

DIVERSITY AND INCLUSION POLICY

Policy Statement

Diversity and inclusion are fundamental ideals of Balchem Corporation.

As part of this policy, we are committed to a workplace culture of belonging that values and promotes diversity, inclusion, equal employment opportunities, and a work environment free of harassment and hostility. This includes:

- Applying principles of equity and social justice to achieve equal employment opportunities for qualified individuals of all backgrounds.
- Promoting respectfulness, cultural awareness, and inclusivity by:
 - fostering a collaborative work environment in which all employees participate and contribute;
 - empowering and providing a safe space for all employees to express themselves, exchange ideas, and feel heard; and
 - encouraging employees to be open and curious about others' experiences and perspectives.

Diversity and inclusion are related and equally important concepts. Diversity encompasses a broad range of human differences in terms of experiences, perspectives, backgrounds, thoughts, interests and ideas, as well as race, ethnicity, gender, sexual orientation, disability, religion, age, national origin, military or veteran status, and other categories protected under state or local law. Inclusion means ensuring that all employees are valued, heard, engaged, and involved at work and have full opportunities to collaborate, contribute, and grow professionally.

While Balchem strives for equitable representation of employees, the purpose of this policy is not to favor certain individuals or groups or have the effect of excluding other individuals or groups.

All leaders, managers, and employees play a role in making Balchem a diverse and inclusive place to work for everyone. Please read this policy carefully and openly and make every effort to understand the importance of diversity and inclusion and the ways we can accomplish these objectives together.

Diversity and Inclusion Programs and Initiatives

Balchem is committed to developing and implementing programs and initiatives to promote diversity and inclusion in all areas of employment.

We recognize that we must continue to challenge ourselves to ensure these ideals are upheld. Balchem is committed to evaluating existing programs and adapting or introducing new initiatives as appropriate.

Balchem always welcomes suggestions from employees about how we can be more inclusive and address and improve diversity issues. If you have any comments, concerns, or suggestions, please contact the Human Resources Department. Balchem prohibits retaliation against employees for making good faith suggestions or complaints regarding Balchem's diversity and inclusion efforts.

Disclaimer of Restrictions on Employees' Rights

This policy is not intended to restrict communications or actions protected or required by state or federal law.

Administration of This Policy

Human Resources Department is responsible for the administration of this policy. If you have any questions regarding this policy or if you have questions about diversity and inclusion initiatives that are not addressed in this policy, please contact the Human Resources Department.

Employees Covered Under a Collective Bargaining Agreement

The employment terms set out in this policy work in conjunction with, and do not replace, amend, or supplement any terms or conditions of employment stated in any collective bargaining agreement that a union has with Balchem. Employees should consult the terms of their collective bargaining agreement.