

At Balchem, 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 and apply 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 hereby commits to:

#### Leading With EHS&S:

- 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.
- Operate in an ethical, safe, secure and environmentally responsible manner that protects our associates, customers, and communities while minimizing our environmental impact.

#### Operating in Compliance:

- 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.
- 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.

#### Building Effective Management Systems and Processes:

- Protect the health, safety and security of our employees through our global injury prevention program. Continuously assess the implications of our operations and products and mitigate risks using effective risk management and product stewardship measures.
- Continuously review key EHS&S performance indicators, understand any gaps or risks 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.

#### Ensuring Our Stakeholders Embody Our EHS&S Approach:

- Hold our vendors and suppliers to a standard equivalent to that which we hold ourselves, insisting on safety and application of good stewardship practices in the products/services and related hazard communications we receive from them.
- Communicate the direct applicability of Balchem's EHS&S policy to contractors, vendors and other non-employee visitors to our sites.
- Communicate openly with our stakeholders about our risks, EHS&S programs, and performance in a process that encourages transparency and dialogue.
- Educate downstream users, and other interested parties on the safe and environmentally responsible handling, use and disposal of our products.

#### Including Sustainability Into our EHS&S Approach:

- 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.

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 as required by 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.

