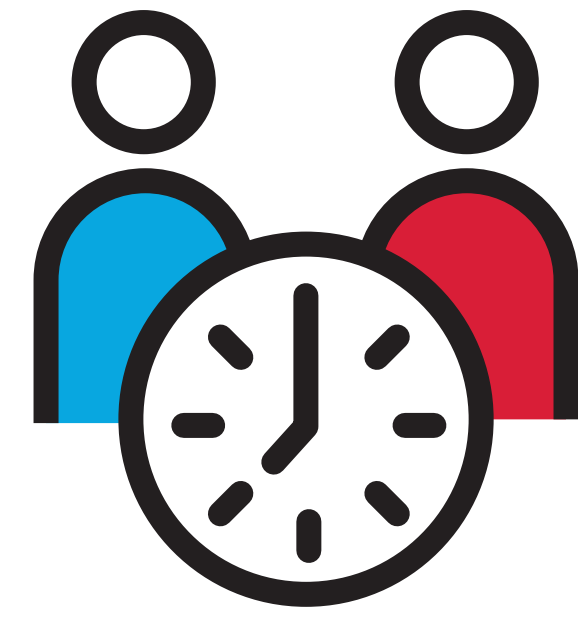


INCLUSION STARTS WITH “I”

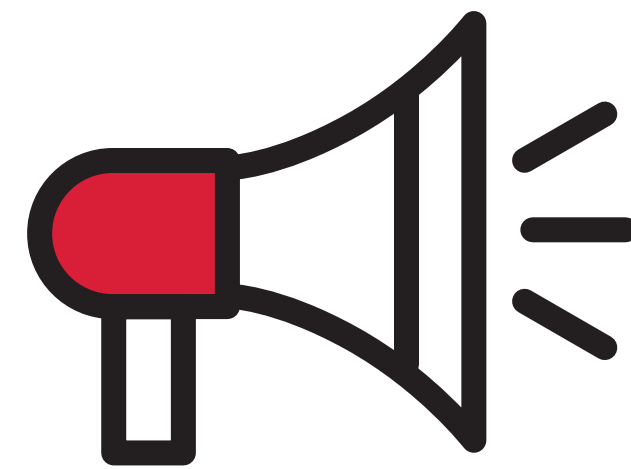
I will make time
to be available when a team member asks to speak with me and will take action as appropriate.



I will make team members feel valued
by consistently recognizing their efforts and contributions.



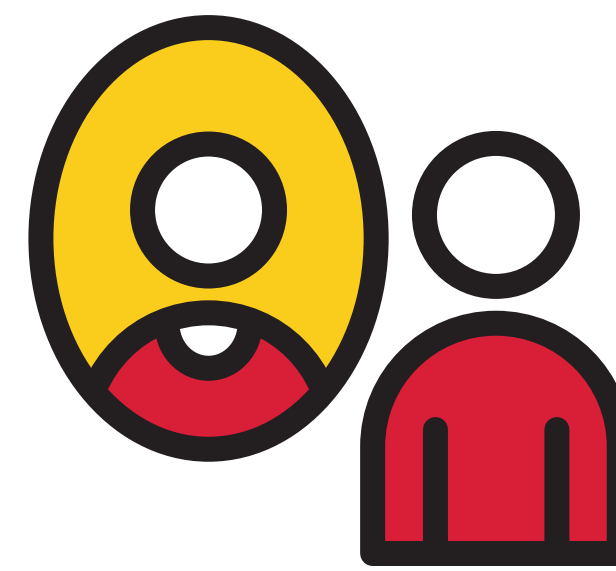
I will speak up
when a team member says or does something hurtful or inappropriate.



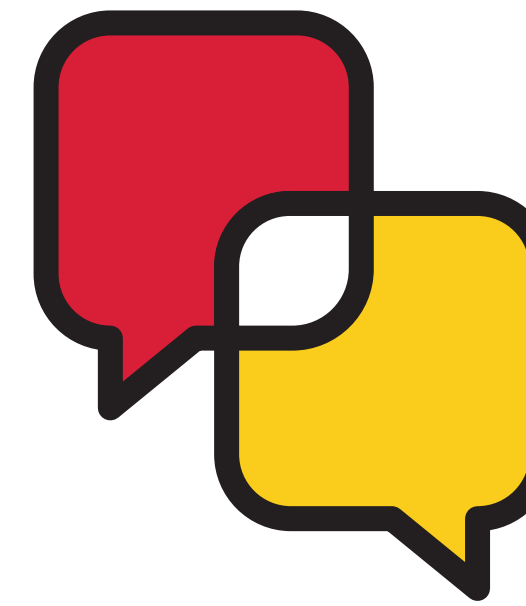
I will own up
to my mistakes and shortcomings.



I will identify my own biases
and will not let these biases cloud my judgment.



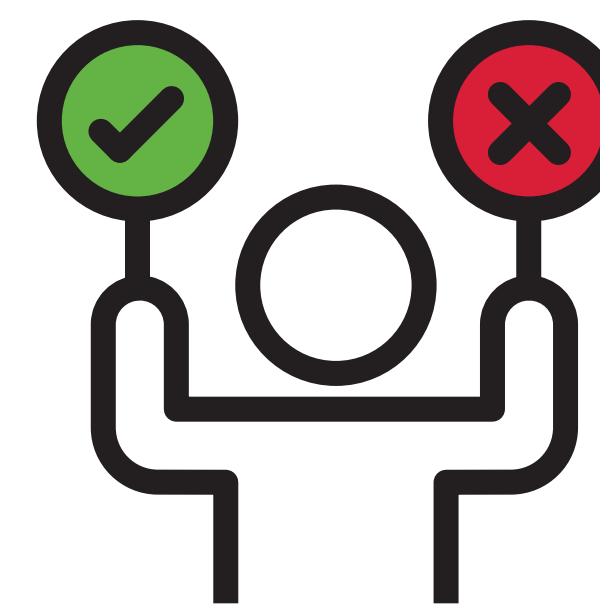
I will communicate transparently
to other team members about why decisions have been made.



I will listen attentively
and withhold judgment when a team member is sharing their point of view.



I will seek the input
of other team members for important decisions.



I will take an active interest
in learning about other cultures so that I can work well with team members from diverse backgrounds.



I will give a voice
to everyone on the team and will encourage collaboration.



Terex believes that our strength lies in the diversity of our team. We are committed to cultivating an inclusive work environment where the perspectives, ideas, and unique talents of all team members are valued and respected.