

Policy: California Consumer Privacy Act

Corporate Commitment to Privacy

Balchem Corporation and its subsidiaries and affiliates (collectively "Balchem" "our," "we" or "us") are committed to respecting your privacy. This Privacy Policy describes how we collect, use, disclose, store and otherwise process information when you use our websites and other online products and services, otherwise interact with us (for example, by attending events we sponsor or by applying for employment), or have information available to the public.

We urge you to read this Privacy Policy so that you understand our commitment to you and your privacy, and how you can participate in that commitment, including the choices available to you regarding the use of, your access to, and how to update and correct your personal information.

This Policy applies only to Balchem. When interacting with non-Balchem entities, refer to the privacy policy of the appropriate entity. For example, YouTube videos posted by Balchem are covered by the policy of YouTube.

Compliance with Regulations

Balchem regularly reviews this Privacy Policy and ensures that we process your information in a manner that is in compliance with regulations, as applicable.

Definitions

“Personal information” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked with, directly or indirectly, a particular consumer or household. For example, a personal cell phone number is “personal information,” whereas a work cell phone number is not.

Information Collection

Balchem sanctions the collection of personal information only for job applicants and employees. Information collected by Marketing and Sales is managed the same as personal information, although it is expected to be commercial information. No personal information is collected by viewing Balchem’s webpages; information automatically collected by “cookies” is anonymous data such as number of visits, which pages are viewed, time spent per page per visitor, and click-throughs (i.e., use of links). (In addition to this policy, read Balchem’s Website Privacy Statement.)

Any information you enter into our web page Contact Form and submit to Balchem, or enter in a questionnaire and submit to Balchem, may be managed for Balchem by a third-party. Any public information collected about you (for example, contact information listed on an internet page) may also be managed for Balchem by a third-party. Any information submitted for a business transaction is assumed to be commercial information (i.e., not personal information).

In addition, there may be non-sanctioned information collection, for example, employee personal information voluntarily submitted to the company newsletter, or a customer's birthday noted on the initiative of a Balchem salesperson and recorded into a personal calendar.

Collection of Information from Children

The Company recognizes the importance of protecting the privacy and safety of children. Our website and services are directed towards the general audience and are not directed towards children. We do not knowingly collect information about children under the age of 13 or minors otherwise defined in local law or regulation without verifiable parental consent. If we learn that someone under 13 has provided Personal Data through one of our websites, we will use reasonable efforts to remove that information from our databases

Consent

By voluntarily submitting information via the Balchem web page Contact Form, the company newsletter, conversation, email, or other method, or by having information publicly available, you consent to Balchem's use of the information.

Information Use

Balchem does not rent, sell, or otherwise give ownership of your information to others. Information Balchem collects is used to improve customer relations, web site utility, targeted product information, and related sales and marketing activities. We may also disclose your information as required by law.

Security

Balchem maintains information security through our Information Technology Department policies and processes as well as through our Confidential Information Policy. Our Confidential Information Policy restricts release of customer and employee information, including observations, which are not available to the general public. Balchem shares information only with third-parties that meet or exceed acceptable security practices.

Your Rights

- Balchem does not rent, sell, or otherwise give ownership of your information to others.
- You have the right to unsubscribe from emails. Should you provide contact information again, you have the right to again unsubscribe from emails.
- You have the right to request and view, free of charge, a copy of the information Balchem has collected about you. The request must be verifiable, i.e., you must be able to provide information Balchem has on file such as name, phone number, physical address, and, in the case of employees or job applicants, Social Security number.
- You have the right to request correction to information Balchem has collected about you. The request must be verifiable.

- You have the right to request deletion of information Balchem has collected about you.
 - Balchem purges information per our Records Retention Policy.
 - Upon receiving your request, Balchem will delete your information if 1) it was collected by a Balchem-sanctioned process and 2) unless another regulation takes precedence.
 - Should you submit your information again, you have the right to again request deletion.
- You have the right to receive equal price and, to the extent possible, equal service, whether or not you exercise your rights. For example, if you delete your contact information from Marketing, Balchem will not charge you more for product, and Balchem will be unable to send you product information.

Contact

Submit requests concerning your information to DataPrivacy@balchem.com (delivered to Compliance, Legal, and Human Resources). To assist with identification of your information, provide as much detail as practical including name, physical address, email address, phone number, and information you may have received from Balchem. Balchem will respond to your request within forty-five (45) days.

If, after working with Balchem, your privacy or information use concern is not resolved to your satisfaction, please contact our third-party Hotline (free of charge; English only) at www.balchem.ethicspoint.com or at United States phone number 1.877.597.7473.

Resources:

1. [California Consumer Privacy Act](#)
2. [29. CFR 1910.1020: Access to Employee Exposure and Medical Records](#)
3. [45 CFR 164 Subpart E— HIPPA: Privacy of Individually Identifiable Health Information](#)