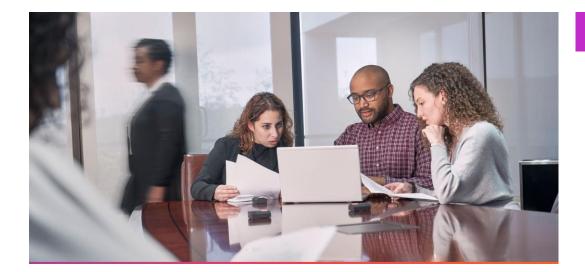
Barnes Code of Business Ethics and Conduct Overview





- Barnes is committed to following the **highest ethical standards** and doing business lawfully around the world
- Barnes sets the expectation that all employees act with honesty and integrity
- Our Code applies to all Barnes employees, officers, and members of the Board of Directors and unites us across geography and cultures
- The Code of Business Ethics and Conduct can be found on Barnes' Investor Relations website.

Integrity

Innovation

Evolution



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

Our record of achievement depends on ou 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

standards is key to advancing our miss pioneering world-changing technologies If you have any questions or concerns, hesitate to speak up. If you are unclear how any part of this Code pertains to yo at Barnes, please ask for clarification. V committed to transparency and collabo and to maintaining an environment whe can raise questions and concerns and w together to find solution

world. Our reputation for Persistent I

and conducting business to the highest

Thank you for your dedication to our O and for your commitment to our Valu Through our shared commitment to to the Company, and to each other stronger together

Thomas Hook, President & CEO Thomas O. Barnes, Chairman of t



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.



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