



JLG Australia Modern Slavery Act Statement – Dec 2020

REPORTING ENTITY

This statement is made in accordance with Section 13 of the Modern Slavery Act 2018 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 Pacific Holdings Inc. ABN 52 634 889 884, (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 defence, 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 labour and child labour 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.

Our Policies and Procedures include;

- Human Rights Policy
- Human Trafficking Compliance Plan
- Supplier Code of Conduct



STRUCTURE, OPERATIONS AND SUPPLY CHAIN



1983 JLG opens support operations in Australia



220 Team Members across Australia & New Zealand



Branch & Service capabilities in each State & Territory



Head Office Located in Sydney



\$13.1 Million with Tier 1 Suppliers in FY20



18 Tier 1 Suppliers across Australia



JLG's Operations include Sales, Service and Spare Parts for Mobile Elevated Work Platforms (MEWP), Telehandlers and Lighting Towers



Manufacturing of Light Towers in our PMQ Facility.

TEAM MEMBER AWARENESS CONSULTATION 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.

In addition to The Oshkosh Way, we provide annual awareness/refresher training on the following topics;

- Slavery and Human Trafficking in Supply Chains
- Human Trafficking and Coercion Prevention

This training is automatically scheduled to selected employees and completion is monitored/managed by branch location to ensure this is completed.

This training will ensure we capture any changes to Legislation and or Industry best practice.



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.

If employees want to report a concern or potential violation, multiple resources are available. Employees are encouraged to contact the Ethics Helpline, 1-866-554-3844 or www.tnwinco.com/reportline/Oshkosh

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.

Our contractor management system requires suppliers and contractors to provide evidence of their requirements to meet Modern Slavery Act 2018.

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.

Contractors and suppliers are required to complete an annual review of their Modern Slavery Ethical Sourcing either through a detailed review or via survey to achieve compliance with Oshkosh.

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 Australian business and supply chain using the Modern Slavery Act 2018 and any reports compiled by the Australian Government.

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 December 2020.

INDUSTRY ASSOCIATIONS

- Elevated Work Platform Association (Australia)
- Hire and Rental Association (Australia)
- Telescopic Material Handling Association (Australia)



PLANNED FOCUS FOR THE NEXT 12 MONTHS

The following items will be completed prior to our next reporting period in FY21;

Contractor Management System (CM3) – Modern Slavery Module

- We currently have all our contractors on CM3 under WHS requirements, the plan is to add all our current suppliers to the system as Tier 5 Contractors.
- A Modern Slavery Module is currently being finalised which will be added for suppliers and contractors to complete to identify risk and non-compliance in relation to the Modern Slavery Act 2018
- A Modern Slavery Dashboard will be available for all Oshkosh Suppliers providing a snapshot on current performance and risk mitigation

Staff Training

All staff training will be completed by April 2021, JLG will roll out annual awareness/refresher training on the following topics;

- Slavery and Human Trafficking in Supply Chains
- Human Trafficking and Coercion Prevention

This training is automatically scheduled to selected employees and completion is monitored/managed to ensure this is completed.

The training will ensure JLG captures any changes to Legislation and or Industry best practice.

Oshkosh is committed to eliminating modern slavery in all its forms, and to continuously improve strategies to identify and mitigate modern slavery and ethical sourcing risks.

We are pleased to publish this 2020 Modern Slavery Statement and commit to continuing to track and publicly report on our progress.

This statement was approved by the General Manager of JLG Pacific Holdings on 23/12/2020.

Scott Daly
General Manager – Australia & New Zealand
23/12/2020

This statement was approved by the President of JLG Industries, Inc. on March 25, 2021.

Frank Nerenhausen
President
March 25, 2021

This statement was approved by the principal governing body of Oshkosh Corporation on March 25, 2021.

Ignacio Cortina
Executive Vice President, General Counsel
and Secretary
March 25, 2021