

Charter of the ESG Committee of Barnes Group Inc.



Mandate

Barnes Group Inc. (“BGI” or the “Company”) is committed to corporate social responsibility (“CSR”) and furthering environmental, social, and governance (“ESG”) principles. This commitment creates value for our stakeholders and is key to our success as a responsible and sustainable organization.

Focus Areas

The BGI ESG Committee (the “Committee”), consistent with the [Barnes Values](#) and our [Barnes Enterprise System](#), focuses on:

- Monitoring global public policy trends, issues, regulatory matters, and other concerns related to ESG;
- Advising and making recommendations to the [Senior Leadership Team](#) on actions that the Company and Committee can take to support the Company’s sustainability initiatives;
- Fostering the Company’s progress toward its diversity and inclusion goals;
- Assisting in the Board’s oversight of risks and opportunities relating to ESG matters;
- Identifying and taking actions and proactive steps to address ESG risks;
- Periodically evaluating the Company’s ESG performance;

- Reviewing the Company's human and workplace rights policies and/or practices and how the Company demonstrates respect for human and workplace rights in our business, in our supply chain, and in the communities in which we operate;
- Annually assessing and reporting to the Board on the performance of the Company's ESG efforts;
- Reviewing the Company's policies and practices related to corporate philanthropy; and
- Preparing and publishing the Company's Corporate Social Responsibility Report.

Membership

The members of the BGI ESG Committee are appointed by the [Senior Leadership Team](#) of BGI and consist of team members from the following functional and operational teams:

- Operations
- Health, Safety and Environmental Affairs
- Investor Relations
- Legal
- Global Compliance Office
- Supply Chain
- Business Development
- Human Resources
- Corporate Communications
- Internal Audit