

The Terex Corporation Supplier Code of Conduct

The Terex Corporation Supplier Code of Conduct (the “Code”) contains principles to promote ethical conduct in the workplace, safe working conditions, protection of confidential and proprietary information, treatment of workers with respect and dignity and responsible business practices. As used in this Code, “Supplier” refers to any entity providing products, people or services to Terex, including its subcontractors.

Terex expects Suppliers to fully comply with all applicable laws and regulations. Where this Code sets higher standards than what the law provides, Terex expects its Suppliers to adhere to the higher standards. This Code supplements, but does not supersede, the contracts between Terex and the Supplier.

1. Anti-Bribery/Anti-Corruption

Suppliers will not engage in corruption or commercial bribery, extortion, embezzlement, fraud, deception, collusion, cartels, abuse of power, money laundering, or similar misconduct in any form. Suppliers shall not offer, authorize or receive bribes, kickbacks or any other improper payment (e.g. facilitation payment) for the purposes of obtaining or retaining business with Terex or for any other reason relating to Terex business.

2. Fair Business Practices

Suppliers must operate with integrity in the marketplace and compete based on the merits of the products or services they provide. Suppliers will be committed to competing with honesty, fairness and in compliance with all antitrust and fair competition laws in all countries where they conducts business.

3. Advertising, Sales and Marketing

Terex expects Suppliers to uphold fair business standards in advertising, sales and marketing. A Supplier may reference Terex, its name, logo or services in advertising, marketing or promotional activities only with prior written approval from the General Counsel, Terex Corporation.

4. Gifts and Entertainment

Suppliers are expected to compete based on the merit of their products and services, not through gifts, entertainment or other business courtesies. Suppliers must never place themselves or Terex under obligation at any time by accepting or offering gifts and gratuities of value. Before giving a gift to any Terex team member, please check with the team member to confirm that the Terex rules permit accepting the gift offered.

5. Conflicts of Interest

Terex team members may not have a direct or indirect personal or financial interest in a Supplier. Actual or potential conflicts of interest must be disclosed by the Supplier to the Terex Ethics & Compliance Team.

6. Fraud

Suppliers must never knowingly seek to gain any advantage of any kind by acting fraudulently, deceiving people or making false claims, or allowing anyone else to do so. This includes defrauding or stealing from Terex, a customer or any third party, and any other form of misappropriation of property.

7. Sub-Contractors

Supplier must maintain adequate controls over their subcontractors to ensure the integrity of the overall product or service supplied. It is expected that Suppliers will deploy expectations and controls to their supply chain that is similar in rigor to this Code.

8. Trade Compliance

Supplier will comply with all applicable import, export and other trade laws and restrictions.

9. Information Disclosure

Suppliers must accurately record and disclose information regarding their business activities, financial situation, and performance in accordance with applicable laws and regulations.

10. Confidentiality

Suppliers must respect intellectual property rights and safeguard all confidential and proprietary information belonging to Terex.

11. Data Protection

Suppliers must comply with all applicable data protection laws, regulations and directives...

12. Environmental Permits and Reporting

Terex expects Suppliers to demonstrate a commitment to responsible environmental stewardship. Suppliers must obtain, maintain and keep current all required environmental permits, licenses, and registrations and follow all required reporting and operational requirements of such permits.

13. Product Quality and Safety

Supplier will deliver all products and services meeting the safety and quality standards required by Terex and applicable law.

14. Labor Standards

Supplier will ensure that its employees work in compliance with all applicable wage and hour laws and industry standards.

Supplier must not use or in any other way benefit from forced labor. Supplier will not use child labor, any form of slave, forced or compulsory labor, including involuntary prison labor.

Supplier will comply with all applicable anti-discrimination employment laws. Further, Supplier will not discriminate against an employee, contractor, consultant or any other person that provides services to the Supplier on the basis of race, color, gender, pregnancy, marital status, familial status, sexual orientation, gender identity or expression, religion, ancestry, national origin, disability or age. Supplier will provide a workplace free from harassment and will not subject workers to inhumane treatment such as sexual harassment, bullying or corporal punishment.

15. Health and Safety

Suppliers must be committed to the safety and health of their employees, and conform to all applicable health and safety laws and regulations, as well as applicable industry codes. Suppliers should have a program or mechanism(s) to enforce and monitor compliance with health and safety requirements.

16. Alcohol and Drugs

Suppliers must not engage in any work for or on behalf of Terex, while under the influence of alcohol or other substances that may impair the ability to work safely. In addition, suppliers may not possess illegal drugs or controlled substances while on Terex premises or while conducting business with or for Terex.

17. Gambling

Gambling, including games of chance, is not allowed on Terex premises.

18. Conflict Minerals

Suppliers are expected to comply with all conflict minerals reporting rules. Terex expects its suppliers to:

(i) Complete the Terex Conflict Minerals survey, identifying each 3TG product they sell to Terex and the smelter that provided each of the original 3TG material (direct suppliers of Terex may have to require successive upstream suppliers to complete Terex's Conflict Minerals survey until the smelter is identified);

(ii) Agree to cooperate with Terex in connection with any due diligence that Terex chooses to perform with respect to its country of origin inquiries; and

(iii) When Terex deems it necessary, to provide reasonable proof of the due diligence performed by the supplier to support the country of origin certification provided by the supplier to Terex.

Raising Concerns

Terex firmly believes that its Suppliers operate with the same high ethical standards as we do. There may be isolated situations where this is not the case. Since Terex is not always in a position to know when this is or has occurred, Suppliers should report any suspected unethical behavior to the Terex General Counsel, a member of the Terex Ethics & Compliance team or through the confidential Terex Helpline (accessible

Audits, Assessments and Corrective Action

Terex reserves the right to verify through an audit or otherwise, the Supplier's compliance with this Code. Suppliers shall conduct periodic self-evaluations to verify Supplier's compliance with applicable laws and regulations and the principles set forth in this Code. Suppliers shall have a process for timely correction of any deficiencies identified by an internal or external audits, assessments or inspections. Terex reserves the right to terminate an agreement with any Supplier who does not comply with this Code.

Resources

Contact Information

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Terex Ethics & Compliance Team
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