

Charter of the Barnes ESG Steering Committee

Purpose

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

Focus Areas

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

- Monitoring global public policy trends, regulatory matters, and other concerns related to ESG,
- Identifying 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 ESG Report.

Membership

The ESG Steering Committee consists of members of [Senior Leadership Team](#). The Senior Leadership Team may, from time to time, enlist the support of key leaders from within Barnes including members from the following functional and operational teams, to drive and support the above Focus Areas:

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