

# Oshkosh Corporation Earns Top Score in Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

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OSHKOSH, Wis.--(BUSINESS WIRE)-- Oshkosh Corporation (NYSE: OSK), a leading innovator of purpose-built vehicles and equipment, recently received a score of 100 on the [Human Rights Campaign Foundation's \(HRCF\) 2023-2024 Corporate Equality Index \(CEI\)](#). The CEI is a national benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

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Oshkosh Corporation Earns Top Score in Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (Graphic: Business Wire)

The CEI rates companies on detailed criteria falling under four central pillars: non-

discrimination policies across business entities, equitable benefits for LGBTQ+ workers and their families, supporting an inclusive culture and corporate social responsibility. Oshkosh joins the ranks of 545 major U.S. businesses that also earned top marks for this year.

“At Oshkosh, we know that we are better together and people are the foundation of our business. That’s why we’re so focused on fostering a People First culture: a culture that empowers team members, inspires collaboration and prioritizes personal and professional development,” said Emma McTague, senior vice president and chief human resources officer. “Oshkosh nurtures an environment where every team member is valued and empowered to be their full self. That starts with creating an environment that’s diverse, equitable and inclusive. By embracing the power of individuality and unique perspectives, we are building a more connected culture where our team members and innovation thrive.”

With support from the Enterprise DE&I Council, Oshkosh is creating a culture that celebrates individuality and honors all experiences and perspectives. It’s doing this through programs and partnerships that broaden awareness around diversity and inclusion including an educational curriculum with a special focus on minimizing unconscious bias, fostering partnerships with external organizations like [Hiring our Heroes](#) and the [Society of Women Engineers](#) and supporting seven [Employee Business Resource Groups](#), so team members can engage with others who share similar interests to foster a culture of belonging.

Oshkosh is committed to a People First culture. Along with receiving a perfect score in the 2023-2024 CEI Index, Oshkosh Corporation has been named one of America’s Most Responsible Companies and One of the World’s Most Trustworthy Companies by Newsweek, one of FORTUNE’s World’s Most Admired Companies, recognized by Ethisphere as one of the World’s Most Ethical companies and listed on the Dow Jones Sustainability World Index.

To learn more about Oshkosh Corporation and how our team members are fulfilling our purpose of 'making a difference in people's lives', visit [oshkoshcorp.com](https://oshkoshcorp.com).

## **About Oshkosh Corporation**

At Oshkosh (NYSE: OSK), we make innovative, mission-critical equipment to help everyday heroes advance communities around the world. Headquartered in Wisconsin, Oshkosh Corporation employs approximately 17,000 team members worldwide, all united behind a common purpose: to make a difference in people's lives. Oshkosh products can be found in more than 150 countries under the brands of JLG®, Hinowa, Power Towers, Pierce®, MAXIMETAL, Oshkosh® Defense, McNeilus®, IMT®, Jerr-Dan®, Frontline™ Communications, Oshkosh® Airport Products, JBT AeroTech and Pratt Miller. For more information, visit [www.oshkoshcorp.com](http://www.oshkoshcorp.com).

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This news release contains statements that the Company believes to be “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact, including, without limitation, statements regarding the Company's future financial position, business strategy, targets, projected sales, costs, earnings, capital expenditures, debt levels and cash flows, and plans and objectives of management for future operations, are forward-looking statements. When used in this news release, words such as “may,” “will,” “expect,” “intend,” “estimate,” “anticipate,” “believe,” “should,” “project” or “plan” or the negative thereof or variations thereon or similar terminology are generally intended to identify forward-looking statements. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions and other factors, some of which are beyond the Company's control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements. These factors include the cyclical nature of the Company's access equipment, fire apparatus, refuse collection and air transportation equipment markets, which are particularly impacted by the strength of U.S. and European economies and construction seasons; the Company's estimates of access equipment demand which, among other factors, is influenced by historical customer buying patterns and rental company fleet replacement strategies; the impact of orders and costs on the U.S. Postal Service contract; the Company's ability to increase prices or impose surcharges to raise margins or to offset higher input costs, including increased raw material, labor, freight and overhead costs; the Company's ability to attract and retain production labor in a timely manner; the Company's ability to successfully integrate the AeroTech acquisition and to realize the anticipated benefits associated with the same; risks related to the collectability of receivables, particularly for those businesses with exposure to construction markets; the cost of any warranty campaigns related to the Company's products; risks associated with international operations and sales, including compliance with the Foreign Corrupt Practices Act; the Company's ability to comply with complex laws and regulations applicable to U.S. government contractors; cybersecurity risks and costs of defending against, mitigating and responding to data security threats and breaches impacting the Company; the Company's ability to successfully identify, complete and integrate other acquisitions and to realize the anticipated benefits associated with the same; and risks related to the Company's ability to successfully execute on its strategic road map and meet its long-term financial goals. Additional information concerning these, and other factors is contained in the Company's filings with the Securities and Exchange Commission. All forward-looking statements speak only as of the date of this news release. The Company assumes no obligation, and disclaims any obligation, to update information contained in this news release. Investors should be aware that the Company may not update such information until the Company's next quarterly earnings conference call, if at all.

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