

Terex Global Health, Safety & Environmental Policy

The Terex Way Values

The Terex commitment to Health, Safety and Environment is embedded in our Company Values – Integrity, Respect, Improvement, Servant Leadership, Courage and Citizenship. To learn more about the Terex Way Values, please go to www.Terex.com -- [About – Terex Environmental, Social, & Governance Reports](#)

Code of Ethics and Conduct

Terex believes that a company's conduct and its reputation are among its most valuable assets. It's not enough to deliver good profitability, Terex strives to do so in a way that demonstrates high integrity, respect for others and for the laws and regulations in which we operate. This philosophy sets the tone for the relationships that Terex enjoys with its employees, customers, suppliers, shareholders, the communities in which it operates, the public at large and its competitors. Terex is committed to the practice of good ethics and conduct among its officers, directors and employees.

Terex provides all of its employees with a Code of Ethics and Conduct (the Code) which applies to Terex's employees worldwide and reflects our expectation that all of our employees act at all times in a responsible, legal and ethical manner. Our code of conduct is inclusive of our Health, Safety and Environmental responsibilities and conduct.

Zero Harm – Our Safety Vision

For Terex, safety is an absolute way of life -- whether you work for us, supply to us, use our equipment or receive our services. All team members are committed to our journey to "Zero Harm" and are responsible to each other for continuous improvement in safety.



Health, Safety and Environmental Management Strategy

There are 10 elements to Health, Safety and Environmental Management Strategy at Terex:

1. **Management Leadership** -- To ensure support of and accountability to our safety vision, the Executive Leadership Team has established Safety Leadership Behaviors for all levels of the organization. These behaviors are evaluated as part of the performance management system and integrated into the company's Leadership Competency model.

The Executive Leadership Team has primary responsibility for the effective implementation of the Terex HSE Strategy and Terex Carbon Strategy. The Executive Leadership team is supported by the Vice President – Global HSE as well as Segment and Regional HSE leaders (The HSE Council).

The Terex Board of Directors reviews HSE performance at least annually.

2. **Team Member (Employee) Involvement** -- Day-to-day HSE activities are directed and coordinated at the site level by operational leaders and HSE experts. Team members at all levels participate in HSE through Safety and Sustainability committees, suggestion and improvement programs, improvement teams and regular training. Team Member input is included in the development of new HSE standards.
3. **Serious Injury & Fatality (SIF) Prevention** -- Exposures which have the potential to result in serious injuries or fatalities are classified, communicated, and investigated in accordance with a single company wide standard. Terex has 11 SIF Roadmaps (mandatory technical standards) to drive the reduction of these exposures.
4. **Legal Compliance** -- Legal Compliance is managed at the business level. It is our expectation that each business will establish a process to achieve, maintain and monitor legal compliance. All production operations participate in the Terex Compliance Assurance Program (CAP). CAP is an interactive audit program that identifies problems and creates timely and effective solutions. We also effectively manage our significant environmental impacts and to comply with

environmental legislation and other requirements, such as approved codes of practice, standards and/or industry guidelines.

5. **Safety Culture** -- Safety is included in the Team Member Engagement Survey. This bi-annual survey provides a quick snapshot of Team Member perception of safety within their workgroup. Each business is expected to create action plans to address opportunities identified in the Engagement Survey, including HSE. Zero Harm Assessments and Energy Audits are conducted at sites that desire a deeper look into their safety and environmental culture and improvement opportunities.
6. **Risk Reduction & Improvement Plans** -- All businesses are expected to establish methods for routine risk and hazard identification and implement specific plans to drive continuous improvement in HSE and Sustainability. Each business is responsible for the development of specific programs and policies to address risk, opportunities and resulting transitions. In addition to this, each business is responsible for reviewing their historical incident data as well as understanding the changing regulatory landscape. Based on that information businesses will develop a HSE improvement plan each year to address the potential risk to the team and business. Terex has global standards for driving reduction and elimination in the area of Serious Injuries and Fatalities. The standards are referred to as SIF Roadmaps and address such areas as Control of Hazardous Energy, Work at Height, Power Industrial Trucks, etc. SIF Roadmap implementation and Improvement Plan status are recorded and reported monthly.
7. **Measures & Monitoring** -- It is said that what gets measured, gets done. That strategy has been used successfully to drive continuous improvement in HSE at Terex. HSE is included in the company's performance management system. Specific goals, objectives, targets and action plans are developed for each business location. Metrics related to HSE performance are reviewed monthly by all levels of the organization, including the Executive Leadership Team. Global key performance indicators include:
 - a. Work-related injuries, illnesses, and serious events
 - b. Near miss reports
 - c. Implementation of Roadmaps
 - d. Annual Improvement Plan completion (task closure)
 - e. Aging & completion of corrective actions
 - f. Emission Intensity Tracking
 - g. Energy Intensity Tracking
 - h. Energy Efficiency Project Tracking
8. **Resources & Competencies** -- Terex is committed to ensuring our leaders and Team Members have the training and education necessary to support compliance, injury prevention, safety decision making and corrective actions. Team Members will also be trained and educated in environmental issues and the environmental effects of their activities. Individual businesses are responsible for identifying, conducting, and documenting such education.
9. **Problem Identification and Resolutions** - Continuous Improvement -- Open, honest, and timely reporting of HSE incidents, including injuries and illnesses, is a core requirement of HSE at Terex. Incidents are tracked in a web-based tool for root cause analysis, trending and corrective action completion. An Environmental software solution is used for Green House Gas (GHG) data collection, analysis, and auditing purposes.
10. **Health Management** -- Terex provides a variety of programs to ensure the "whole person" aspects of HSE is considered. These programs vary by location but include wellness programs, medical benefits, return to work (transitional duty) programs, fatigue management as well as occupational health programs related to noise, respiratory protection, vibration and ergonomics.

Terex Global HSE Policies

- HSE Incident Reporting, Investigations & Inspection Policy
- Compliance Management Plan
- Compliance Audit Program
- Emergency Action Planning Policy
- Global Environmental Product Compliance Policy - Battery Directive
- Global Environmental Product Compliance Policy - Global SDS and Labeling
- Global Environmental Product Compliance Policy – RDSL
- Global Environmental Product Compliance Policy - REACH Regulation
- Global Environmental Product Compliance Policy - WEEE Directive
- Global Environmental Product Compliance Policy -Terex Branding Chemical-Hazardous Products

Terex Global Serious Injury & Fatality Prevention Roadmaps

1. Rigging
2. Work at Height
3. Machine Safety
4. Control of Hazardous Energy
5. Electrical Safety
6. Powered Industrial Trucks
7. Confined Spaces
8. Field Service Safety
9. Transport and Material Movement
10. Cranes & Hoists
11. Hydraulic Safety