

Environmental, Social and Governance Principles at Barnes Group

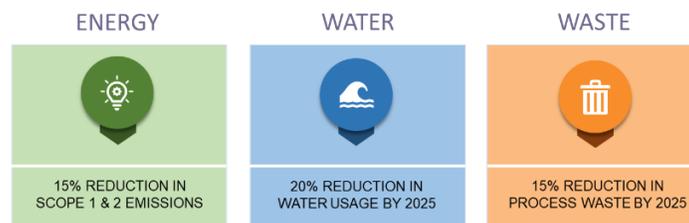
Barnes Group is committed to corporate responsibility and furthering environmental, social and governance (ESG) principles. We believe this allows us to create value for our stakeholders and is key to our success as a responsible and environmentally friendly organization. Since the launch of Barnes Group's company-wide ESG initiative in 2014, we continue to identify and implement ways in which we can benefit the environment and society while executing our vision and strategy. This initiative is led by our Vice President of Health, Safety & Environmental Affairs (HSE) and Enterprise Risk Management, with the full support of our company's Senior Leadership and the Board of Directors.



Our ESG journey has been consistently informed by global reporting standards. We are currently focused on supporting and further aligning our activities with the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board's (SASB) 2018

Industrial Machinery & Goods standard and the guiding principles behind the United Nations Global Compact (UNGC). We feel these standards provide a relevant framework for our Company's efforts around corporate citizenship, anti-corruption, human capital management and sustainability.

As part of this alignment, we recently established environmental targets for 2025 – specific goals for reducing the energy and water we use and the waste we generate – normalized against our production hours. As a company, we will work to reduce the energy we use in our factories – as measured in carbon dioxide equivalents (CO₂e) – by 15%, reduce the amount of water we use by 20%, and reduce the amount of industrial process waste we generate from our manufacturing operations by 15%.



In addition, Barnes Group has committed to applying the [Precautionary Principle](#) in its decision-making when environmental impacts may be present. The precautionary principle guides decision-makers to adopt precautionary measures on a cost-benefit basis, when scientific evidence about an environmental or human health hazard is uncertain and the stakes are high. We believe the precautionary approach will help us reduce our environmental footprint and yield a more sustainable world, consistent with our values.

Providing a healthy and safe workplace for our employees is a top priority at Barnes Group, and this focus took center stage as we implemented preventive measures to help protect our employees and keep our operations running during the COVID-19 pandemic. In addition, our

businesses have provided critical products and components to support customers engaged in the battle against COVID-19 on the front lines. Beyond COVID-19, Barnes Group continues to provide professional development and educational opportunities for our employees and, through the Barnes Foundation, support for employee volunteerism and philanthropy in local communities where we operate.

Our ESG website spotlights Barnes Group's efforts in environmental sustainability, diversity and inclusion, employee health and safety, and the Company's support of social and charitable causes. We invite our stakeholders to learn more about our commitments and all the ways we are working towards being a more sustainable organization.