

Terex Prohibits Modern Slavery

Financial Year 2022

This statement (“Statement”) sets out the steps that Terex Corporation (“Terex”), on behalf of itself and its subsidiaries, has taken and is continuing to take to ensure that modern slavery or human trafficking is not occurring within our business or our supply chains.

Modern slavery encompasses slavery, servitude, human trafficking and forced labor. Terex has a zero-tolerance approach to any form of modern slavery in its workforce and does not knowingly do business with any supplier who engages in such practice. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business:

Terex is a global manufacturer of materials processing machinery and aerial work platforms. We design, build and support products used in construction, maintenance, manufacturing, energy, recycling, minerals and materials management applications. Certain Terex products and solutions enable customers to reduce their environmental impact including electric and hybrid offerings that deliver quiet and emission-free performance, products that support renewable energy, and products that aid in the recovery of useful materials from various types of waste. Our products are manufactured in North America, Europe, Australia and Asia and sold worldwide. We engage with customers through all stages of the product life cycle, from initial specification and financing to parts and service support.

Our policies:

Terex values, policies, procedures, systems and processes ensure that we are conducting business in a legal, ethical and transparent manner. These include, but are not limited to, the following:

1. **Terex Way Values of Citizenship, Integrity and Respect.** Part of our keystone Terex Way Values are Citizenship, Integrity and Respect. We never sacrifice integrity for profit. We are transparent in all our business dealings. We provide a safe and healthy environment for our team members and treat all people with dignity and respect. Modern slavery defies these core values.
2. **The Terex Corporation Code of Ethics and Conduct (the “Code”).** The [Code](#), which applies to all Terex team members, states the commitment of Terex to comply with all applicable laws, regulations and industry codes in every country where it does business. Our Company strictly



prohibits and has zero-tolerance for any form of slavery, servitude, human trafficking, child labor or forced labor within our business or in our supply chains. Terex team members receive training on the Code and failure to comply may result in disciplinary action up to and including termination of employment in accordance with applicable local laws.

3. **Helpline.** Terex has an established, confidential Helpline, administered by a third party. The Helpline is staffed with trained specialists who are available 24 hours a day, seven days a week. It is accessible by phone or on-line. Any Terex team member, supplier or concerned individual can confidentially report violations of law or any concerns, including related to any form of modern slavery, through the Terex Helpline at www.ethicspoint.com, +1-866-493-1856.
4. **Business Practice Advocates.** Terex has Business Practice Advocates (“BPAs”) worldwide who are Terex team members that serve as advocates, resources and facilitators for other team members. BPAs work directly with local leadership to identify opportunities to deepen the culture of responsible business conduct. Terex relies on a BPA’s business experience and cultural insight to ensure that local business practices are responsible. Terex team members can turn to their local BPA with any question or concern they may have concerning modern slavery.
5. **Retaliation is Strictly Prohibited.** Terex will not tolerate any retaliation, as stated in the Code. Our strict “no retaliation” policy allows team members to know that they can raise concerns about modern slavery or other practices within our business or supply chain, without fear of reprisals.

Our suppliers:

As part of our initiative to identify and mitigate risk we, where possible, build long standing relationships with our suppliers and subcontractors and make clear our expectations of business behavior.

Terex evaluates prospective suppliers during supplier selection and periodically thereafter based on their business and risk profile and role in our supply chain. The evaluation may include steps to assess risks of slavery and human trafficking. Prior to placing business with a supplier, an onsite supplier visit may be made by Terex personnel for purposes of confirming supplier overall capabilities and assessing overall supplier risk. Additionally, after business has commenced with a supplier, onsite supplier visits may be performed periodically by Terex personnel. Although the specific purpose of onsite visits is not typically to assess slavery and human trafficking risk or audit against our standards, compliance with Company standards against slavery and human trafficking in supply chains would be covered within overall supplier assessment, and we believe that onsite supplier visits by Terex team members discourage abusive working conditions.

We currently require our suppliers, either through a written Preferred Supplier Agreement and/or the Purchase Order terms and conditions, to comply with all applicable laws, rules, regulations, orders and standards, which would include those prohibiting modern slavery. In addition, both our Preferred Supplier Agreement and Purchase Order forms contain an anti-slavery clause that requires the supplier to represent

that neither it nor any of its subcontractors will engage in or utilize human trafficking, child, slave, prisoner or any other form of forced or involuntary labor. The [Terex Corporation Supplier Code of Conduct](#) contains principles to promote ethical conduct in the workplace, including treating workers with respect and dignity. Terex expects its Suppliers to adhere to the Supplier Code of Conduct, which includes not using or benefiting from child labor, or slave, forced or compulsory labor. Terex has zero tolerance for any form of slavery, servitude, human trafficking, or child or forced labor within our business or our supply chains. We prohibit any form of modern slavery in our organization and have put effective systems and controls in place to mitigate the risk against any form of Modern Slavery within our supply chain. We will not continue to do business with any supplier found to be engaged in such behavior.

This Statement constitutes Terex's Statement for the financial year ending December 31, 2022, and was approved by the Board of Directors of Terex Corporation on March 1, 2023.



By: Stacey Babson Kaplan

Title: Senior Vice President, Chief Sustainability and Compliance Officer