difficult decisions. The information summarized in the Oshkosh Supplier Code of Conduct is not exhaustive, and as such, there may be other conduct not specifically described that will be considered unacceptable for a supplier.

All standards set forth in this Code of Conduct are subject to compliance with applicable laws. We expect our suppliers to operate in full compliance with the laws of their respective country, as a minimum. If any of our requirements in the Supplier Code of Conduct conflicts with applicable laws, the law takes precedence. Should this occur, the supplier must promptly inform Oshkosh Corporation of the conflict.

Suppliers will not violate, misappropriate or infringe upon intellectual property rights of Oshkosh Corporation and its subsidiaries or any third party. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights. Further, suppliers shall not engage in activities that would violate any applicable laws and regulations related to:

- bribery or illegal payments
- unfair competition
- unfair or deceptive trade practices, imports and exports
- the environment
- health and safety
- data privacy
- money laundering
- employment
- contracting with government entities
- human trafficking
- conflict minerals

As a supplier to Oshkosh, a government contractor, you may be subject to additional requirements or restrictions imposed by the US Government, including, but not limited to, the Federal Acquisition Regulation (FAR) and Defense Federal Acquisition Regulation Supplement (DFARS). Please refer to the Oshkosh Supplier Standards Guide for additional details.

Suppliers must create, protect and dispose of business records in full compliance with all applicable legal and regulatory requirements. Accounting records must, in reasonable detail, accurately and fairly reflect transactions, assets, liabilities, revenues and expenses.
Suppliers will provide employees with a safe and healthy workplace consistent with all applicable laws and regulations. Suppliers will endeavor to meet or exceed international safety standards.

Suppliers will treat their employees through their words and actions with respect and dignity. Under no circumstances may any employee be subject to any form of physical, verbal, sexual or psychological harassment or abuse in connection with their employment. Employees shall also be free to exercise their legal rights of free association. Legitimate concerns about any such actions should be able to be raised without fear of reprisal, intimidation, or harassment.

Suppliers shall not discriminate against their employees or applicants for employment with respect to compensation, promotions, employment terms, conditions or privileges of employment on the basis of race, color, religion, national origin, gender, age, disability, pregnancy, political affiliation, union membership, veteran status, marital status, citizenship status, creed, sexual orientation or other protected categories as provided by applicable law.

Suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, and other elements of compensation, and will provide all legally mandated benefits. Suppliers will maintain work hours in accordance with applicable laws and regulations, at a minimum, or in accordance with local industry standards.

Suppliers will not use forced or involuntary labor whether in the form of prison labor, indentured labor, slavery, bonded labor or any other form of human trafficking.

Suppliers will comply with all applicable minimum age laws and requirements and will not employ child labor. The term “child” refers to any person under the age of 15, or under the age for completing required education, or under the minimum age for employment in the country whichever is greatest.
SUBCONTRACTORS

All subcontractors must be disclosed to Oshkosh Corporation. Any subcontractor retained by an Oshkosh Corporation supplier must be in compliance with this Supplier Code of Conduct, and the supplier is responsible for ensuring its subcontractor’s compliance.

CONFLICTS OF INTEREST

We expect to be judged on our merits, and we give that same respect to our suppliers. Our suppliers should avoid all conflicts of interest or even the appearance of a conflict in all business dealings with Oshkosh Corporation. A potential conflict may arise between a supplier and Oshkosh in any of the following areas, including relative and friends, personal or family financial interests, corporate opportunities and gifts and entertainment. If suppliers believe they are facing an actual or potential conflict of interest, they have a duty to timely disclose it to Oshkosh Corporation.

GIFTS & ENTERTAINMENT

We make it clear that our business decisions are based solely on merit, not the improper giving or receiving of gifts, entertainment or anything else of value either directly or indirectly through a third party. Guidance related to gifts and entertainment is included in Section N of the Oshkosh Supplier Standards Guide. Suppliers are expected to comply with the guidance established within this policy and *The Oshkosh Way*.

CYBER SECURITY

We carefully protect our proprietary and confidential information and safeguard our business partners’ confidential from misuse. This means we use the same security measures we employ with our own personal confidential information, including encryption, passwords and access controls. It is also important for suppliers to do the same.

Confidential Information includes but is not limited to:

- Restricted or Highly Restricted data markings of Oshkosh Corporation
- procurement details
- drawings and specifications
- detailed pricing and cost data

MEDIA INQUIRIES

We are firm in not providing any information about Oshkosh Corporation, our business partners or our customers unless we are specifically authorized to do so. Further, no supplier shall represent itself to the media as speaking on behalf of Oshkosh Corporation. Please refer media inquiries related to Oshkosh Corporation or its subsidiaries to the Oshkosh Corporation Communications team.

SOCIAL MEDIA

Anything posted through social media becomes public information. Even a post that puts Oshkosh Corporation or its business partners in a positive light could be damaging if it contains sensitive information. Suppliers shall ensure responsible use of social media by their employees. Suppliers cannot use Oshkosh Corporation’s (or its subsidiaries’) logo, trademark or proprietary content without prior authorization. The circulation or posting of company media content from our facilities or work-related events is prohibited, without the expressed consent from the Oshkosh Corporation Communications team.
ENVIORNMENTAL RESPONSIBILITY IS INTEGRAL TO PRODUCING WORLD CLASS GOODS AND SERVICES. SUPPLIERS SHOULD PROVIDE GOODS AND SERVICES IN AN ENVIRONMENTALLY CONSCIENTIOUS MANNER BY SEEKING WAYS TO CONSERVE ENERGY AND NATURAL RESOURCES AND MINIMIZE ANY ADVERSE IMPACT ON THE ENVIRONMENT. SUPPLIERS WILL COMPLY WITH ALL ENVIRONMENTAL LAWS, POLICIES AND PROCEDURES THAT APPLY TO THEM AND APPLICABLE NATIONAL LEGISLATION, REGULATIONS AND INDUSTRY STANDARDS. ALL REQUIRED ENVIRONMENTAL PERMITS, APPROVALS AND REGISTRATIONS ARE TO BE OBTAINED, MAINTAINED, AND KEPT CURRENT AND THEIR OPERATIONAL AND REPORTING REQUIREMENTS ARE TO BE FOLLOWED.

CONFLICT MINERALS

WE EXPECT SUPPLIERS WILL ENSURE THAT PRODUCTS DO NOT INCLUDE CONFLICT MINERALS (TIN, TANTALUM, TUNGSTEN OR GOLD) SOURCED FROM MINES OR SMELTERS IN THE DEMOCRATIC REPUBLIC OF THE CONGO (DRC) OR AN ADJOINING COUNTRY THAT DIRECTLY OR INDIRECTLY FINANCE OR BENEFIT ARMED GROUPS WHO ARE PERPETRATORS OF SERIOUS HUMAN RIGHTS ABUSES IN THE REGION.

SUSTAINABILITY

OSHKOOSH IS ON THE MOVE TO MAKE THE WORLD MORE SUSTAINABLE WITH OUR PRODUCTS, AND WE CONTINUE TO MAKE STRIDES IN OUR OSHKOOSH-OWNED FACILITIES TO BECOME MORE SUSTAINABLE. HOWEVER, A SUCCESSFUL APPROACH TO SUSTAINABILITY REQUIRES US TO ALSO EMBED OUR COMMITMENT TO SUSTAINABILITY INTO OUR SUPPLY CHAIN. WE EXPECT OUR SUPPLIERS TO TAKE A PROACTIVE APPROACH TO DETERMINING THEIR OWN SUSTAINABILITY STRATEGY AND OBJECTIVES AND TO DEVELOP AND IMPLEMENT APPROPRIATE ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE POLICIES, PROGRAMS AND PRACTICES.
Oshkosh Corporation’s purchasing organization is responsible for supporting and evaluating suppliers and may engage in monitoring activities to assess compliance with this Code of Conduct including on site inspection of facilities and review of books and records. Oshkosh Corporation reserves the right to carry out unannounced inspections of suppliers either by internal Oshkosh Corporation staff or by a third party chosen by Oshkosh Corporation.

Any non-compliance with the Code must be reported and investigated to the extent necessary. Suppliers who do not meet the requirements of this Code will be provided with the opportunity to bring their business up to Oshkosh Corporation standards in a reasonable time frame. We reserve the right to terminate our business relationship with any supplier who fails to do so or refuses to comply with the Supplier Code of Conduct.

If any supplier has an actual or potential ethical or legal concern related to the subject matter of the Code or any engagement or relationship with Oshkosh Corporation, they are encouraged to make Oshkosh Corporation aware of this concern. This can be done through the Code Connection Helpline.

The Code Connection is available 24-hours-a-day, 7-days-a-week. You can ask questions, seek help and report potential violations. It is managed by an independent third party. All information received through the Code Connection Helpline is confidential, and only shared with individuals that have a business need-to-know. Anonymous reporting is available in some countries, including the United States.

You can call the Code Connection Helpline or submit a report directly to the Code Connection website at www.tnwinc.com/reportline/Oshkosh.

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<td>Hong Kong</td>
<td>800-900542</td>
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Q: I am a supplier to Oshkosh Corporation and have extensive knowledge of one of their patented systems. Can I use that information?

A: If you’re talking about something that is general, publicly known and not specific to the patented system, you may be able to use it. However, you could also end up violating intellectual property laws, which along with being unethical, could also lead to civil or criminal prosecution.

Q: A supplier seeks to do business with Oshkosh Corporation, but knows someone working at the company. Should the supplier withdraw itself from the bidding process?

A: Not necessarily. Be sure to disclose all potential conflicts of interest immediately. Oshkosh expects to be judged based on our merits, and we give that same respect to our suppliers.

Q: Oshkosh Corporation just won a big contract. Can I offer congratulations via social media?

A: Yes, as long as the information is already public.

Q: I am a supplier to Oshkosh Corporation, and my friend recently became an Oshkosh employee. Can I continue doing business with the Company?

A: Yes, as long as the friends do not conduct business with one another. The relationship should be disclosed to avoid even the appearance of a conflict of interest.

Q: I am a supplier to Oshkosh Corporation, and own stock in the Company. Do I need to report this as a potential conflict of interest?

A: Employees of suppliers who own Oshkosh Corporation stock as part of an investment portfolio is typically not problematic. However, we must take accountability for preventing improper disclosure of insider (or material, nonpublic) information.