

Appendix A

GRI Content Index

Barnes Group Inc. has used selected GRI Standards, or parts of their content, to report specific information, but has not met the criteria to prepare a report in accordance with the GRI Standards.

In accordance with clause 3.3 of the GRI 101: Foundation 2016 Standard (using selected Standards with a GRI-referenced claim) this material references:

This report covers selected disclosures from GRI 102: General Disclosures 2016; the complete or partial content for the following topic-specific disclosures (with the use of GRI 103: Management Approach to report the management approach and the topic boundary for each topic): Disclosure 302-1 and 302-4 from GRI 302: Energy 2016; Disclosure 303-3 from GRI 303: Water and Effluents 2018; Disclosures 305-1, 305-2 from GRI 305: Emissions 2016; Disclosure 103: Management Approach for GRI 306: Effluents and Waste 2016; Disclosure 307-1 from GRI 307: Environmental Compliance 2016; Disclosures 403-6, and 403-9 from GRI 403: Occupational Health & Safety 2018; Disclosure 404-2 from GRI 404: Training and Education 2016; Disclosure 405-1 from GRI 405: Diversity and Equal Opportunity 2016; Disclosure 413-1 from GRI 413: Local Communities 2016; Disclosure 416-1 from GRI 416: Customer Health and Safety.

This 2020 ESG Report and the data within have not been externally verified.

This GRI Content Index

- Cross-references sections of this **Environmental, Social and Governance Report (ESG)** and public documents that contain relevant data, including **2020 Annual Report**, and **barnesgroupinc.com**.

General Disclosures

This report covers selected GRI 102: General Disclosure

GRI Standards and Disclosures	Report Page Number/Direct Response/URL
102-1 – Name of the organization	Cover Page
102-2 – Activities, brands, products, and services	Barnes Group Overview, pg. 3-4
102-3 – Location of headquarters	Barnes Group Overview, pg. 3
102-4 – Location of operations	Barnes Worldwide Locations
102-5 – Ownership and legal form	Governance, pg. 10
102-6 – Markets served	Segment Overview, pg. 4
102-7 – Scale of the organization	2020 Annual Report - Form 10-K, Part 1, Item 2
102-9 – Supply Chain	2020 Annual Report - Form 10-K, Part 1
102-10 – Significant changes to the organization and the supply chain	2020 Annual Report - Form 10-K, Part 2, Item 7
102-11 – Precautionary Principle or approach	Precautionary Principle
102-12 – External Initiatives	ESG at Barnes Group, pg. 5-7
102-13 – Membership of associations	<ul style="list-style-type: none"> ▪ Plastics Industries Association ▪ Aerospace Industries Association ▪ Aerospace Components Manufacturers (CT) ▪ Manufacturers Alliance for Productivity and Innovation (MAPI) ▪ National Association of Manufacturers ▪ Connecticut Business and Industry Association ▪ IHS Markit ▪ National Union of Automotive Vehicle Components Producers; SINDIPECAS ▪ SMI ▪ WVIB (Wirtschaftsverband Industrieller Unternehmen Baden e.V.) ▪ Precision Metalforming Association ▪ Svenskt Näringsliv (“The Confederation of Swedish Enterprise”) ▪ AUSA (The Association of the United States Army) ▪ Amaplast ▪ Fraunhofer

GRI Standards and Disclosures	Report Page Number/Direct Response/URL
	<ul style="list-style-type: none"> ▪ AIDAM ▪ AIB ▪ Association of Swiss Suppliers of Metalwork's ▪ Global network - Swiss Business Hubs ▪ Swissmem - Hänggi ▪ SwissVR - Board Member Association ▪ Swiss Medtech ▪ Industrieverband Blechumformung e.V. (IBU)
102-14 – Statement from senior decision-maker	ESG at Barnes Group, pg. 5
102-15 – Key impacts, risks, and opportunities	2020 Annual Report - Form 10-K, Part 1, Item 1A
102-16 – Values, principles, standards, and norms of behavior	The Barnes Group Values, pg. 8 & Ethics, Compliance and Accountability, pg. 9
102-17 – Mechanisms for advice and concerns about ethics	The Barnes Group Values, pg. 8 & Ethics, Compliance and Accountability, pg. 9
102-18 – Governance structure	Governance, pg. 10
102-40 – List of stakeholder groups	<ul style="list-style-type: none"> ▪ Customers ▪ Shareholders ▪ Employees ▪ Communities
102-41 – Percent of employers covered by collective bargaining agreements	Approximately 15% of our U.S. employees are covered by collective bargaining agreements ("CBAs") and approximately 40% of our non-U.S. employees are covered by CBAs, trade union agreements or national industry agreements.
102-42 – Basis for identifying and selecting stakeholders	ESG at Barnes Group, pg. 5-7
102-43 – Approach to stakeholder engagement	ESG at Barnes Group, pg. 5-7
102-44 – Key topics and concerns raised	ESG at Barnes Group, pg. 5-7
102-45 – Entities included in consolidated financial statements	2020 Annual Report - Form 10-K, Exhibit 21
102-46 – Processes for defining report content and topic Boundaries	ESG at Barnes Group, pg. 5-7

GRI Standards and Disclosures	Report Page Number/Direct Response/URL																				
102-47 – List of material topics	<p>Priority Issues for Barnes Group:</p> <table border="1" data-bbox="642 440 1455 862"> <thead> <tr> <th data-bbox="642 440 1026 500">Priority Issues for Barnes Group</th> <th data-bbox="1031 440 1455 500">Corresponding GRI Standards Material Topic</th> </tr> </thead> <tbody> <tr> <td data-bbox="642 503 1026 563">Employee Health, Safety and Wellness</td> <td data-bbox="1031 503 1455 563">GRI 403: Employee Health and Safety</td> </tr> <tr> <td data-bbox="642 566 1026 626">Energy Conservation and Emissions Reductions</td> <td data-bbox="1031 566 1455 626">GRI 302: Energy & GRI 305: Emissions</td> </tr> <tr> <td data-bbox="642 630 1026 651">Waste Management</td> <td data-bbox="1031 630 1455 651">GRI 306: Effluents and Waste</td> </tr> <tr> <td data-bbox="642 654 1026 675">Water Conservation</td> <td data-bbox="1031 654 1455 675">GRI 303: Water and Effluents</td> </tr> <tr> <td data-bbox="642 678 1026 699">HSE Regulatory compliance</td> <td data-bbox="1031 678 1455 699">GRI 307: Environmental Compliance</td> </tr> <tr> <td data-bbox="642 703 1026 763">Employee Development and Engagement</td> <td data-bbox="1031 703 1455 763">GRI 404: Training and Education</td> </tr> <tr> <td data-bbox="642 766 1026 787">Diversity and Inclusion</td> <td data-bbox="1031 766 1455 787">GRI 405: Diversity and Equal Opportunity</td> </tr> <tr> <td data-bbox="642 790 1026 812">Community</td> <td data-bbox="1031 790 1455 812">GRI 413: Local Communities</td> </tr> <tr> <td data-bbox="642 815 1026 836">Product Safety</td> <td data-bbox="1031 815 1455 836">GRI 416: Customer Health and Safety</td> </tr> </tbody> </table>	Priority Issues for Barnes Group	Corresponding GRI Standards Material Topic	Employee Health, Safety and Wellness	GRI 403: Employee Health and Safety	Energy Conservation and Emissions Reductions	GRI 302: Energy & GRI 305: Emissions	Waste Management	GRI 306: Effluents and Waste	Water Conservation	GRI 303: Water and Effluents	HSE Regulatory compliance	GRI 307: Environmental Compliance	Employee Development and Engagement	GRI 404: Training and Education	Diversity and Inclusion	GRI 405: Diversity and Equal Opportunity	Community	GRI 413: Local Communities	Product Safety	GRI 416: Customer Health and Safety
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HSE Regulatory compliance	GRI 307: Environmental Compliance																				
Employee Development and Engagement	GRI 404: Training and Education																				
Diversity and Inclusion	GRI 405: Diversity and Equal Opportunity																				
Community	GRI 413: Local Communities																				
Product Safety	GRI 416: Customer Health and Safety																				
102-48 – Restatements of information	We have made no material restatements of information provided in previous Reports																				
102-49 – Changes in reporting	No significant changes in material topics or topic boundaries																				
102-50 – Reporting period	Calendar Year 2020																				
102-51 – Date of most recent report	Barnes Group 2020 ESG Report was published in March 2020																				
102-52 – Reporting cycle	Barnes Group publishes an Annual ESG Report																				
102-53 – Contact point for questions regarding the report	ESG Contact, Back page																				
102-54 – Claims of reporting in accordance with the GRI Standards	GRI-referenced																				
102-55 – GRI content index	This document is organized by GRI Disclosures/Indicators and serves as our GRI Content Index																				
102-56 – Policy/practice for external assurance	Barnes Group does not have a policy for seeking external assurance on its Sustainability report or this GRI Index.																				

Topic-Specific Disclosures

GRI Standards and Disclosures	Report Page Number/Direct Response/URL
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Environment, pg. 13 & Energy Conservation, pg. 17 & 18 ESG Principles at Barnes Group Information partially available: This material references Disclosure 103-1(a), 103-2, 103-3
302-1 – Energy consumption within the organization	Necessary information to comply with the reporting requirement(s) is not complete or validated at this time.
302-4 – Reduction of energy consumption	Environment, pg. 13 & Energy Conservation, pg. 17-18; Renewable Energy at Barnes, pg. 19; ESG Principles at Barnes Group Information partially available: This material references Disclosure 302-4 (b)
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Environment, pg. 13 & Water Conservation, pg. 16; ESG Principles at Barnes Group Information partially available: This material references Disclosure 103-1(a), 103-2, 103-3
303-3 – Water withdrawal	Necessary information to comply with the reporting requirement(s) is not complete or validated at this time.
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	See Disclosure 302 – Energy Management Approach
305-1 – Direct Scope 1 GHG emissions	Necessary information to comply with the reporting requirement(s) is not complete or validated at this time.
305-2 – Indirect Scope 2 GHG emissions	Necessary information to comply with the reporting requirement(s) is not complete or validated at this time.
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Environment, pg. 13 & Waste Management, pg. 14-15; ESG Principles at Barnes Group Information partially available: This material references Disclosure 103-1(a), 103-2, 103-3
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Health, Safety and Environmental Affairs (HSE), pg. 11 & ESG Principles at Barnes Group
307-1 – Non-compliance with environmental laws and regulations	Health, Safety and Environmental Affairs (HSE), pg. 11

GRI Standards and Disclosures	Report Page Number/Direct Response/URL
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Safety, pg. 12
403-6 – Promotion of worker health	Well-being, pg. 25
403-9 – Work-related injuries	Safety, pg. 12
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Employee Development and Engagement, pg. 20-22
404-2 – Programs for upgrading employee skills and transition assistance programs	Employee Development and Engagement, pg. 20-22
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Diversity and Inclusion, pg. 23-24
405-1 – Diversity of governance bodies and employees	Diversity and Inclusion, pg. 23-24 Information partially available: This material partially references Disclosures 405-9 (a), and (b)
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Community, pg. 26-32
413-1 – Operations with local community engagement, impact assessments and development programs	Community, pg. 26-32 Information partially available This material partially references Disclosure 413-1(a)
103-1,2,3 – Management Approach (material topic/boundary, management approach components, evaluation)	Product Safety, pg. 38 Information partially available: This material references Disclosure 103-1(a), 103-2, 103-3
416-1 – Assessment of the health and safety impacts of product and service categories	Product Safety, pg. 38 Information partially available This material partially references Disclosure 416-1(a)

Appendix B
SASB Framework Alignment

Barnes Group has aligned its ESG disclosure to the Sustainability Accounting Standards Board Standards (SASB) framework with the recommended metrics of the Industrial Machinery and Goods Standard (October 2018) specific to our primary industry as identified by the Sustainable Industry Classification System®(SICS®): Resource Transformation Sector – Industrial Machinery and Goods Industry. Below is a mapping of how our latest ESG Report aligns with the SASB framework.

Table 1: Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Code	Report Page Number/URL
Energy Management	(1) Total energy consumed as an aggregate figure in gigajoules (GJ), (2) percentage of consumed energy as grid electricity, (3) percentage of renewable energy consumed	RT-IG-130a.1	Necessary information to comply with the reporting requirement(s) is not complete or validated at this time.
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	RT-IG-320a.1	Safety, pg. 12
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	The manufacturing process that Barnes uses to provide parts and components to its customers contribute to the overall efficiency of the end product; we do not report those emissions or savings.
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	The manufacturing process that Barnes uses to provide parts and components to its customers contribute to the overall efficiency of the end product; we do not report those emissions or savings.
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	The manufacturing process that Barnes uses to provide parts and components to its customers contribute to the overall efficiency of the end product; we do not report those emissions or savings.
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	The manufacturing process that Barnes uses to provide parts and components to its customers contribute to the overall efficiency of the end product; we do not report those emissions or savings.
Material Sourcing	Description of the management of risks associated with the use of critical materials.	RT-IG-440a.1	Conflict Minerals Policy
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440a.1	Necessary information to comply with the reporting requirement(s) is not complete or validated at this time.

Table 2: Activity Metrics

Activity Metric	Code	Disclosure Location
Number of units produced by product category	RT-IG-000.A	Necessary information to comply with the reporting requirement(s) is not complete or validated at this time.
Number of employees	RT-IG-000.B	Employee Development and Engagement, pg. 20

Appendix C
UN Global Compact Index

This document provides an overview of how Barnes Group has implemented the Ten Principles of the UN Global Compact (UNGC) across our business. We are committed to aligning our business practices to the 10 UNGC principles in the areas of human rights, labor, environment, and anti-corruption. This Report is in alignment with a UNGC Communications on Progress (COP). The Table below summarizes where in our ESG Report and other public documents our disclosure on each UNGC principle can be found.

UNGC Principles	Barnes Group Approach	Additional Information/URLs	Cross-Reference to GRI Standards
Human Rights			
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>2. Business should make sure that they are not complicit in human right abuses.</p>	<p>Our Company respects and values the diversity reflected in our various backgrounds, experiences and ideas. Together, we provide each other with an inclusive work environment that fosters respect for all our employees and those with whom we do business. We also will never knowingly conduct business with any third parties who engage in human trafficking, forced labor or human rights abuses.</p> <p>We are guided by ‘The Barnes Group Values’, which are the cornerstone of the Company and the bedrock upon which Barnes has been built and sustained for over 160 years. Our Values, as well as our Barnes Enterprise System (“BES”) with its Guiding Principles form the foundation of our business culture.</p> <p>Consistent with the Barnes Group Values, the Barnes Group Code of Business Ethics and Conduct (“Code of Conduct”), published on the Barnes corporate website, lays out the principles that guide the behavior of our employees, officers, and directors as we do business around the world. Our Code of Conduct, which is available in nine languages for our global constituencies, provides guidelines, practical direction, and helpful resources to promote ethical conduct and support compliance with applicable laws and regulations.</p> <p>Our Code applies to all employees, officers and directors of the Company. We also expect all of our business partners, suppliers and agents to hold themselves to equally high standards. Built</p>	<p>In December 2020, Barnes Group Inc. was named one of <i>“America’s Most Responsible Companies 2021”</i> by Newsweek. The list of America’s Most Responsible Companies was issued by Newsweek, in partnership with Statista – one of the largest statistics database companies worldwide. Companies included on the list were selected based on key ESG performance indicators, published sustainability reports, and survey results from 7,500 U.S. residents.</p> <p>Barnes Group Named One of America’s Most Responsible Companies 2021</p> <p>Barnes Group Values</p> <p>Guiding Principles</p> <p>Barnes Group Code of Business Ethics and Conduct</p>	<p>Diversity and Inclusion: GRI 405</p> <p>Training and Development: GRI 404</p> <p>Ethics and Integrity: GRI 102-16; GRI 102-17</p>

UNGC Principles	Barnes Group Approach	Additional Information/URLs	Cross-Reference to GRI Standards
	<p>on our Values, our Code of Business Ethics and Conduct for Suppliers (“Supplier Code”), published on the Barnes corporate website, communicates the expectations we have of our global supply chain partners. The Supplier Code requires that all suppliers and partners adhere to the Barnes Code of Conduct by ensuring the safety, security, and fundamental human rights of their employees, all of which are consistent with our Barnes Group Values.</p>	<p>Barnes Group Code of Business Ethics and Conduct for Suppliers</p> <p>Barnes Group Enterprise System</p> <p>Respecting Human Rights</p>	
Labor Standards			
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>4. Businesses should uphold the elimination of all forms of forced and compulsory labor.</p> <p>5. Businesses should uphold the effective abolition of child labor.</p> <p>6. Business should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>Barnes Group has a comprehensive Code of Business Ethics and Conduct. We require all employees to comply with, and have training on, the Barnes Group Code of Business Ethic and Conduct. Our commitment to fair treatment, and human rights, also extends to our, suppliers and other partners, though our Supplier Code of Business Ethics and Conduct.</p> <p>We do not use or condone any form of forced or indentured labor or human trafficking in the supply chain, manufacture or distribution of our products.</p> <p>Barnes Group is dedicated to cultivating a workplace that prioritizes the development, empowerment, and engagement of all our employees and values the diversity and inclusion of every individual. Each and every employee makes Barnes a unique and special company, and their collective contributions have allowed us to create a culture of inclusiveness. The diversity of our experiences, capabilities, and perspectives are the cornerstone of what it truly means to engage as ‘One Team, One Company’ to promote and support our collective success.</p> <p>At Barnes Group we believe in Globalization, a value that is integrated on in the way we conduct business – We embrace the expansion of our business around the world as an</p>	<p>Diversity and Inclusion</p> <p>Barnes Group Code of Business Ethics and Conduct</p> <p>Code of Business Ethics and Conduct for Suppliers</p> <p>Workplace Fairness and Respect</p>	<p>Ethics and Integrity: GRI 102-16; GRI 102-17</p>

UNGC Principles	Barnes Group Approach	Additional Information/URLs	Cross-Reference to GRI Standards
	<p>opportunity and value diversity and inclusion as we work seamlessly across borders. We partner with employees, suppliers, and customers of different cultures while respecting and contributing to the communities where we work and live.</p>		
Environment			
<p>7. Businesses should support a precautionary approach to environmental challenges.</p> <p>8. Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>9. Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>At Barnes Group, we value environmental preservation and strive to protect the environment through our operating processes. We also work to make sure our workplaces are energy efficient, environmentally sound, sustainable and compliant with laws and regulations where we do business.</p> <p>We dedicate significant resources and efforts to designing and manufacturing innovative products that meet customer needs most effectively and efficiently. Together with these efforts, we also design and manufacture products that comply with environmental requirements, minimize environmental disruption and sustain natural resources.</p> <p>Our approach to environmental stewardship includes our commitment to environmental targets as follows:</p> <ul style="list-style-type: none"> ▪ 15% reduction of energy use in our manufacturing facilities by 2025 ▪ 20% reduction in water usage in our manufacturing facilities by 2025 ▪ 15% reduction in process waste in our manufacturing facilities by 2025 	<p><u>Precautionary Principle</u></p> <p><u>Protecting the Environment</u></p> <p><u>Water Conservation</u></p> <p><u>Energy Conservation</u></p> <p><u>Renewable Energy</u></p> <p><u>Waste Management</u></p> <p><u>Recycling</u></p>	<p>Environmental Compliance: GRI 307</p> <p>Energy Conservation & Emissions Reduction: GRI 302; GRI 305</p> <p>Waste & Water Management: GRI 306; GRI 303</p>
Anti-corruption			
<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>At Barnes Group, we value fairness, transparency, and honesty in all interactions with everyone we do business with, including customers, government agencies, suppliers, distributors and competitors.</p>	<p><u>Recognizing and Avoiding Bribery and Corruption</u></p>	<p>Ethics and Integrity: GRI 102-16; GRI 102-17</p>

UNGC Principles	Barnes Group Approach	Additional Information/URLs	Cross-Reference to GRI Standards
	<p>Our Company does not condone, under any condition, the offering or payment of “kickbacks,” “under-the-table” payments, illegal rebates or other similarly improper payments in exchange for business.</p> <p>Employees are expected to complete Code of Conduct training as assigned and re-affirm their adherence to the Code of Conduct as part of the training requirements.</p>		