

Environmental, Social and Governance (ESG) Reporting Index

ESG Reporting Cross Reference

GRI [*] DISCLOSURES	SASB ^{**}	CDP ^{***}	REFERENCE
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Organization Profile

Disclosure 102-1 Name of the organization			From Our CEO
Disclosure 102-2 Activities, brands, products, and services			10-K
Disclosure 102-3 Location of headquarters			100 Valvoline Way, Lexington, KY 40509
Disclosure 102-4 Location of operations			Our CSR Approach
Disclosure 102-5 Ownership and legal form			Lexington, KY
Disclosure 102-6 Markets served			Our CSR Approach
Disclosure 102-7 Scale of the organization			10-K
Disclosure 102-8 Information on employees and other workers			Workforce Profile
Disclosure 102-9 Supply chain			Supply Chain
Disclosure 102-10 Significant changes to the organization and its supply chain			10-K
Disclosure 102-11 Precautionary Principle or approach			Valvoline supports the intent of the Precautionary Principle with regard to risk management. We have established formal programs throughout our organization to identify potential impacts from risks and develop appropriate action plans to mitigate those risks. Our risk management program covers all aspects of our operations—from design of our operations and product development and production through the distribution of our products to our customers.

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Organization Profile (continued)

Disclosure 102-12 External initiatives			External Commitments
Disclosure 102-13 Membership of associations			External Commitments

Strategy

Disclosure 102-14 Statement from senior decision-maker			From Our CEO
Disclosure 102-15 Key impacts, risks, and opportunities			10K

Ethics and Integrity

Disclosure 102-16 Values, principles, standards, and norms of behavior			Our CSR Approach, Standards of Business Conduct
Disclosure 102-17 Mechanisms for advice and concerns about ethics			Our CSR Approach, Standards of Business Conduct

Governance

Disclosure 102-18 Governance structure			Proxy (pages 13-18)
Disclosure 102-19 Delegating authority			Proxy (pages 13-18)
Disclosure 102-20 Executive-level responsibility for economic, environmental, and social topics			Not defined in Proxy
Disclosure 102-21 Consulting stakeholders on economic, environmental, and social topics			Proxy (pages 19-20)

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GRI // Global Reporting Initiative Content Index

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Governance (continued)			
Disclosure 102-22 Composition of the highest governance body and its committees			Proxy (pages 13-14)
Disclosure 102-23 Chair of the highest governance body			Proxy (pages 13; 16)
Disclosure 102-24 Nominating and selecting the highest governance body			Proxy (pages 5-10; 19-20)
Disclosure 102-25 Conflicts of interest			Proxy (pages 13; 17-19)
Disclosure 102-26 Role of highest governance body in setting purpose, values, and strategy			Proxy (pages 14-17)
Disclosure 102-27 Collective knowledge of highest governance body			Proxy (pages 14-17)
Disclosure 102-28 Evaluating the highest governance body's performance			Proxy (page 17)
Disclosure 102-29 Identifying and managing economic, environmental, and social impacts			Proxy (pages 14-17)
Disclosure 102-30 Effectiveness of risk management processes			Proxy (pages 14-17)
Disclosure 102-31 Review of economic, environmental, and social topics			Proxy (pages 17)
Disclosure 102-32 Highest governance body's role in sustainability reporting		C1.1b; C1.2; C1.2a	Proxy (pages 17)
Disclosure 102-33 Communicating critical concerns			Proxy (pages 19-20)

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Governance (continued)

Disclosure 102-34 Nature and total number of critical concerns			Proxy (pages 19-20) , No critical concerns reported
Disclosure 102-35 Remuneration policies			Proxy (pages 21-59)
Disclosure 102-36 Process for determining remuneration			Proxy (pages 21-59)
Disclosure 102-37 Stakeholders' involvement in remuneration			Proxy (page 30)
Disclosure 102-38 Annual total compensation ratio			Proxy (page 57) , U.S. Only
Disclosure 102-39 Percentage increase in annual total compensation ratio			Year Over Year ratio of annual compensation is available by comparing Proxy Statements

Stakeholder Engagement

Disclosure 102-40 List of stakeholder groups			About this Report
Disclosure 102-41 Collective bargaining agreements			Employee Code of Conduct (page 40)
Disclosure 102-42 Identifying and selecting stakeholders			About this Report , Engaging Stakeholders (page 40)
Disclosure 102-43 Approach to stakeholder engagement			About this Report , Engaging Stakeholders (page 40)

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Stakeholder Engagement (continued)

Disclosure 102-44 Key topics and concerns raised			Valvoline has observed a significant increase in investor and ESG rating company interest in our CSR and ESG program. Based upon our transparency and recognition of investor interests in the CSR and ESG areas our ratings continue improve and have generally been above average within our sector. In response to stakeholder recommendations we are working on third-party verification and have expanded our GRI cross reference to include CDP and SASB references.
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Reporting Practices

Disclosure 102-45 Entities included in the consolidated financial statements			10K Schedule 1
Disclosure 102-46 Defining report content and topic Boundaries			About this Report
Disclosure 102-47 List of material topics			About this Report
Disclosure 102-48 Restatements of information			About this Report
Disclosure 102-49 Changes in reporting			About this Report
Disclosure 102-50 Reporting period			About this Report
Disclosure 102-51 Date of most recent report			About this Report
Disclosure 102-52 Reporting cycle			About this Report
Disclosure 102-53 Contact point for questions regarding the report			About this Report

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Reporting Practices (continued)

Disclosure 102-54 Claims of reporting in accordance with the GRI Standards			About this Report
Disclosure 102-55 GRI content index			GRI Index Content
Disclosure 102-56 External assurance			Valvoline is currently developing a CSR external assurance program for future reports.

Management Approach

Disclosure 103-1 Explanation of the material topic and its Boundary			About this Report
Disclosure 103-2 The management approach and its components	RT-CH-530a.1	C2, C12.3	Materials Disclosures (from Our CEO and CSR Approach Pages 4—6), CDP Report Section C2 and 12.3
Disclosure 103-3 Evaluation of the management approach	RT-CH-530a.1	C2, C12.3	Management Systems (from Our CEO and CSR Approach Pages 4—6), CDP Report Section C2 and 12.3

Economic Performance

Disclosure 201-1 Direct economic value generated and distributed			10K Five-Year Selected Financial Information (pages 30-32)
Disclosure 201-2 Financial implications and other risks and opportunities due to climate change		C2.3	CDP Report Section C2.3
Disclosure 201-3 Defined benefit plan obligations and other retirement plans			10K (pages 53-55)
Disclosure 201-4 Financial assistance received from government			None

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Market Presence			
Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage			Not Tracked
Disclosure 202-2 Proportion of senior management hired from the local community			Not Tracked
Indirect Economic Impacts			
Disclosure 203-1 Infrastructure investments and services supported			Not Tracked
Disclosure 203-2 Significant indirect economic impacts			Valvoline constructed a blending and packaging facility with annual capacity of 30M gallons in Zhangjiagang, China. 1.7 million on-site work hours were recorded without a safety incident. (CSR page 12)
Procurement Practices			
Disclosure 204-1 Proportion of spending on local suppliers			Not Tracked
Anti-corruption			
Disclosure 205-1 Operations assessed for risks related to corruption			Not Reported
Disclosure 205-2 Communication and training about anti-corruption policies and procedures			Ethics and Compliance
Disclosure 205-3 Confirmed incidents of corruption and actions taken			No significant noncompliance incidents of corruption and actions taken

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Anti-competitive

Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			No significant noncompliance with anti-competitive behavior, anti-trust, and monopoly practices.
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Tax

Disclosure 207-1 Approach to tax			Valvoline complies with the tax laws of every taxing jurisdiction where it is required to report or pay taxes. FY20 10-K Page 55-56.
Disclosure 207-2 Tax governance, control, and risk management	RT-CH-530a.1		Valvoline is subject to Sarbanes-Oxley and other similar domestic and foreign laws and regulations and maintains a suite of internal controls and risk management practices and policies to comply with those. FY20 10-K Page 90-93.
Disclosure 207-3 Stakeholder engagement and management of concerns related to tax			Material tax matters, including tax planning and tax controversies, are escalated to the appropriate levels of management for consideration and authorization. Material tax matters are also raised to the Board of Directors for their information and advice if those tax matters involve material financial or reputational risk.
Disclosure 207-4 Country-by-country reporting	RT-CH-530a.1		Valvoline complies with the tax laws of each country in which it has tax residency. This includes compliance with all applicable transfer pricing reporting and documentation requirements.

Materials

Disclosure 301-1 Materials used by weight or volume	RT-CH-000.A		168 million gallons 10 K (page 30)
Disclosure 301-2 Recycled input materials used			344,000 metric tons
Disclosure 301-3 Reclaimed products and their packaging materials			Not tracked

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Energy

Disclosure 302-1 Energy consumption within the organization	RT-CH-130a.1	C8.2; C8.2a	Energy Management
Disclosure 302-2 Energy consumption outside of the organization			Valvoline is initiating work on collecting Scope 3 emissions
Disclosure 302-3 Energy intensity			Energy Management
Disclosure 302-4 Reduction of energy consumption			Energy Management
Disclosure 302-5 Reductions in energy requirements of products and services			Energy Management
Disclosure 207-4 Country-by-country reporting			Energy Management

Water and Effluent

Disclosure 303-1 Interactions with water as a shared resource			Water Management
Disclosure 303-2 Management of water discharge-related impacts			Water Management
Disclosure 303-3 Water withdrawal			Water Management
Disclosure 303-4 Water discharge			Water Management
Disclosure 303-5 Water consumption			Water Management

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Biodiversity

Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			What we don't do in our operations and CSR efforts Our CSR Approach
Disclosure 304-2 Significant impacts of activities, products, and services on biodiversity			What we don't do in our operations and CSR efforts Our CSR Approach
Disclosure 304-3 Habitats protected or restored			What we don't do in our operations and CSR efforts Our CSR Approach
Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			What we don't do in our operations and CSR efforts Our CSR Approach

Emissions

Disclosure 305-1 Direct (Scope 1) GHG emissions	RT-CH-110a.1	C6.1; C6.3; C7.3; C7.6; C7.9; C8.1-8.2f	SASB - Scope 1 emissions represent gross emission and do not include any emission credits or offsets. Valvoline GHG emissions are not covered under emissions-limiting regulation or programs
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions			Energy Management
Disclosure 305-3 Other indirect (Scope 3) GHG emissions			Energy Management
Disclosure 305-4 GHG emissions intensity			Energy Management
Disclosure 305-5 Reduction of GHG emissions	RT-CH-110a.2	C3.1; C4.3	Energy Management
Disclosure 305-6 Emissions of ozone-depleting substances (ODS)			Energy Management
Disclosure 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	RT-CH-120a.1		Energy Management

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Waste

Disclosure 306-1 Waste generation and significant waste-related impacts			Waste Management
Disclosure 306-2 Management of significant waste-related impacts			Waste Management
Disclosure 306-3 Waste generated	RT-CH-150a.1		Waste Management
Disclosure 306-4 Waste diverted from disposal			Waste Management
Disclosure 306-5 Waste directed to disposal			Waste Management

Environmental Compliance

Disclosure 307-1 Non-compliance with environmental laws and regulations	RT-CH-140a.2		No significant fines
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Supplier Environmental Assurance

Disclosure 308-1 New suppliers that were screened using environmental criteria			All suppliers are screen using environmental criteria. Supplier Code of Conduct
Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken			Valvoline impacts are considered de minimis in the areas we operate. See references to GRI disclosures 301 through 306.

Employment

Disclosure 401-1 New employee hires and employee turnover			Valvoline Global Turnover (excluding VIOC) 12% Valoline New Hires (excluding VIOC) 625 VIOC Stores Overall Turnover was 84% VIOC Store New Hires 5,146
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Employment (continued)

Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			Not Tracked. Benefits Program. Workforce Profile
Disclosure 401-3 Parental leave			Not Tracked

Labor Management Relations

Disclosure 402-1 Minimum notice periods regarding operational changes			Notices issued in accordance with local requirements. Workplace Profile
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Occupational Health and Safety

Disclosure 403-1 Occupational health and safety management system			Health and Safety
Disclosure 403-2 Hazard identification, risk assessment, and incident investigation			Health and Safety
Disclosure 403-3 Occupational health services			Valvoline offers access to an organized, external clinic network for on the job injury care. Each Valvoline site is matched with a local clinic for collaborative care in the event of a work place injury as well as drug and alcohol screens. Health and Safety
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety			Health and Safety
Disclosure 403-5 Worker training on occupational health and safety			Health and Safety
Disclosure 403-6 Promotion of worker health			Health and Safety
Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			Health and Safety

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Occupational Health and Safety Employment (continued)

Disclosure 403-8 Workers covered by an occupational health and safety management system			Health and Safety
Disclosure 403-9 Work-related injuries			Health and Safety
Disclosure 403-10 Work-related ill health			Health and Safety
Process Safety Incidents Counts (PSIC)	RT.CH.504a.1		Valvoline had no incidents that meet the definition of a Tier 1 Process Safety incidents per ANSI/API RP 754. Valvoline operations are not covered by Process Safety regulations.

Training and Education

Disclosure 404-1 Average hours of training per year per employee			non-VIOC employees 8.12 hours VIOC employees 146 hours Workplace Profile
Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs			Workplace Profile
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews			

Diversity and Equal Opportunity

Disclosure 405-1 Diversity of governance bodies and employees			Diversity of Governance Body (Board) 22% Female, 78% Male Age group: under 30 years old 0%, 30-50 years old 0%, over 50 years old 100% 11% Minority Workplace Profile, Proxy
Disclosure 405-2 Ratio of basic salary and remuneration of women to men			Not Reported

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Non-Discrimination			
Disclosure 406-1 Incidents of discrimination and corrective actions taken			If an investigation confirms that harassment or discrimination has occurred, Valvoline will take prompt corrective action, including discipline up to and including termination. Decisions reached will be communicated to those involved.
Freedom of Association and Collective Bargaining			
Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Not Tracked
Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor			Supplier Code of Conduct
Forced or Compulsory Labor Child Labor			
Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			Supplier Code of Conduct
Security Practices			
Disclosure 410-1 Security personnel trained in human rights policies or procedures			Not Tracked
Rights of Indigenous Peoples			
Disclosure 411-1 Incidents of violations involving rights of indigenous peoples			No sites involved in issues with or located in areas associated with rights of indigenous peoples
Human Rights Assessment			
Disclosure 412-1 Operations that have been subject to human rights reviews or impact assessments			No sites subject to human rights review

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Human Rights Assessment

Disclosure 412-2 Employee training on human rights policies or procedures			Employee Code of Conduct
Disclosure 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening			Not Tracked

Local Communities

Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	RT-CH-210a.1		Community Relations
Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities			No significant impacts on local communities

Supplier Social Assessment

Disclosure 414-1 New suppliers that were screened using social criteria			Supplier Code of Conduct
Disclosure 414-2 Negative social impacts in the supply chain and actions taken			Supplier Code of Conduct

Public Policy

Disclosure 415-1 Political contributions			None
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Customer Health and Safety

Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	RT-CH-410b.1 RT-CH-410b.2		100% of Valvoline products have SDS and are evaluated for health, safety, environmental, sourcing and disposal.
Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	RT-CH-410a.1		No significant non-compliance issues concerning health and safety impacts of products and services.

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Customer Health and Safety (continued)

Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	RT-CH-410a.1		No significant non-compliance issues concerning health and safety impacts of products and services.
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Marketing and Labeling

Disclosure 417-1 Requirements for product and service information and labeling			100% of Valvoline products have SDS and are evaluated for health, safety, environmental, sourcing and disposal.
Disclosure 417-2 Incidents of non-compliance concerning product and service information and labeling			No significant non-compliance issues concerning product and service information labeling
Disclosure 417-3 Incidents of non-compliance concerning marketing communications			No noncompliance associated marketing communications

Customer Privacy

Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			No breaches or complaints of customer privacy or customer data losses
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Socioeconomic Compliance

Disclosure 419-1 Non-compliance with laws and regulations in the social and economic area			No noncompliance with social and economic areas
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Additional SASB Disclosures

Product Design for Use-phase Efficiency	RT-CH-410a.1		Not tracked
Number of transport incidents	RT-CH-540a.2		No transportation incidents in FY 20 as defined by SASB RT-CH-540a2

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GRI // Report Information

About This Report

We prepared this report 'prepared in accordance with the GRI Standards: Core option'. This report and its documents Oct. 1, 2019, through Sept. 30, 2020. We publish our reports online annually. Valvoline has not obtained external assurance for the development of this CSR report. However, Valvoline has rigorous internal policies and practices that provide assurance about the accuracy of the content of this report.

Report Scope and Boundaries

This report covers all of our operating units, 100 percent of our leased and owned facilities, and 100 percent of our workforce in the regions in which we operate, unless otherwise noted. It also covers joint ventures and subsidiaries that are part of our business segments.

Material Boundaries

How We Chose What to Include in Our Report

Valvoline's CSR Report contains information on the company's performance in the following areas: environmental stewardship, social, health and safety, product stewardship, community development and economic performance. This report includes information on our majority-owned operations where Valvoline operates. The company's stakeholders include employees, customers, suppliers, owners, contractors, business partners, governmental and non-governmental organizations, unions, industry colleagues and the communities where we operate.

Our stakeholders help shape our businesses and contribute to our overall success. We strive to be transparent with regard to our activities and operations, and we engage with our stakeholders on their issues of concern in a manner that is positive and constructive.

Throughout the year we respond to many direct requests from our stakeholders regarding the company's environment, health and safety and social responsibility policies, programs and performance.

Our primary audience for this report includes, but is not limited to, the following stakeholders:

- Current shareholders and prospective investors;
- Current and prospective employees seeking to work for a sustainability-minded company;
- Communities where we operate that want to understand how we manage and operate our business as a responsible corporate citizen;
- Suppliers with whom we partner, who are critical to our operations; and
- Governmental and non-governmental agencies that have an interest in our business and operations.

Materiality and Prioritization

Valvoline has identified key material ESG aspects that are important to Valvoline's performance and its stakeholders. These ESG priorities are based on many factors but not limited to financial impact on the organization.

In addition to reporting on these material aspects, we continue to provide relevant information on many other topics to meet the needs of our diverse stakeholders.

[Material Aspects table→](#)

Engaging Stakeholders

Stakeholder engagement at Valvoline is an ongoing activity, occurring at all levels of our organization. Valvoline seeks to establish and maintain productive relationships with all of its key stakeholders, encompassing employees, customers, suppliers, government officials, investors and residents of communities in which Valvoline operates.

Valvoline gathers specific feedback from internal sources to better understand how the company interacts with its key stakeholders. Feedback is obtained from departments such as sales and marketing within each business, corporate environmental, health and safety, procurement and logistics, investor relations, and corporate communications.

This analysis is conducted on an ongoing basis throughout the company. The table below summarizes some of the many stakeholder engagement practices. Although it is not inclusive of all stakeholder engagement practices, it summarizes the core elements of how Valvoline engages stakeholder groups on topics of interest.

[This table summarizes who we engage with and how→](#)

Your feedback is welcome and appreciated. Please address any questions or comments about our CSR report to csr@valvoline.com.