

# The Oshkosh Way

Our Code of Ethics  
and Conduct



OSHKOSH™



# Seeking help / Speaking up

## We ask questions. We share our concerns.

Doing the right thing means being proactive. There are a variety of resources available to us if we have questions or want to raise a concern about something that seems wrong. By sharing issues, we can work together to find solutions that will make Oshkosh even better. We can reach out to:

- Our leader or another leader
- [Human Resources](#)
- [The Global Ethics & Compliance Team](#)
- [The Ethics Helpline](#)

No matter who they are directed to—all questions will be promptly responded to and concerns promptly addressed and investigated.

## The Ethics Helpline

Accessible by phone or web, the [Ethics Helpline](#) allows team members and others to ask questions or share their concerns 24 hours a day, seven days a week. Translators are available, and anyone who contacts the Helpline may do so anonymously. Information provided through the Helpline is documented in detail and forwarded to the Global Ethics & Compliance Team for investigation and resolution.

## No retaliation

Oshkosh wants people to feel comfortable coming forward, knowing they are doing the right thing. Our company strictly prohibits retaliation against anyone who makes a good faith report or assists in an investigation of a possible issue.



### Learn more

[Non-Retaliation Policy](#)



# Product quality and safety

We have more than 100 years invested in delivering safe, high-quality products. Our customers trust that our products and technologies will not only represent the industry’s very best, but also be designed with their safety in mind. Every day we work to maintain their trust.

To do this, we follow strict processes and procedures. This enables us to meet or exceed our own internal standards, as well as the requirements set by laws, government regulations and industry standards. We are also constantly looking for ways to innovate without sacrificing quality or safety. Our brand is our promise—we want any product that bears the Oshkosh name to be reliable and stand for exceptional performance and safe operation.

**“OSHKOSH CORE VALUES ARE SOUNDLY EMBEDDED IN OUR PRODUCTS, WHICH MAKE OUR BRANDS RESPECTED GLOBALLY.”**

- A team member in Beijing, China

**WHAT IF A NEW TEAM MEMBER SUGGESTED SKIPPING A QUALITY CHECK TO ENSURE WE MEET OUR PRODUCTION DEADLINE?**

**EXPLAIN WHY WE NEVER COMPROMISE OUR VALUES OR QUALITY STANDARDS HERE AT OSHKOSH.**



## The Oshkosh Way in action

### Our quality management system

We have a comprehensive quality management system in place that ensures customer satisfaction. By applying advanced product quality planning, we can identify potential problems. Corrective action review boards embedded in each business segment then help us address and resolve any issues.



# Physical and electronic assets

Oshkosh provides physical assets (like furniture, equipment and office supplies), as well as electronic assets (like hardware, software and internet access) to help us do our jobs. We have an obligation to be good stewards of these resources, using them in the way they're supposed to be used and protecting them from damage or loss.

We use company assets for company business. Occasional use of assets for personal reasons is permitted, but we understand that our use should be truly occasional and never interfere with our responsibilities at Oshkosh. We safeguard our assets and observe both good cybersecurity and good physical security practices, so that every team member in every location has what they need to do their very best work.

## **WHAT IF I LEARNED ABOUT SOME FREE SOFTWARE THAT COULD HELP MY TEAM MANAGE PROJECTS?**

**FOLLOW ALL PROPER TECHNOLOGY REQUESTS AND AUTHORIZATION PROCESSES TO MAKE SURE IT DOES NOT PUT ANY OSHKOSH DEVICE OR SYSTEM AT RISK.**



## The Oshkosh Way in action Our information security responsibilities

We respond quickly to implement new required security controls. We always keep in mind and look for the security implications of everything we do.