

Balchem Corporation Environmental, Health, Safety, and Security Policy

We believe that protecting the environment and ensuring the health, safety and security of our employees is the right thing to do. To that end, Balchem is committed to the continuous improvement of our Environmental, Health, Safety, and Security (EHS&S) program throughout all aspects of our business. We develop industry leading standards and practices that provide our employees, contractors, visitors, and neighbors a safe, secure, and responsible work environment, while minimizing the environmental footprint of our operations. Our EHS&S program reflects our core values and ensures the long-term sustainability of our business and our stakeholders.

Balchem's commitments to health, safety, security and the environment are as follows:

- Protect the health, safety and security of our employees through our global injury prevention program.
- Operate in an ethical, safe, secure and environmentally responsible manner that protects our associates, customers, and communities while minimizing our environmental impact.
- Comply with all applicable environmental, health, safety and security laws and regulations, and partner with governments and other appropriate stakeholders to develop and implement effective and efficient EHS&S programs.
- Continuously assess the implications of our operations and products and mitigate risks using effective risk management and product stewardship measures.
- Minimize the environmental impact of our operations and products in a manner that supports the sustainability objectives of our business and preservation of natural resources.
- Actively encourage, promote and develop opportunities to increase energy and water efficiency, improve safety and security, and reduce emissions of harmful pollutants.
- Foster a culture to continually identify and eliminate exposures and manage associated EHS&S risks throughout all levels of our organization to prevent injury, illness and pollution and ensure necessary support for individuals to carry out their responsibilities.
- Establish meaningful EHS&S performance measures and self-assessment programs and employ them in driving continual improvement of our business planning and operating processes globally in alignment with our EHS&S Management System.
- Continuously review key EHS&S performance indicators, understand any gaps or risk and take the appropriate actions to mitigate.
- Be prepared to respond appropriately to emergencies that might arise as a consequence of our operations and/or products.
- Educate our employees, contractors, customers, suppliers, vendors and the public on the safe and environmentally responsible use and handling of our products.
- Communicate openly with our stakeholders about our risks, EHS&S programs, and performance in a process that encourages transparency and dialogue.

All employees, contractors, suppliers, vendors and others working on Balchem's behalf are expected to always do the right thing, as guided by our core values and this policy. They are encouraged and expected to communicate any EHS&S concerns to enable prompt investigation and action and to understand and perform their jobs consistent with this EHS&S policy.

