

Human Rights Policy

We respect the value and dignity of every individual. At Barnes Aerospace, we do not tolerate human rights abuses in any part of our business, anywhere we do business. We expect the same of our business partners. Our business thrives when we value the humanity of every individual.

This Policy applies to all Barnes Aerospace offices and operating units, including its subsidiaries, segments, strategic business units, and divisions (“operating units”), and all directors, officers, employees (including temporary and contract employees), suppliers, contractors and agents, worldwide. Unless the context indicates otherwise, references to the Company include all operating units and their employees.

We promote human rights through our relationships with our employees, the communities in which we operate, the way we conduct our business, and through our partnerships with our suppliers, vendors, and contractors. Forced labor, slavery, child labor, and human trafficking have no place in our business and our suppliers, vendors, and contractors are held to the same standard through our Supplier Code of Conduct.

Furthermore, our commitment to human rights is reinforced through various policies, programs, and initiatives, designed to ensure dignity, respect and fairness in our workplace and our supply chain, including the following:

Code of Business Ethics and Conduct

The Barnes Aerospace Code of Business Ethics and Conduct lays out the principles that guide the behavior of our employees, officers, and directors as we do business around the world. Our Code provides guidelines, practical directions, and helpful resources to promote ethical conduct and support compliance with applicable laws and regulations.

Environment, Social, and Governance (ESG) Initiatives

Barnes Aerospace’s ESG initiatives establish our commitment to corporate responsibility by furthering environmental, social, and governance principles. Our Sustainability report highlights the ways in which Barnes Aerospace identifies and implements ESG initiatives to benefit our customers, the environment and society.

Supplier Code of Conduct

Our Supplier Code of Conduct sets the framework for all interactions within our supply chain. It requires our Suppliers to use ethical and compliant business practices and prohibits the use of forced labor, slavery, and child labor.

Diversity and Inclusion Statement

At Barnes Aerospace, we promote and embrace a diverse and inclusive workplace, where everyone is treated with dignity and respect; where all employees are supported, encouraged, and empowered to engage, contribute, and achieve their fullest potential in a safe and rewarding environment.

Harassment Free Workplace

Our Harassment Free Workplace policy promotes a safe, inclusive, and respectful work environment. Workplace harassment and bullying have no place in our business.

Equal Opportunity

Barnes Aerospace is an equal opportunity employer. We do not discriminate on the bases of race, religion, nationality, age, sex, gender, or other protected class.

Our Human Rights Policy is consistent with the Guiding Principles of the UN Global Compact.