



## Human Rights Statement of Commitment

Balchem is committed to the fundamental principle that all human beings are born free and equal in dignity and rights. Everyone is entitled to all fundamental human rights and freedoms without distinction of any kind, including on the basis of race, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status. Everyone has the right to life, liberty and security. Balchem has a strong culture of ethics and integrity, guided by a rigorous system of corporate governance that promotes transparency on a global basis and compliance with all applicable laws and regulations where we do business.

### Approach and Impact

*We strive to maximize Balchem's positive impact as a global enterprise in a number of ways: we identify and act upon new opportunities to apply our technology and expertise to societal problems; we scale our existing corporate social responsibility programs and initiatives to help achieve maximum benefit; we empower our employees and others to serve their communities; and, we integrate corporate citizenship and our respect for human rights throughout our company.*

*We focus our engagement and programs on specific societal issues, including community economic development, education, health, literacy, language and culture. These are areas of basic human and broader societal needs where we can apply Balchem's products, technologies and talent to help solve problems and to contribute to the advancement of human rights.*

### Global Employment Standards

*Balchem adheres to these employment standards:*

- will not use forced or child labor*
- will comply at a minimum with all applicable wage and hour laws and regulations*
- will comply with legal limits to working time*
- will create a work environment free of discrimination or harassment and will treat all employees with respect and dignity*
- will respect the legal rights of its employees to join (or not) worker organizations, including labor organizations or trade unions*

### Expected Standards from our Suppliers

*The Suppliers must not employ anyone against their will or force them to work involuntarily. Employees must be free to leave employment following reasonable notice. Employees are only required to hand over government issued identification, passports or work permits for identity and right-to-work verification purposes and not for purposes of prohibiting the employees from leaving employment. The Supplier must allow workers to openly communicate with management regarding working conditions without fear of reprisals of any type. Employees must have the right*

*to associate freely and seek representation. The Suppliers must adhere to all applicable federal, state and/or international minimum labor standards and fair employment practices, including but not limited to practices related to hiring, termination, equal pay, discrimination, harassment, retaliation and worker safety.*

#### **Due Diligence Process/Assessment**

*Balchem reserves the right to conduct evaluations of its suppliers, including but not limited to onsite audits, in order to review the risks of human trafficking and slavery in their operations. Balchem may conduct these evaluations itself or it may use a third party. Balchem reserves the right to conduct unannounced audits of our suppliers for trafficking and slavery in the supply chain to evaluate compliance with company standards. Balchem standard terms and conditions require compliance with applicable laws including laws against human trafficking and slavery.*

#### **Governance**

*Balchem senior management is ultimately responsible for our economic, environmental, and corporate social responsibility programs and progress, including our dedication to human rights, as well as our adherence to Balchem's overall compliance programs. The Balchem Board of Directors and our CEO annually review Balchem's corporate responsibility programs and progress. Our dedication to corporate responsibility is fostered throughout the company and integrated across the business.*

#### **Stakeholder engagement and reporting**

*Balchem actively works with stakeholders who examine and influence our human rights and corporate social responsibility programs and practices. We view stakeholder engagement as much more than communications and consultation. We work closely together with organizations that are taking similarly innovative, global, open, and collaborative approaches to corporate citizenship and sustainability. We publicly report on our corporate social responsibility initiatives and progress through our annual sustainability report.*