

# Human Rights Policy

## PURPOSE

The purpose of this policy is to reaffirm Oshkosh Corporation's commitment to respect and support internationally recognized human rights and freedoms and not be complicit in human rights abuses.

## SCOPE

All Oshkosh Corporation employees worldwide should be familiar with and observe at all times the requirements of this policy. While many of the standards contained in this policy agree with the human rights concepts advanced by international organizations, such as the Universal Declaration of Human Rights, this policy represents Oshkosh's statement of its own standards of working conditions and human rights.

It is the responsibility of each Oshkosh employee and agent acting on behalf of Oshkosh Corporation to adhere to the provisions of this policy as well as other country-specific laws and regulations.

## DEFINITIONS

Human Trafficking – Activities involved when one person obtains or hold another person in compelled service including involuntary servitude, slavery, debt bondage, and forced labor.

## POLICY

The policy of the company prohibits practices which in any way disregard international labor and human rights. The Oshkosh Way describes our support for human rights and individual freedoms for workers. Workers should be treated with respect and dignity and should not be subjected to discriminatory employment practices based on race, color, religion, national origin, sex, age, disability, marital status, creed, sexual orientation or any other legally protected status in accordance with Oshkosh Corporation's Equal Employment Opportunity/Affirmative Action Statement. We embrace and value the diverse backgrounds of all our employees. Oshkosh will respect the cultures, customs and values of the people in communities in which we operate.

Oshkosh Corporation believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. We will not tolerate the use of child labor and prohibit the use of forced or involuntary labor whether in the form of prison labor, indentured labor, bonded labor or any other form of human trafficking.

Workers shall be free to exercise their legal rights of free association and the right to collective bargaining and are entitled to fair working conditions that meet or exceed employment and other compensatory laws and regulations in the applicable country. Oshkosh Corporation prohibits noncompliance with applicable minimum wage laws and requirements. We will provide employees with at least the minimum wage required by law and provide benefits and overtime compensation compliant with applicable laws. Oshkosh will provide privacy protection of employee data maintained by the Company.

Workers also have the right to a safe and healthy workplace consistent with all applicable laws and regulations and that meets or exceeds international health and safety standards. In addition, if any worker is provided housing by Oshkosh Corporation we will ensure that the housing provided meets or exceeds host-country housing and safety standards. Oshkosh Corporation works with a 3rd party global relocation company to provide workers with proper housing for their work assignments.

Under no circumstances should any worker be subject to corporal punishment or other forms of physical, verbal, sexual or psychological harassment or abuse in connection with their employment. Oshkosh Corporation does not tolerate acts of retaliation against anyone who, in good faith, reports ethical or legal concerns, discrimination, harassment, or any behavior that is in conflict with this policy.

## **CONTACTS**

Code Connection Hotline: 1-866-554-3844 or [www.tnwine.com/reportline/Oshkosh](http://www.tnwine.com/reportline/Oshkosh)

Global Human Trafficking Hotline: 1-844-888-FREE or [help@befree.org](mailto:help@befree.org)