

# 巴恩斯《業務道德和行為準則》概覽



- 巴恩斯致力遵守最高道德標準並且在全世界遵紀守法地開展業務
- 巴恩斯的期望是所有員工都應該誠實、誠信地做事
- 我們的《準則》適用於所有巴恩斯員工、公司官員、及董事會成員，並且讓我們跨越地理區域及文化差異團結一起。
- 這份《業務道德和行為準則》可以在巴恩斯的[投資者關係網站](#)上查看。

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## A Joint Message from Our CEO and Our Chairman of the Board

Our record of achievement depends on our Values and on our thousands of employees around the world. Each and every one of our employees makes Barnes a unique and special Company. Working together unites us globally and allows us to create a culture of excellence and inclusiveness. The diversity of our experiences, capabilities, and perspectives is the cornerstone of our culture and what it means to truly engage as One Team. One Company.

Our Values guide us as we continue to meet the challenges and opportunities of the twenty-first century. These Values, along with our Barnes Enterprise System (BES), are the foundation of who we are as a company. This Code of Business Ethics and Conduct is built from those Values and establishes the behaviors we expect from all our employees, officers, and directors.

Please take the time to read this Code and become familiar with its guidance. By acting consistently with our Values, we can advance what is possible and create new solutions for a better, cleaner, more inclusive, and sustainable

world. Our reputation for Persistent Integrity and conducting business to the highest standards is key to advancing our mission: pioneering world-changing technologies

If you have any questions or concerns, do not hesitate to speak up. If you are unclear about how any part of this Code pertains to you at Barnes, please ask for clarification. We are committed to transparency and collaboration, and to maintaining an environment where everyone can raise questions and concerns and we will work together to find solutions.

Thank you for your dedication to our Company and for your commitment to our Values. Through our shared commitment to our Values and to each other, we are stronger together.

Thomas Hook, President & CEO  
Thomas O. Barnes, Chairman of the Board

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## Introduction to Our Code

### Integrity. Innovation. Evolution.

Consistent with our global presence, the Barnes Code of Business Ethics and Conduct is available in nine languages. It is intended to transcend geography to instill the Barnes Values everywhere we do business. Our Code allows us to extend our traditions of Integrity, Respect, Collaboration, Empowerment, and Determination. Our Code gives us the tools to make something better, to help change the world.



"I've worked at Barnes for 33 years, and Barnes is continually and innovatively giving us everything we need to be successful. You want to do the best job that you can because every one of us is going to sit on an airplane one day. I want to look out on that wing and say I can be proud; I've got parts in that engine, and I know they are right."

Keith Starbuck  
Lead CNC Machinist  
Barnes Aerospace

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