

## **Balchem Corporation – Code of Ethics for Senior Financial Officers**

### **INTRODUCTION**

This Code of Ethics for Senior Financial Officers has been adopted by the Board of Directors of Balchem Corporation to promote honest and ethical conduct, proper disclosure of financial information in the Corporation's periodic reports, and compliance with applicable laws, rules, and regulations by the Corporation's senior officers who have financial responsibilities.

### **APPLICABILITY**

As used in this Code, the term Senior Financial Officer means the Corporation's Chief Executive Officer, Chief Financial Officer, Treasurer and Corporate Controller.

### **PRINCIPLES AND PRACTICES**

In performing his or her duties, each of the Senior Financial Officers must:

- 1) Maintain high standards of honest and ethical conduct and avoid any actual or apparent conflict of interest as defined in the Corporation's Ethics Policy;
- 2) Report to the Audit Committee of the Board of Directors any conflict of interest that may arise and any material transaction or relationship that reasonably could be expected to give rise to a conflict.
- 3) Provide, or cause to be provided, full, fair, accurate, timely, and understandable disclosure in reports and documents that the Corporation files with or submits to the Securities and Exchange Commission and in other public communications;
- 4) Comply with and take all reasonable actions to cause others to comply with applicable governmental laws, rules, and regulations; and
- 5) Promptly report violations of this Code to the Audit Committee.

Senior Financial Officers must also comply with the Ethics Policy applicable to the Corporation's employees generally.

### **WAIVER**

Any request for a waiver of any provision of this Code must be in writing and addressed to the Audit Committee. Any waiver of this Code will be disclosed promptly on Form 8-K or any other means approved by the Securities and Exchange Commission.

### **COMPLIANCE AND ACCOUNTABILITY**

The Audit Committee will assess compliance with this Code, report material violations to the Board of Directors, and recommend to the Board of Directors appropriate action. Such actions shall be reasonably designed to deter wrongdoing and to promote accountability for adherence to this Code, and may include censure, demotion or re-assignment, suspension with or without pay or benefits, or termination.