

Health and Safety

Commitment to Safety

Valvoline's highest priority is the safety and health of employees, customers and the communities where we live and operate. The company believes all incidents are preventable, and preventing workplace incidents is an integral part of our business strategy.

Valvoline requires employees to comply with all applicable laws and regulations, as well as Valvoline's safety and health policies. Through the adoption of a zero incident culture, our employees take responsibility for their safety-related actions because they are empowered to make informed decisions. Success depends on genuine commitment, basic operating principles, well-communicated visions and, most importantly, a business atmosphere where all employees care for each other.

Zero Incident Culture

Safety is embedded into our management system, whether its SuperPro for our Valvoline Instant Oil Change business or its RC 14001 for the rest of Valvoline. Cultivating a safety culture is intentional at Valvoline and is best shown by our commitment to a Zero Incident Culture (ZIC). ZIC begins with the beliefs, values and actions of Valvoline's leaders demonstrating zero incidents are possible. It means developing processes that promote compliance and risk understanding, thereby providing employees with the tools and knowledge to choose to be safe. ZIC consists of the following cornerstones:

- **Leadership**
Facilitates appropriate leadership behaviors, tasks and activities to achieve our ZIC.
- **Employee Engagement**
Engages employees in our processes and fosters ownership and accountability for achieving a ZIC.
- **Risk Reduction**
Facilitates proactive processes for identification of risk reduction and near-misses, resulting in a safer work environment and behaviors necessary to achieve a ZIC.
- **Performance Measurement**
Ongoing monitoring, measurement and investigation of our performance for continuous improvement of our processes.

Global EHS Management System

STRATEGY & TACTICS

Leadership	Planning & Assessment	Implementation & Operation	Measurement & Corrective Action	Review & Continual Improvement	Cross Functional HS & RC
EHS Policy	Compliance Obligations Assessment of Hazards and Risks Objectives, Targets and Plans	Roles and Responsibilities Training and Competence Communication and Awareness Management of Change Documentation and Record Mgmt Operational Control Emergency Preparedness and Incident Response	Monitoring and Measurement Investigation and Corrective Action Audit	Management Review	Emergency and Incident Response Third Party Service Providers Management System Scope

OPERATIONAL FOCUS

Environment	Safety & Health	Product Regulatory	Trade Compliance
Air Water Waste Management of Environmental Liabilities	Life Safety Machine Safety Safe Driving Truck Safety and Driver Control Program	Global Chemical Compliance Hazard Communication Controlled Chemicals Product Stewardship	Import Export

Valvoline Injury and Illness Rates

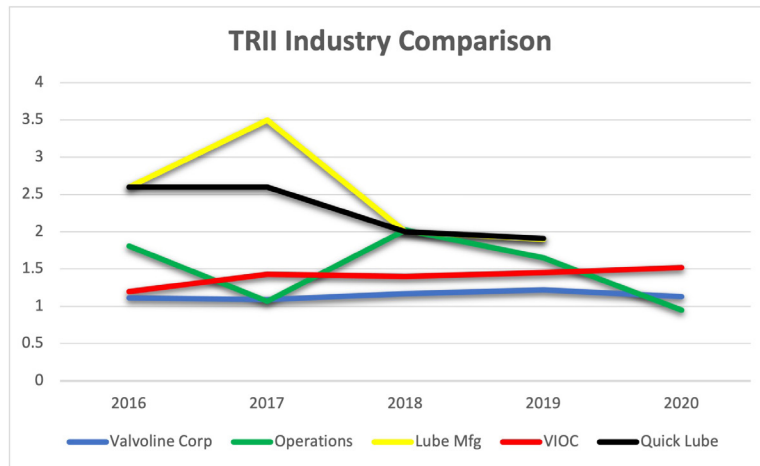
The safety performance of Valvoline employees by region is illustrated in this table.

Total Recordable Injury and Illness Rate	2020 TRR	2019 TRR ¹	2018 TRR ¹	2017 TRR ¹
Valvoline	1.13	1.22	1.17	1.09
Valvoline Instant Oil Change	1.52	1.45	1.4	1.43
SC/SGA	0.43	0.8	0.81	0.64
North America	.6	1.14	1.09	0.78
EMEA	0.32	0	0.81	0
Asia Pacific	0.16	0.17	0.18	0.51
Fatalities	0	0	0	0

Days Away From Work Rate	2019 DAWIR	2019 DAWIR ²	2018 DAWIR ²	2017 DAWIR ²
Valvoline	0.22	0.31	0.51	0.52
Valvoline Instant Oil Change	0.27	0.33	0.56	0.66
SC/SGA	0.16	0.27	0.43	0.32
North America	0.22	0.4	0.58	0.35
EMEA	0.32	0	0	0
Asia Pacific	0	0	0.18	0.44

¹ Total Recordable Incident Rate

² Days Away from Work Incident Rate



A Healthy Workplace

At Valvoline, the health and well being of our employees is important to our long-term viability. Taking care of our people is an important Valvoline value. It is our responsibility to not only create a safe workplace, but also to create a healthy workplace. We empower our employees with the necessary tools and resources to support living healthy lives. At Valvoline, we are committed to reducing work-place illnesses and injuries, while improving the health of our employees.

Our goal is to eliminate or reduce health hazards that could potentially impact our employees, contractors and other individuals within our operations. The protection of our employees from occupational health risks is a critical element in our preventive strategy as highlighted below.

SASB RT-CH-320a.2 Workplace Exposure. Valvoline's blending and packaging of lubricants and coolants does not involve handling of hepatoxins, nephotoxins, neurotoxins, sensitizers, carcinogens, teratogens, mutagens, or reprotoxins listed in SASB RT-CH-320 disclosure reporting standard. When corrosives are managed at our facilities proper personal protective equipment (PPE) and ventilation is provided. Industrial hygiene monitoring and surveys have not identified area of concern.

Contractor Safety

As noted in our Responsible Operations policy, Valvoline is committed to protecting the safety of our employees, contractors and visitors. These parties are all relevant stakeholders identified in our overarching RC-14001 management system. We use a third party to perform healthy and safety evaluations and pre-qualifications of contractors being considered for the performance of medium- and high-risk activities. This is to ensure that we work with safe, qualified and socially responsible contractors and suppliers. Our contract with providers requires compliance with safety and health regulations and Valvoline standards.

Once on site, our contractors receive training appropriate for the work they will be performing before any work is done. Observations are made during work, and feedback is provided as necessary. Near-hits or incidents involving a contractor are treated with the same rigor as those related to an employee, i.e., root cause analyses would be performed, results communicated, and any learnings and/or corrective actions shared throughout the Valvoline organization.

Our goal for contractor injuries and fatalities is zero. Valvoline contractors have worked fatality free since Valvoline became a stand-alone publicly traded company in 2016. Therefore, our contractor fatality rate for that period is 0.0.

LTIR Trend; Employee Fatality Rate; Contractor Fatalities

Valvoline is committed to protecting the health and safety of our employees, the communities in which we operate, contractors and visitors who visit our locations and the customers who use our products. Some key global safety metrics for the period that Valvoline has been a stand-alone company are shown below:

	Lost Time Injury Rate	Employee Fatality Rate	Contractor Fatality Rate
2016	0.43	0.00	0.00
2017	0.52	0.00	0.00
2018	0.51	0.00	0.00
2019	0.31	0.00	0.00
2020	0.22	0.00	0.00

Our injury goal is ZERO, and we recognize sites that complete 12-month anniversaries of being injury-free. Additionally, our goal is to maintain our zero rate for employee and contractor fatalities. Annual metrics are based on continual improvement to achieve zero and consider multiple factors including the prior year's performance, new or acquired facilities that may require time to adopt the Valvoline safety culture and targeted improvement. We have experienced a 45 percent reduction in our Valvoline company wide injury rate over the last 5 years (since 2014).

Valvoline Preventive Strategy for Workplace Health & Safety

Strategy	Description
Risk Identification	We conduct comprehensive workplace risk assessments to evaluate the health hazards in our manufacturing and research operations.
Educational Training	We provide our employees detailed health hazard education and training, such as Hazard Communication, along with training on workplace procedures on safe operation.
Prevention Programs	We establish and maintain general health prevention programs to reduce overall health risks to our employees.
Public Health Coordination	We implement risk control measures in the workplace and we coordinate activities with local emergency planning organizations.
Exposure Risk Control	We have established a comprehensive industrial hygiene program for our operations that include detailed exposure assessments in accordance with our internal standards.
Medical Surveillance	We provide our employees with baseline and periodic medical screening, testing, evaluation and health counseling to control potential health concerns.
Treatment	We provide clinical treatment in accordance with our established protocols.
Monitoring Results	We monitor the results for trends and whenever necessary modify our programs to improve workplace conditions.