BALCHEM CORPORATION HUMAN RIGHTS POLICY

Policy

Balchem Corporation is committed to creating more moments of goodness from the consumer all the way to the farmer and beyond. For more than 55 years, we have operated our business understanding that we are integral members of the communities where we live and work. The remarkable and diverse group of people who work for Balchem and the individuals who participate in our value chain are critical to the long-term success of our company. We commit to upholding the principles of equality and non-discrimination, are dedicated to treating all individuals with respect and dignity, and work to use our influence and business relationships to promote the opportunity for all people throughout our value chain to exercise and enjoy their fundamental human rights. We recognize the critical interdependencies between achieving our human rights agenda and delivering our broader commitment to be a responsible and ethical business. We put people at the core of our human rights agenda not just as affected stakeholders, but also as agents of change. Balchem's Human Rights Policy specifically outlines our commitment to respect human rights throughout our value chain and is part of our global sustainability strategy. Specifically, we are committed to upholding human rights and freedoms as defined by the International Bill of Human Rights, including the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social, and Cultural Rights; The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work; ILO Convention 169 on Indigenous Peoples; the UN Declaration on the Rights of Indigenous Peoples and women's rights. We implement our policy in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs) the OECD Guidelines for Multinational Enterprises; and our commitment to the UN Global Compact and the Sustainable Development Goals. When developing and updating our Human Rights Policy, we seek the input of diverse stakeholders, including representatives from nonprofit organizations, our suppliers, customers, investors, and Balchem employees.

Our Commitment

The UN Guiding Principles on Business and Human Rights (the UN Guiding Principles) serve as a guiding framework for our work related to human rights. It establishes that the role of government is to protect human rights, the role of business is to respect human rights, and that both can play important roles to remedy adverse human rights impacts if and when they occur. Balchem is committed to respecting all internationally recognized human rights, including those described in the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (the ILO Core Conventions) and the OECD Guidelines for Multinational Enterprise.

Approach and Impact

We strive to maximize Balchem's positive impact as a global enterprise in a number of ways:

1. *we identify and act upon new opportunities to apply our technology and expertise to societal problems;*
2. *we scale our existing corporate responsibility programs and initiatives to help achieve maximum benefit;*
3. *we empower our employees and others to serve their communities;*
4. *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 wider 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*

Focus

We are committed to respecting all internationally recognized human rights, our management policies, and ongoing procedures cover the breadth of these rights, principles, and related issues. Our approach to human rights starts with understanding how our products, business activities and operations may impact rightsholders, both positively and negatively. We focus on the human rights issues that are most aligned to our businesses. The assessment happen regularly and involve all of businesses, operations and supply chains. Our process involved significant engagement with internal and external stakeholders, including suppliers, nongovernmental organizations (NGOs), advocacy groups, investors and internal business leaders. Among the broader human rights issues, we identified:

- *Access to water and sanitation: Sufficient, safe, acceptable, physically accessible and affordable water for personal use and sanitation services that are safe, physically accessible, and ensure privacy and dignity.*
- *Child labor: As defined by the International Labour Organization (ILO), Child Labor is work that deprives children of their childhood, their potential, and their dignity, and is harmful to their physical and mental development.*
- *Climate impacts and deforestation: The impacts of climate change and commodity driven deforestation on people and communities.*
- *Forced labor: As defined by the ILO, this includes work or service that is obtained from any person under the threat of penalty and for which the person has not offered himself or herself voluntarily*
- *Gender and social inequality: Equal human rights for historically marginalized groups including women and the BIPOC community, and those further marginalized based on intersecting identities.*
- *Health and safety: A safe and healthy workplace in both our own business and in our supply chains in line with applicable safety and health laws and in consultation with rightsholders.*
- *Land rights and acquisition: Customary land rights, including the fulfillment of respecting rights for Indigenous Peoples, local communities and farmers to give Free, Prior and Informed Consent, for acquisition and development.*
- *Living wage and income: A wage and or income level that allows all members of the household to afford a decent standard of living.*
- *Respect the legal rights of its employees to join or to refrain from joining worker organizations, including labor organizations or trade unions. Balchem complies with legal requirements worldwide regarding employee and third-party involvement. Balchem respects the rights of employees to organize and makes managers at all levels aware of those rights.*
- *Respecting customary land rights, particularly for Indigenous Peoples and local communities, including adherence to the principles of Free, Prior, and Informed Consent (ILO Convention 169).*

Balchem recognizes that other issues may grow in importance over time. We remain steadfast in our commitment to identify these issues and take appropriate actions to respond to potential human rights risks. We leverage our relationships and regular dialogue with external stakeholders to capture these changes and review our focus areas regularly through our social responsibility governance process, which is outlined below.

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 and our CEO annually review Balchem's corporate social responsibility programs and assess the company's progress. Our dedication to corporate social responsibility is fostered throughout the company and integrated across the business through the following forums.

Privacy

We are committed to respecting the privacy of individuals, including employees and customers. We follow globally recognized privacy principles and strive to implement reasonable and appropriate practices in our collection, use, and sharing of personal information about individuals.

Stakeholder engagement and reporting

Balchem actively works with stakeholders who examine and influence our human rights and corporate 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 social responsibility and sustainability. We publicly report on our corporate responsibility initiatives and progress through our annual sustainability report.

Brent Tignor

CHRO, Balchem Corporation