

Environmental, Health, and Safety Committee Charter

Membership

The Environmental, Health, and Safety Committee (the “Committee”) of the board of directors (the “Board”) of The Eastern Company (the “Company”) shall consist of three or more directors. The Chair of the Committee shall be independent under the rules of NASDAQ. The Board shall appoint the members of the Committee based on recommendations from the Nominating and Corporate Governance Committee of the Board. Each member of the Committee shall be appointed for a one-year term and shall serve for such term or terms as the Board may determine or until his or her earlier rotation to another Board committee, resignation or death. The Board may remove any member of the Committee at any time with or without cause.

Purpose

The purpose of the Committee is to assist the Board in its oversight of the Company’s employee health, safety, and environmental matters. Accordingly, the Committee will have oversight of the Company’s safety, environmental, and health policies, practices, procedures and performance.

Duties and Responsibilities of the Committee

The Committee shall have the following authority and responsibilities:

- To review and discuss with management, to take regular reports from management on, and to make recommendations to management concerning, the Company’s health and safety program and performance, related internal program audits, and material safety incidents.
- To review and discuss with management, to take regular reports from management on, and to make recommendations to management concerning, the Company’s environmental compliance management program and performance, environmental program audits and assessments, and material environmental incidents.
- To review and monitor material governmental or regulatory examinations or findings related to the Committee’s purpose, and to review and monitor the Company’s efforts to remediate or remedy and deficiencies.
- To review reports concerning and to discuss with management such other selected topics as the Committee deems appropriate from time to time.

Duties and Responsibilities of the Chairperson

The Chairperson is responsible for the effective functioning of the Committee. In carrying out this role,

the Chairperson shall be responsible for the following:

- Developing meeting agendas and proposing meeting agenda topics.
- Chairing meetings of the Committee.
- Consulting regularly with members of management and the Committee about issues that need to be brought before the Committee.
- Reviewing, approving, and executing on behalf of the Committee the engagement letters for the Committee's outside advisors, if any.
- Regularly communicating with the Chairpersons of other Board committees regarding enterprise risks facing the Company within the purview of the Committee, and updating the Board on such risks.
- Delivering the Committee's report of its activities to the Board.

Outside Advisors

The Committee shall have the authority, in its sole discretion, to select, retain and obtain the advice of outside legal counsel and such other advisors as it deems necessary to assist with the execution of its duties and responsibilities as set forth in this Charter. The Committee shall set the compensation and oversee the work of such advisors. The Committee shall receive appropriate funding from the Company, as determined by the Committee, for the payment of compensation to such advisors. The outside legal counsel and any other advisors retained by the Committee shall be independent as determined in the reasonable discretion of the Committee.

Structure and Operations

On the recommendation of the Nominating and Corporate Governance Committee, the Board shall designate a member of the Committee as the chairperson. The Committee shall meet at least quarterly during the year, at such times and places as it deems necessary to fulfill its responsibilities. The Committee shall report regularly to the Board regarding its actions and make recommendations to the Board as appropriate. The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board. The Committee may invite members of Company management to its meetings as it deems appropriate. However, the Committee shall meet regularly without Company management present. The Committee shall review this Charter at least annually and recommend any proposed changes to the Board for approval.

Delegation of Authority

The Committee shall have the authority to delegate any of its responsibilities, along with the authority to take action in relation to such responsibilities, to one or more subcommittees as the Committee may deem appropriate in its sole discretion.