

Modern Slavery and Human Trafficking Statement

Balchem is committed to operating with excellence as strong stewards of our stakeholders. The first of Balchem's core values is to 'Always do the Right Thing'. This value is manifested through acting with honesty and integrity, while maintaining the highest ethical standards. Balchem is committed to fair employment practices which includes combatting involuntary labor, child labor and human trafficking. We are committed to complying with all applicable employment laws and regulations, including, but not limited to the California Transparency in Supply Chains Act.

All employees are required to abide by Balchem's [Code of Business Conduct and Ethics](#), which sets clear expectations about ethical behavior and compliance with laws. We facilitate mandatory annual Code of Conduct training and provide multiple ways for employees to ask for help and notify the company of misconduct, including violations of the law or the Code.

Balchem's suppliers are expected to adhere to our [Supplier Code of Conduct](#) which defines our commitment to protecting human rights and ensuring safe work environments throughout our supply chain. Suppliers are required to treat all people with dignity and respect and to ensure that their supply chains are free from discrimination, violence, and unfair labor practices in all locations.

While Balchem chooses to conduct business with ethical suppliers and customers, and issues a [Supplier Code of Conduct](#) to communicate our expectations, we do not:

- Engage in verification of product supply chains to evaluate and address risks of human trafficking and slavery,
- Conduct audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains,
- Require direct suppliers to certify that materials incorporated into their products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business,
- Maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and human trafficking, or
- Provide employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery.