



We're Service Driven

2019 CORPORATE SOCIAL RESPONSIBILITY REPORT

VALVOLINE // ABOUT VALVOLINE

About Valvoline

Valvoline Inc. (NYSE: VVV) is a leading worldwide marketer and supplier of premium branded lubricants and automotive services, with sales in more than 140 countries. Established in 1866, the company's heritage spans more than 150 years, during which time it has developed powerful brand recognition across multiple product and service channels. Valvoline ranks as the No. 3 passenger car motor oil brand in the DIY market by volume. It operates and franchises approximately 1,400 quick-lube locations, and it is the No. 2 chain by number of stores in the United States under the Valvoline Instant Oil ChangeSM brand and the No. 3 chain by number of stores in Canada under the Valvoline Great Canadian Oil Change brand. It also markets Valvoline lubricants and automotive chemicals, including the Valvoline High Mileage with MaxLife technology motor oil for engines over 75,000 miles; Valvoline Advanced Full Synthetic motor oil; Valvoline Premium BlueTM heavy-duty motor oil; Valvoline Multi-Vehicle Automatic Transmission Fluid; and ZerexTM antifreeze. To learn more, visit www.valvoline.com.

TM Trademark, Valvoline or its subsidiaries, registered in various countries

SM Service mark, Valvoline or its subsidiaries, registered in various countries

® Trademark owned by third-party

FY 2019 Valvoline At-A-Glance



\$2.4B

in revenue



7,900+

employees



140+

countries where
Valvoline is sold

Our products were sold to consumers through more than:

50,000

retail outlets

15,000

North American
installer locations

1,385

franchised and company-
owned VIOC quick lube
centers

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We're Service-Driven

As a service-driven company, we're elevating our value to customers and consumers beyond our premium branded automotive products. Our enduring CSR activities, from making our communities better places to live to minimizing the environmental impacts our operations have on the planet, emphasize this service-driven commitment. In this report, we feature examples of our Valvoline team making a difference across the globe.

[READ OUR STORIES](#) — — — — — ➔

To Our Stakeholders

The theme of our 2019 Corporate Social Responsibility (CSR) Report — “We’re Service Driven” — is a testament, first and foremost, to the outstanding efforts of our 7,900 employees worldwide who are making our facilities and communities better places to work and live.

Without their determination, entrepreneurial spirit, dedication, and hard work, our achievements wouldn’t have been possible. Our theme also reflects Valvoline’s strategic shift to increase focus on services by continuing to aggressively grow our Quick Lubes segment and by introducing new service capabilities and digital platforms that complement our portfolio of premium products. This greater emphasis on services will help ensure Valvoline’s differentiation in the marketplace and long-term success.

Our 153-year legacy is driven by a promise to deliver products and services that improve the sustainability of our customers’ engines. As one of Valvoline’s core values states, “We are committed to winning ... the right way.” With that tenet as a backdrop, we have much to applaud in 2019, which you can read in this publication, including:

- The support our team members provided to our communities.
- The progress achieved in reducing our environmental impacts.
- The improvement of our safety metrics, and the commitment we’ve made to developing and supporting more sustainable products.

While this report focuses on 2019, we would be remiss to not mention Valvoline’s approach to the global crisis and unprecedented uncertainty related to the impact of the novel coronavirus (COVID-19). As always, we rely on our three “V”s—Values, Vow and Vision—to inform the decisions we make. As a responsible company, a top priority is protecting the health and safety of our Valvoline team members. We have taken quick and decisive actions, through our COVID-19 steering team that has been leading and coordinating Valvoline’s overall response,

to develop and execute a consistent, fact-driven approach to protecting our stakeholders while keeping our business running.

While we take time to recognize our notable CSR efforts and those who helped make them possible, we will never lose sight of the work yet to do on this front. I encourage you to explore our report to learn more about Valvoline’s 2019 stories. As always, we encourage and welcome all stakeholder feedback as we progress along our CSR journey.



Samuel J. Mitchell, Jr.
Chief Executive Officer

SAM MITCHELL, CEO



“As always, we rely on our three “V”s — Values, Vow and Vision — to inform the decisions we make. As a responsible company, a top priority is protecting the health and safety of our Valvoline team members.”

At Valvoline, we strive for greatness in all that we do, and we are committed to winning...the right way.

That tenet applies to all aspects of our operations and to all interactions with our myriad of stakeholders. We base our CSR priorities on our stakeholders' needs, and we prioritize the endeavors that need the greatest attention. This translates to a strategic focus in three main areas: *citizenship*, *sustainability* and *diversity and inclusion*.



CITIZENSHIP

Creating and supporting initiatives to realize better communities. →



SUSTAINABILITY

Pursuing opportunities to realize safer workplaces and mitigate the environmental impacts of our products and operations. →



DIVERSITY & INCLUSION

Fostering innovative thinking in our workplaces and supply chain where diverse backgrounds and ideas are represented, encouraged and empowered. →



Valvoline's "Three V's"

Valvoline's three "V"s—Our Values, Vow and Vision—drive our culture and always inform the decisions we make.

Vision

We are building the world's leading engine and automotive maintenance business. We will accelerate growth around the world by increasing our focus and investment in:

- The Valvoline brand, built on superior products and service.
- The industry's best retail services model.
- Technology that enables speed, innovation and increased efficiency in every aspect of our business.
- Strong value-adding relationships with our channel partners.

Vow

Our vow is to bring "Hands-On Expertise" for the benefit of our customers every day, moving the business forward with speed and excellence.

Values

- It all starts with our people
- Safety is always our priority
- We are committed to winning... the right way
- We work hard, celebrate success and have fun
- We strive for greatness



Insight Into Valvoline's Environmental Footprint and Operations

Valvoline is a leading worldwide marketer and supplier of premium branded lubricants, automotive chemicals and automotive services, with sales in more than 140 countries. Valvoline has a significantly smaller environmental footprint in comparison to integrated lubricant and specialty chemical manufacturers, the industries in which we're often classified.

What we do in our operations and CSR efforts:

- Formulate, blend, package, market and supply premium lubricants and automotive chemicals to over 140 countries.
- Conduct research to develop lubricants, automotive chemicals and coolants for gasoline, diesel, hybrid, electric, fuel cell, and natural gas vehicles.
- Operate low emission blending and packaging facilities.
- Employ over 7,900 employees.
- Support product stewardship, foster safe work and minimize impacts on the environment practices.
- Operate over 1,385 Quick Lubes.
- Make communities in which we operate better places.
- Support Red Cross, Children's Miracle Network, Habitat for Humanity, Big Brother Big Sister and many more organizations.
- Strive for a diverse and inclusive workforce.
- Support veterans.

What we don't do in our operations and CSR efforts:

- Engage in exploration, hydraulic fracturing, or the refinement of oil and gas.
- Produce oil and gas, drill wells, or manage production or drilling sites either onshore or offshore.
- Own property associated with oil and gas production.
- Conduct animal testing.
- Locate facilities in sensitive or critical habitats or high biodiversity value locations.
- Operate waste treatment facilities.
- Operate water intensive facilities.
- Own or engage in foresting operations, tailing ponds, underground reinjection wells or reclamation of disturbed lands.
- Use conflict minerals.
- Tolerate the discrimination of workers.
- Withdraw ground water. 100% of our water is sourced from public water supply and virtually all of that is used for sanitary and non-contact cooling water purposes.
- Emit significant amounts of air contaminants including NOx, SOx, hazardous air pollutants (HAPs) or particulate matter (PM).





→ Citizenship

At Valvoline, we understand the importance of making the communities in which we operate better places to live. With a stronger community social structure, our company's ability to thrive is infinitely greater.



CITIZENSHIP // AMERICAN HEROES CAMPAIGN

How Do We Salute Our Heroes?

Since introducing the first branded motor oil in 1866, Valvoline has maintained pride in its deep-rooted American heritage. Through our American Heroes campaign, we supported the brave women and men who so admirably serve our country through military service and as first responders.

We aligned ourselves with organizations such as the American Red Cross, Building Homes for Heroes, and the Intrepid Fallen Heroes Fund that share our values by supporting American heroes. The campaign was promoted across all Valvoline business segments and by merchant initiated returns through our retail channels.

The American Heroes branding was on display at Valvoline retailers in 2019, allowing customers the opportunity to support the retailers' chosen organizations through rebate programs when they purchased select Valvoline products. The campaign branding was also applied to Valvoline-sponsored Alex Bowman's car during the NASCAR's Independence Day Weekend Race at Daytona International Speedway to help increase awareness.

Through our American Heroes campaign, we committed \$150,000 to the American Red Cross in 2019 making Valvoline a Platinum Plus member of the organization's Ready 365 Giving Circle.

Our donation supports the Red Cross' mission across Kentucky to prevent and alleviate human suffering in the face of emergencies.

"The American Red Cross relies on the generosity of our volunteers, donors and partners to fulfill our lifesaving mission," said Jennifer Adrio, regional chief executive officer, The American Red Cross.



Valvoline's American Heroes campaign was branded in retail channels and on our NASCAR-sponsored car.



American Red Cross

\$150,000

committed to the American Red Cross in 2019 through our American Heroes campaign

“Thanks to the support of Valvoline and its American Heroes program...the Red Cross is ready to provide comfort to people in need whenever and wherever they need it.”

JENNIFER ADRIO, AMERICAN RED CROSS REGIONAL CHIEF EXECUTIVE OFFICER

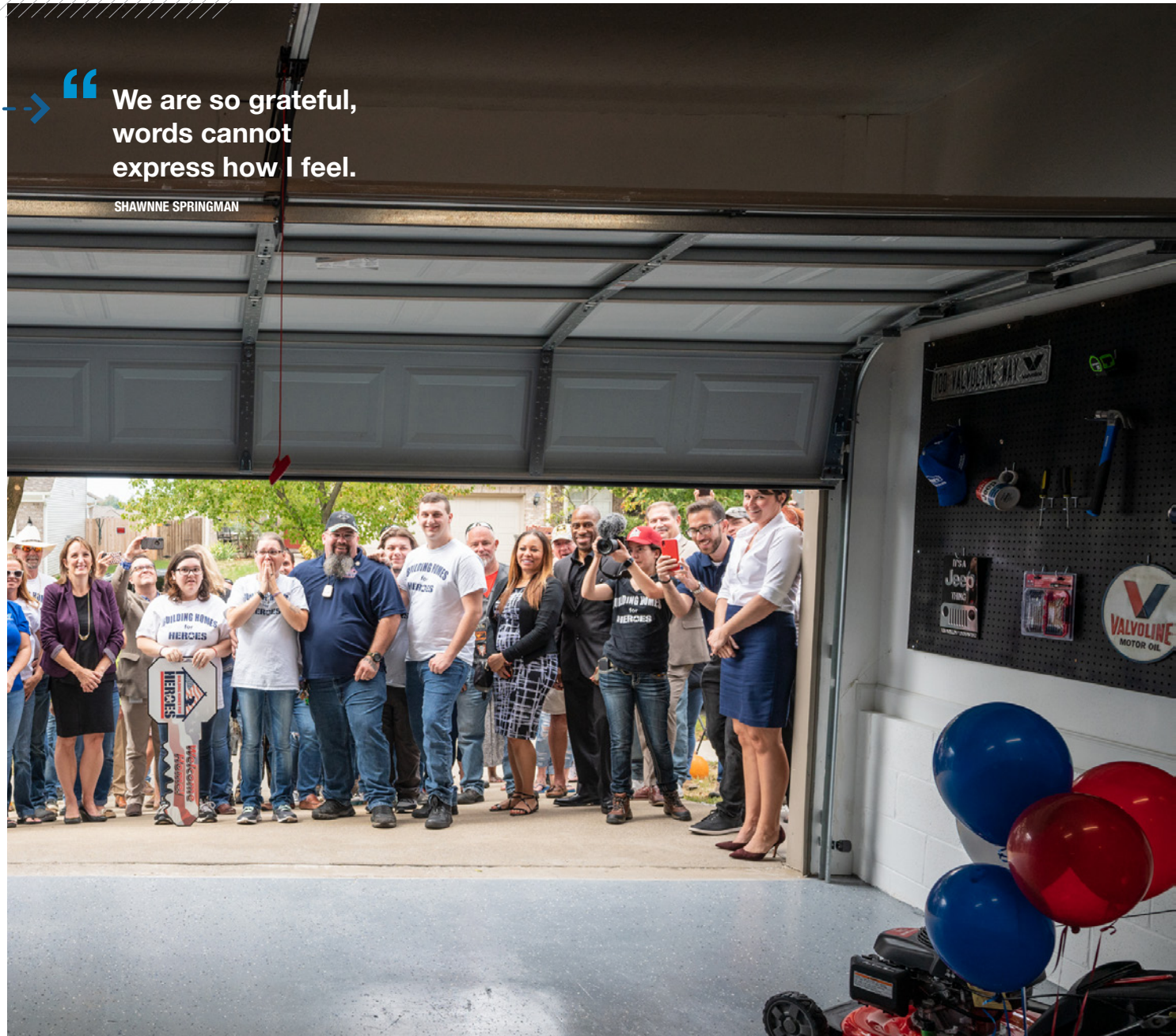


CITIZENSHIP // AMERICAN HEROES CAMPAIGN

In 2019 Valvoline also supported two organizations — Intrepid Fallen Heroes Fund and the Building Homes for Heroes — that directly benefit military personnel. We contributed to the Intrepid Fallen Heroes Fund through our campaign rebate program with our retail partner NAPA Auto Parts. The organization provides assistance for military personnel experiencing traumatic brain injuries or post-traumatic stress disorder.

Valvoline also partnered with Building Homes for Heroes in 2019, an organization that builds or modifies homes and gifts them — mortgage-free — to veterans and their families, to assist a Lexington veteran. Shawnne Springman had suffered a traumatic brain injury as a soldier in the Army fighting in Iraq and has since battled post-traumatic stress disorder.

Building Homes for Heroes provided the Springman family a newly renovated and refurbished 2100-square foot home. As part of the renovations Valvoline contributed \$10,000 to remodel the home's garage and outfitted it with new tools and equipment for the family's use. "We are so grateful," Springman said. "Words cannot express how I feel."



Valvoline's citizenship efforts extend across the globe and support healthcare, social and educational needs.



\$426,000+

raised by VIOC service centers to benefit Children's Miracle Network Hospitals



Children's Miracle Network Hospitals

Valvoline Instant Oil Change service centers raised over \$426,000 in 2019, mostly in \$1 donations from customers and team members, to benefit Children's Miracle Network Hospitals. The total was a record for VIOC, representing a 26 percent increase from the previous year.

VIOC Cancer Research

VIOC customers donated — in \$1 increments or more — \$66,914 to help fight cancer through the Dana-Farber Cancer Institute. The 2019 contribution was a record for VIOC, and helped raise the total donations to over \$241,000 since we began participating in 2014. "Every dollar truly makes a huge impact on compassionate patient care and ground-breaking research being done at the institute," said Don Smith, CEO of the Valvoline Instant Oil Change franchisee, Henley Enterprises.

\$66,914

donated by VIOC customers in 2019 to help fight cancer through the Dana-Farber Cancer Institute

\$241,000+

raised by VIOC customers since 2014 to help fight cancer



Valvoline Charitable Giving Program

Through hands-on service, focused generosity and the continuous pursuit of innovative and sustainable solutions, we work to build communities that are healthier and have a more promising future. We have a proactive, outcome-driven, corporate contributions program that targets areas where we operate. To assist you in submitting your request, our procedures and guidelines are noted [here](#).

CITIZENSHIP // VALVOLINE

COVID-19 Response

During the very early stages of this crisis, Valvoline formed a COVID-19 Steering Team that has been leading and coordinating our overall response.

This team effectively led efforts to assess the risk of the situation during the early stages; develop mitigation and business continuity plans; track all relevant country, state and local government guidelines, directives and regulations; implement a work-from-home plan for non-production and non-store team members; develop a playbook for responding to positive cases at our facilities; and assess appropriate return-to-work protocols for our facilities and team members. We relied on our three “V”s — Values, Vow and Vision — to inform the decisions we made, along with a new set of guiding principles specifically drafted to meet the COVID-19 challenge, including:

- Help protect the safety and well-being of our global team.
- Develop an overall business continuity plan.
- Minimize customer impact.
- Maintain store/plant operations.
- Preserve liquidity and minimize short-term financial losses.
- Ensure continued, timely and accessible internal and external communication.



Throughout this situation, our manufacturing, warehousing distribution and VIOC operations have generally continued to operate as an essential business, providing key preventative automotive maintenance services.

- VIOC’s “Quick, Easy, Trusted” stay-in-the car experience helped us to continue to serve customers without them having to leave the safety of their car. Stores have implemented new protocols to further protect the health and safety of our team members and guests. We encouraged high risk employees at our VIOC centers to stay home, and provided additional pay to those who chose to come in to help serve customers. By maintaining our service center operations, we are able to provide first responders, healthcare workers, delivery personnel and others performing public service work the ability to keep their vehicles operating safely and efficiently.
- Valvoline manufacturing plants have remained open and have implemented social distancing and protective equipment protocols to protect our team members as well as those visiting our facilities for business-critical activities. Our sales and office teams have successfully utilized technology to conduct remote meetings with customers, suppliers and fellow team members. We have also significantly restricted business travel and adopted work-from-home arrangements to minimize health risks to our employees.
- Valvoline continues to support the communities we operate in during this time. Valvoline made a corporate donation, supplemented by leadership contributions, to the Blue Grass Community Fund—Coronavirus Response Fund and to the Shanghai Benevolent Foundation for fighting COVID-19 in China. In consideration of the extreme shortage of personal protective equipment in healthcare facilities, Valvoline also donated a shipment of N95 masks to the University of Kentucky Hospital.
- During the pandemic, the Valvoline team has taken the opportunity to maintain customer service and contacts, conduct training to implement new technologies, and review and improve processes to make our business more efficient. We fully intend to accelerate our business as economies begin to reopen and to emerge a better and stronger company.



CITIZENSHIP // VALVOLINE



Valvoline Middle East and Africa: Giving Back

Valvoline team members in South Africa spent a day giving back to the community through a non-profit organization called Kids Haven. The organization provides shelter, protection, education and therapy to children in need, especially those without parental care. Team members volunteered their time to help support this important community cause.





→ Sustainability

At Valvoline, we pursue opportunities to create safer workplaces and mitigate the environmental impacts of our products and operations.



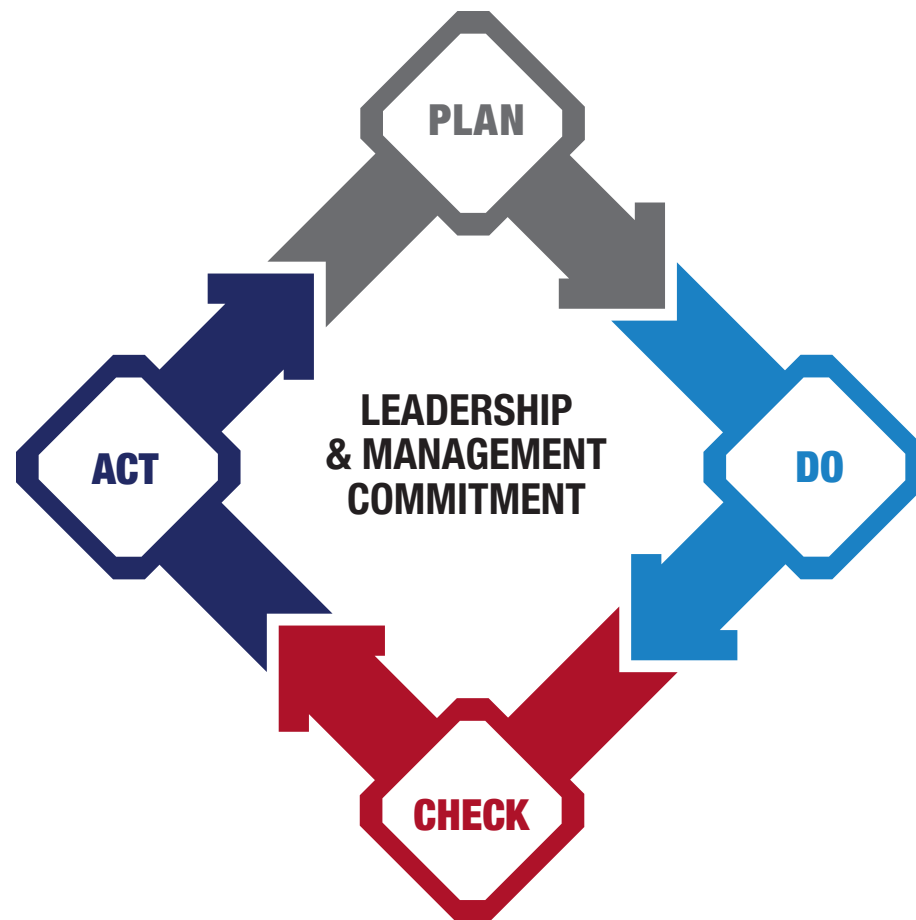
SUSTAINABILITY // VALVOLINE MANAGEMENT SYSTEMS

Valvoline Management Systems

Valvoline has a passion for our People, Product and Planet-driven management systems. Valvoline's environmental, health and safety management system governs our company-wide processes and all EH&S activities at our supply chain sites. VIOC operates under a complementary management system that is designed to meet the unique needs of its business.

At our VIOC locations, we incorporate environmental, health and safety (EH&S) into SuperPro™, an internal management system that covers every aspect of our retail services business. From day one, our employees are trained, tested and certified on these standards as they support and encourage the proper use of callouts, personal protective equipment, tools, and system practices to drive superior EH&S performance.

Valvoline continues to adhere to the Responsible Care 14001 (RC14001) standard as best-in-class for Valvoline's Global Supply Chain's Responsible Operations program. The program is a comprehensive [certified management system](#) assuring uniform transparent global implementation of environmental, health, safety and security standards. This framework helps identify and address risk, targets and objectives, monitor performance and drive continuous improvement within the Valvoline supply chain through documented standards and best practices. Our Responsible Operations Management System is externally group certified to RC14001 by the ABS Group of auditors.

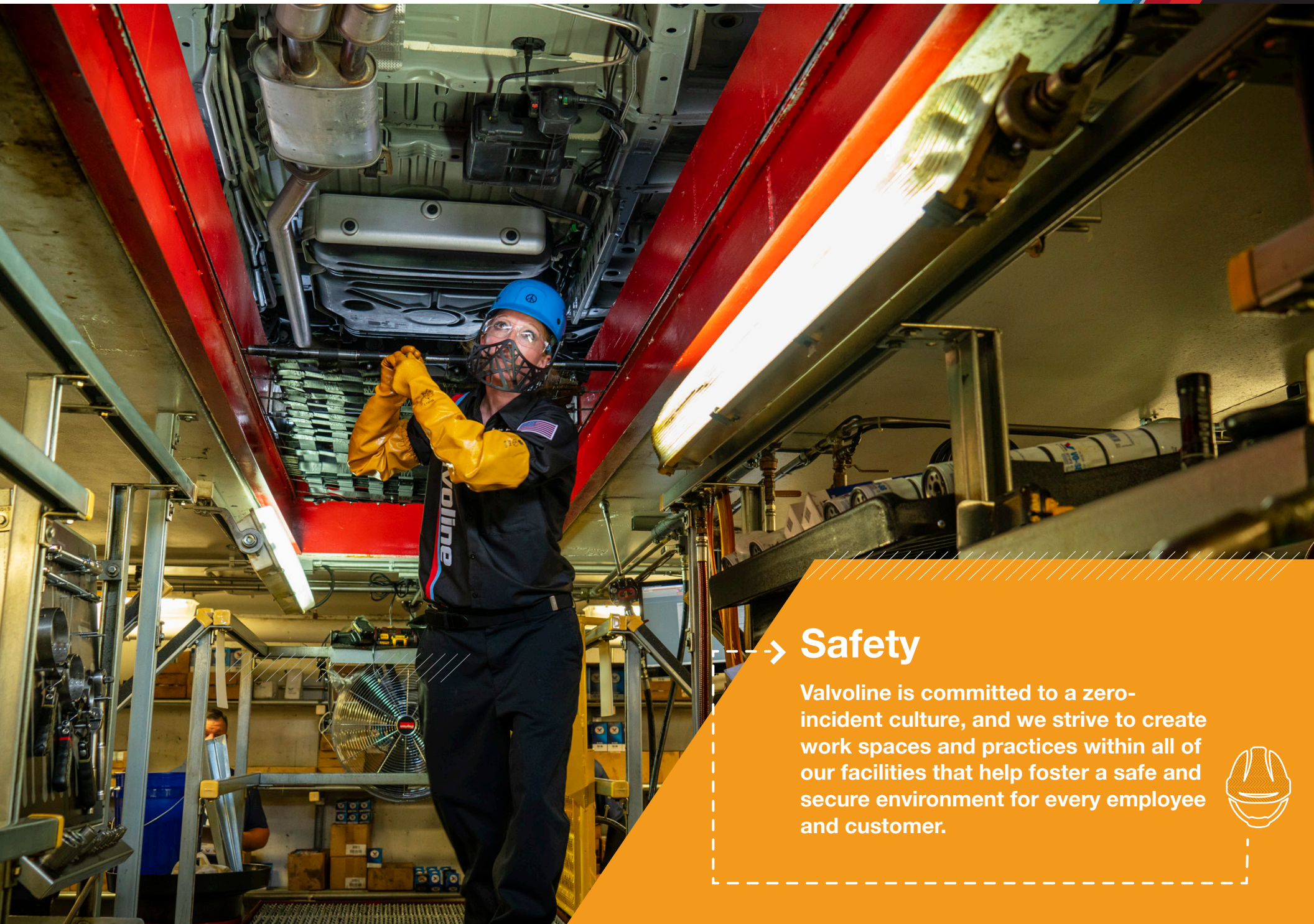


[Responsible Operations EHS Policy](#)



AS A RESULT OF SUPERPRO™

VOIC'S INJURY
RATE IS NEARLY **50%**
BELOW THE INDUSTRY AVERAGE



→ Safety

Valvoline is committed to a zero-incident culture, and we strive to create work spaces and practices within all of our facilities that help foster a safe and secure environment for every employee and customer.



SAFETY // BE BRAVE ENOUGH TO INTERRUPT

Valvoline Rolls Out Campaign to Raise Safety Awareness Company-wide

Safety is a top priority every day at Valvoline, but each June we celebrate National Safety Month by introducing and implementing strategic safety campaigns to help our employees — and their families — make better decisions. In June 2019, we introduced “Be Brave Enough To Interrupt”, a campaign that implores our team members to take action to avoid situations that may lead to, or result in, an accident.

Our campaign included messaging that emphasized the accountability each and every Valvoline team member must display at work and at home in order to create safer environments.

In most every instance, accidents are avoidable, yet it’s often only after the fact that people recognize the interventions they could have made to prevent an accident from occurring. Our campaign stresses that regardless of whatever social discomfort or embarrassment might result from a team member “interrupting” another about a potential safety issue, it is their obligation to “be brave” and take action before it’s too late. As a company, we value the health and lives of our team members first and foremost, and that spirit must permeate all of our facilities.

In 2019, we streamlined near-miss reporting processes within the company and continued to encourage open dialogue among team members and supervisors whenever a potential risk should arise. By taking these steps and by raising awareness through communication of potential safety issues, we are helping to ensure a safer and better Valvoline.



46%

reduction in our
injury rate over the
past five years



Hear from a Valvoline team member with a personal message about the importance of safety.

ROB SHELTON SAFETY VIDEO →



Valvoline team members recite a safety poem to raise workplace awareness.

SAFETY POEM VIDEO →

SAFETY // VALVOLINE



Exoskeleton Suits

At Valvoline's Leetsdale, Penn., facility, we're testing the use of exoskeleton suits, with signs of positive early results, to help reduce the chance of back injuries among team members. The suit's ergonomic and structural design reduces the pressure and torsion applied to the lower back while helping to enhance the productivity of our team members who are repetitively reaching, bending, and lifting cases. If it's determined through data and team member feedback that the exoskeleton suits continue to work, we've earmarked budgets to introduce the suits in other Valvoline facilities that require heavy lifting across the globe.

“ We're impressed with the early results of the exoskeleton suits in our pilot program, and we plan to roll them out in other facilities in the near future.

NATE SNYDER, VALVOLINE GLOBAL MANAGER, EH&S OPERATIONS

VCPL Mine Safety Week

Valvoline Cummins Private Limited (VCPL) — Valvoline's joint venture with Cummins Inc. — celebrated Mine Safety Week in India by sending VCPL team members from the EHS and sales teams to attend the event to learn and share best practices in mine safety. Safety discussions centered around topics such as integrating technology-powered simulated training environments, the use of battery-operated vehicles to reduce pollutant mine pollutants, and innovative near-miss reporting tools to increase safety data and analysis.

“ Valvoline takes safety seriously, and the chance for our team to collaborate with others and gain insights on new ways of approaching our safety efforts was greatly appreciated.

PARASHAR JOSHI, VALVOLINE, VICE PRESIDENT, SUPPLY CHAIN & OPERATIONS

Valvoline Safety Metrics

MANUFACTURING OPERATIONS

28%

INJURY RATE REDUCTION PAST 5 YEARS

21%

BELOW INDUSTRY AVERAGE RATE

VIOC

57%

INJURY RATE REDUCTION PAST 5 YEARS

38%

BELOW INDUSTRY AVERAGE RATE

VALVOLINE

45%

REDUCTION IN OUR INJURY RATE OVER THE PAST FIVE YEARS, COMPANY-WIDE



Forklift Rodeo

The careful operation of heavy equipment is a critical safety component in many Valvoline locations, and to help drive home the point, our Rochester packaging plant held its first annual Forklift Rodeo to test the forklift skills of team members from a handful of Valvoline facilities. The rodeo competition included a written test to ensure safety and machine knowledge were part of the criteria, but the highlight of the event was the obstacle course which tested the driving skills of each participant. To say it was a challenge is an understatement. Frank Progar, who works at our East Rochester packaging plant, proudly walked away with the first place trophy, and all participants and spectators walked away with a greater appreciation of safety.

→ Frank Progar took first place in our first annual Forklift Rodeo





→ Environment

Valvoline remains committed to environmental stewardship through all aspects of our business, from our product offerings to the services we provide. By continuing to recognize the power we have to mitigate the environmental impacts of our operations, to expedite the growth of more environmentally friendly vehicles, and to work collectively as team members in keeping our communities clean, we can and will make a measurable difference.



ENVIRONMENT // OUR ENVIRONMENTAL IMPACT

In 2019, Valvoline Took Great Strides in Reaching Our Environmental Goals

While Valvoline carbon emissions are significantly less than those of our peers, we continue to find new ways of reducing our environmental footprint while enhancing our transparency.

Reducing Our Carbon Emissions

As part of our environmental strategy, Valvoline established a goal to reduce carbon emissions by five percent over five years across our global operations through the purchase of renewable energy, by taking advantage of near parity pricing, and by evaluating energy saving projects in compressed air, lighting, boilers, controls, as well as leveraging energy data management systems.

We enhanced our energy data management to assess and measure our progress by subscribing to a third-party data management system, EcoStruxure Resource Advisor, and we are using this to update and report our baseline and 2019 energy and carbon emissions.

Our West Chester, Ohio, distribution warehouse of 312,000 square feet completed an LED lighting upgrade

in 2019 that immediately resulted in a 56 percent decrease in electricity consumption. Our new 466,000 square foot La Porte, Texas, warehouse underwent a “grassroots” LED installation which will decrease the power demand by 62 percent compared to the use of fluorescent bulbs. We have also implemented smaller LED lighting projects in Australia and other U.S. facilities, generating additional reductions in electricity and greenhouse gases.

Carbon Disclosure Project

In 2019, Valvoline publicly disclosed information on our carbon footprint, energy consumption and climate risk through CDP, a non-profit organization that operates a global disclosure system for companies to manage their environmental impacts. By reporting through CDP, we have solidified our commitment to stakeholder transparency and positioned our company to uncover environmental risks and opportunities to better inform our decisions.



Our disclosure also improves internal accountability and provides metrics from which we can measure our progress.

Waste Management

All automotive fluids collected from servicing vehicles at company-owned Valvoline Instant Oil Change stores are now being managed by used oil collectors that re-refine the fluids into base oils and ethylene glycol. By directing these waste materials to third party re-refiners, Valvoline is able to reduce greenhouse gases and environmental impacts.

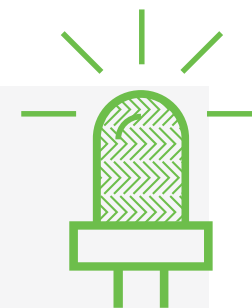
Zero Landfill

As further proof of our pledge to use resources in the most efficient manner, Valvoline continues to approach its 2027 goal of zero-landfill status at all Valvoline plants and warehouses. As of 2019, 73 percent of Valvoline’s blending and packaging facilities and 54 percent of our warehouses had achieved zero-landfill status.



2.5% reduction in VIOC Scope 1&2 Greenhouse Gas emission intensity

99.9 percent of our raw materials are being used to produce products or are being recycled. We also added two new facilities to our operations in 2019, and both came online as zero landfill sites. We employ many elements of the Lean 5S program (sort, shine, straighten, standardize and sustain), and these practices have become a part of our culture.



56%

decrease in electricity consumption at our West Chester, Ohio facility with the installation of LED lighting

ENVIRONMENT // OUR ENVIRONMENTAL IMPACT

Environmentally Friendly Products

Valvoline's sustainability efforts have resulted in environmental benefits that extend beyond our company's operations. As we develop and manufacture innovative, low-viscosity lubricants that improve gas mileage and reduce vehicle emissions for our customers, we are able to produce a much broader, positive impact on the environment. Our lower viscosity heavy duty lubricant contribution to fuel economy account for a 44,000-ton reduction, annually, in vehicle greenhouse gas emissions.

Valvoline has consistently developed products to meet the needs of changing vehicle technology, including environmentally friendly consumer alternatives, such as hybrid and electric vehicles (EV). In 2019, through our dedicated EV lab and our product development lab, we launched our full line of new EV Performance Fluids that help optimize battery performance. We're proudly working in collaboration with our OEM partners as tomorrow's "green" cars become more widely adopted. [Learn more about these efforts in our product section.](#)



44,000-ton

reduction, annually, in vehicle greenhouse gas emissions

Not only are we enhancing the performance of environmentally friendly automobiles, Valvoline has also conducted research and developed lubricants for natural gas powered engines, landfill gas electric generators, wind turbines, and stationary electric batteries. Each of these products and technologies provides carbon-reducing alternatives to the conventional means.



ENVIRONMENT // OUR ENVIRONMENTAL IMPACT

Valvoline Earth Day

To celebrate Earth Day in 2019, team members across Valvoline's global facilities planned grass-roots efforts to help improve the quality of the environment at a local level. Throughout the month of April, our campuses and facilities conducted environmental activities such as greenspace beautification, tree planting, recycling drives, and lunch-and-learns centered around green initiatives that team members can apply at work.



Cincinnati Ohio Plant



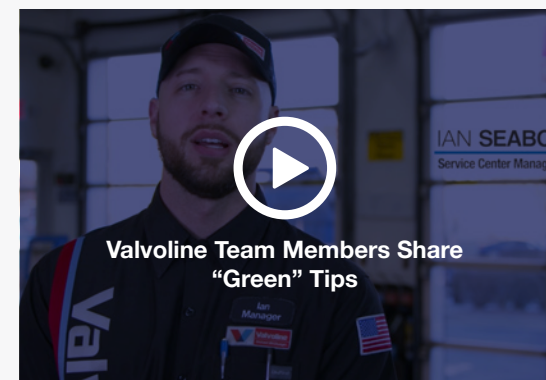
Mississauga Direct Market Mississauga Ontario Canada



Atlanta Georgia Direct Market College Park



Among the many steps Valvoline has taken to improve the quality of our environment in 2019, we're promoting the adoption of reusable cups and straws in all facilities company wide.



Watch our Earth Day video which features team members encouraging sustainable practices.

➔ Valvoline celebrates Earth Day across the globe



> Product

Valvoline's commitment to product innovation and product stewardship ensures that our technology, engineering, and manufacturing expertise work together to consistently deliver the highest-quality lubricants and other fluids to our customers, keeping vehicles running at peak performance.



PRODUCT // INNOVATIVE PRODUCTS TO DRIVE TOMORROW'S VEHICLES

Leading the Way

As technology impacts the way engines and automobiles are built, Valvoline consistently develops and introduces new product formulations to meet those demands. Our strong commitment to research and development position us at the cutting edge of lubricant and fluid innovations — right where our customers need us to be.

Electric Vehicles

With the continued growth of electric and self-driving vehicles, Valvoline is working in collaboration with our OEM partners to develop new products to meet the fluid and lubricant requirements of tomorrow's cars.

"We've researched, tested and proven this line's capabilities in our own labs and using real-time data in real-world conditions. That rigorous testing process from our technical team ensures that each EV Performance Fluid meets the highest standards of this rapidly advancing category."

FRAN LOCKWOOD, VALVOLINE'S CHIEF TECHNOLOGY OFFICER

Through our dedicated EV testing lab, we've been studying and testing battery technology to optimize formulations to meet the unique conditions of electric vehicles. Batteries perform at an optimal level when they operate within a certain temperature range, and Valvoline has developed the coolants that help maintain an ideal temperature to increase battery life. In 2019, Valvoline launched a full line of new electric vehicle product offerings with the introduction of Valvoline EV Performance Fluids, including Valvoline EV Heat Transfer Fluid, Valvoline EV Drive System Fluid, Valvoline EV Brake Fluid and Valvoline EV Grease. These fluids cover a range of applications for batteries, fuel cells, electronic controls, charging applications, and even drones and electric aircrafts.

Valvoline EV Performance Fluids



Product Stewardship

As a long-standing member of the Household & Commercial Products Association, Valvoline subscribes to ProductCare®, a comprehensive product stewardship program. The values that drive this program squarely align with those of Valvoline as we strive to deliver products that maximize benefits to our customers and their vehicles, while minimizing impacts on the environment.

We are always careful to consider the attributes and impacts of new and existing products and packaging, and where possible, choose components for product formulation based on "green" chemistry principles and the Environmental Protection Agency's Safer Choice program. We consistently monitor regulatory agencies for updated chemical substances of concern and for updated legislation that may impact our products. In those instances, we determine the best way to address the problem and act accordingly.

“ At Valvoline, product stewardship is a natural extension of our culture — we simply want to make the best product, in the safest fashion possible.

ALAN BLACK, VALVOLINE GLOBAL PRODUCT REGULATORY AND TRADE COMPLIANCE MANAGER

ALL ENGINE INTAKE CLEANER PRODUCT STEWARDSHIP CONSIDERATIONS:



Direct response to trends in engine market



Removed substance currently listed on EPA's chemicals under the Toxic Substances Control Act



Replaced organic solvent-based chemistry with emulsion-based chemistry



Reduction in hazards and risks of exposure



Consulted EPA's Safer Choice list for product ingredients



Product attributes allow mechanics to carry only one product for old and new engines



> Diversity & Inclusion

We believe an inclusive workforce, where diverse team members feel engaged and valued, helps inspire new ways of thinking at Valvoline. The unique characteristics that shape each individual help inform our decisions as a company, and those perspectives afford us a better understanding of the needs of our diverse customer base.



DIVERSITY & INCLUSION // WOMEN IN THE WORKPLACE

Creating Opportunities for Women to Thrive in the Workplace: a Valvoline Roundtable Discussion

As part of our efforts to encourage a more diverse and inclusive work environment, a “Women in Leadership” roundtable discussion was recently held to celebrate the strides we’ve made in promoting women to leadership positions at Valvoline and to identify areas where we can continue to grow the diversity of our employee base. Our most senior female team members, including Valvoline’s four female executive officers and two female board members, all attended the event.

Valvoline has successfully promoted women from within, but our efforts to recruit talented females to leadership roles has also ramped up in recent years. In 2016, Mary Meixelsperger joined Valvoline as chief financial officer, and she based that decision largely on the tone that was set at the top. “Steve Kirk, our board chair, and Sam Mitchell, our CEO, made it clear to me that having a diverse leadership team was critical,” said Meixelsperger. “They recognize the benefits of including different viewpoints when weighing business strategy, and that was an important criteria of mine.”

Valvoline board member, Carol Kruse, shared insights on the importance of not only giving working and single moms the opportunity to advance, but providing them the appropriate workplace environment to thrive and succeed. “Too many times in my previous work experiences I witnessed deserving women achieve a position of power, only to find inflexible time demands lead to their demise,” said Kruse. “I feel Valvoline has established a good work/life balance, but we need to continue to improve on that to broaden our appeal to more diverse candidates.”

During the discussion, a number of suggestions were raised to help maintain the upward trajectory of Valvoline’s inclusive workplace.

Some of the opportunities include establishing a more formal mentoring program, better tracking and analysis of diversity metrics, increasing the pipeline of diverse applicants, reviewing and updating policies that specifically affect women in the workplace, and expanding the number of female employees at our VIOC service centers.



“ Raise your hand and don’t be afraid to take your seat at the table, because if you don’t someone else will take the opportunity.

MARY TWINEM, VALVOLINE BOARD MEMBER



Women made up 44% of the senior leadership team at Valvoline in 2019

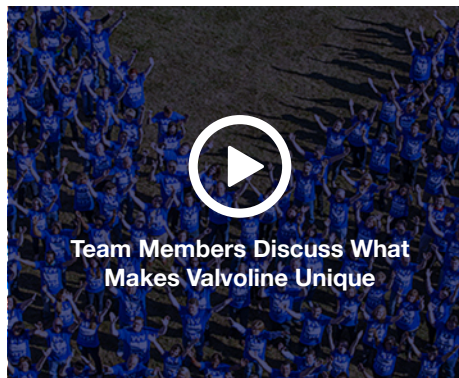
DIVERSITY & INCLUSION // VALVOLINE

At Valvoline, we recognize the importance of a diverse and inclusive work environment. We are striving to improve diversity in our workforce and to create an atmosphere where each individual feels empowered and engaged.



Diversity Recruiting

Our efforts to recruit diverse applicants expanded in 2019, including the creation of videos featuring our diverse VIOC and corporate workforce.



Supplier Diversity

Broadening the diversity of our supplier base has been an initiative at Valvoline for years. Recognizing the opportunities that exist, we sponsored a number of events in 2019 including the Women in Business Conference, the BMW Manufacturing Supplier Diversity Matchmaker Conference, and the Woman's Supplier Development Event in Lexington, KY.



Valvoline Women's International Network

VWIN, one of Valvoline's employee resource groups, strives to empower women while providing an outlet for all employees to discuss and overcome issues women may face in the workplace. In 2019, VWIN hosted a social event, open to all Valvoline employees regardless of gender, to help reinvigorate excitement in the group. Shortly thereafter, VWIN hosted several events, including hosting Valvoline board member, Carol Kruse, who shared a wealth of life experiences. Kruse reflected on her career as a working mother and as an executive at companies such as ESPN and The Coca-Cola Company. The interactive event was a great opportunity for team members to gain insights on how to more effectively balance life at home and at work.

“VWIN has introduced me to people who have been so instrumental in my career growth at Valvoline that I simply wouldn't have otherwise encountered in my day-to-day work routine.”

LAUREN RUST,
VALVOLINE ACCOUNTING SUPERVISOR



**\$71 MILLION
IN DIVERSE SPEND
SINCE 2016**



→ Workplace

At Valvoline facilities around the globe, we've established workplace environments that promote safety, foster creativity, reward hard work and challenge each employee to reach their fullest potential.



WORKPLACE // VIOC TALENT DEVELOPMENT

Valvoline's Talent Management Mission: Attract, Develop, Protect and Retain Superior Talent

With Valvoline's strategic shift to increase focus on services by continuing to aggressively grow our Quick Lubes segment, which included the addition of 143 company-owned and franchised locations in 2019, the need for talent to manage those stores is critical. And with plans to add approximately 100 stores each year as we fill out our footprint in the United States and Canada, Valvoline's talent development pipeline is ready to deliver.

Getting the Right People on Board

Successful talent development starts with hiring the right people. Valvoline's talent acquisition is based on profiles of our target employees, including "building block" traits and experiences that will allow for strong development early in employees' tenures. Our strong employer branding and sourcing efforts allow us to select among the very best.

Training Program

In Valvoline Instant Oil Change (VIOC) service centers, once the targeted employees are on board, our strategy turns to structured early learning supported by a proprietary digital learning platform which houses all training materials for the first 200 days of employment. Each day may include manager-led training, hands-

More than 97% of employees are certified on-time, up 7% from last year



on learning activities, checklists, e-learning, and certifications, all of which improve retention rates and employee engagement. Team members follow our detailed training plan which results in their first certification within 60 days and an additional promotion in another 200 days. Time-to-certification and second promotions are tracked meticulously through proprietary algorithms which reveal employee progress and identify areas for improvement.

As our development program progresses, attention turns to building the appropriate VIOC leaders to effectively fill our open supervisory and managerial positions. Despite turnover at half our industry average, a strong talent pool is critical to support our continued growth. By engaging our team members early, we provide them the necessary tools to learn and acquire new skills which increases their value as an employee and, most



importantly, affords them the opportunity to advance their careers. These efforts enable Valvoline to continue a "promote-from-within" strategy, and the metrics offer proof of our success: 100% of our service center manager promotions, 100% of our area manager promotions, and 93% of our market manager promotions were earned by team members who started in hourly positions at VIOC.

"We've created the tools to help effectively convey what makes Valvoline unique as an employer to better attract our ideal candidates."

BRANDIE DAWSON, VALVOLINE TALENT ACQUISITION MANAGER.



100% of our VIOC service center managers promoted from within in 2019



100% of our VIOC area managers promoted from within in 2019

WORKPLACE // VALVOLINE

The Association for Talent Development's BEST Awards recognize organizations that demonstrate enterprise-wide success as a result of employee talent development. In 2019, Valvoline ranked #4 on the list.

**Introduction To Management**

VIOC's Introduction to Management program occurs approximately 18 times every year. During the event, an average of more than 30 VIOC assistant managers who qualify as potential store managers meet at our corporate headquarters for three days. There they interact with leadership team members and peers from other retail stores to learn about our culture, share best practices, and receive management training to prepare them for career advancements.

30+

VIOC assistant managers, who qualify as potential store managers, converge at our corporate headquarters to learn more about Valvoline's business and ethos.



Valvoline was recognized again as one of the Best Places to Work in Kentucky in 2019.



2019 Key Data and Performance Indicators

Citizenship



\$587K

raised for charitable organizations during our annual U.S. Valvoline Employee Giving Campaign

[Charitable Giving Program →](#)

9+ years

of conducting Earth Day events across the company



[Charitable Giving Program →](#)



\$1.7M+

raised for Children's Miracle Network Hospitals since 2009

[Charitable Giving Program →](#)

Safety



45%

reduction in our injury rate over the past five years, company-wide

[Health and Safety →](#)

MANUFACTURING OPERATIONS

28%

injury rate reduction past 5 years

[Health and Safety →](#)



21%

below industry average rate

[Health and Safety →](#)

2019 Key Data and Performance Indicators

VIOC



57%
injury rate reduction
past 5 years

Health and Safety →

38%
below industry
average rate

Health and Safety →

Environment

63%



supply chain sites
that are zero landfill

Waste\Hazardous Waste
Management Program →

6.1M

pounds of recycled
materials in 2019



Waste\Hazardous Waste
Management Program →

4.0%

reduction in
Valvoline Operations
Scope 1 & 2 Greenhouse
Gas emission intensity

Energy Management
Programs →



8.3M

gallons
(26% increase) in recycled
automotive fluids

Waste\Hazardous Waste
Management Program →

2019 Key Data and Performance Indicators

Environment

30%

of office supply purchases are sustainably sourced



Energy Management Programs →

Product

206K

total safety data sheets generation rate



90.1%

of our safety data sheets generated electronically, greatly reducing paper use

Diversity & Inclusion



\$71M

in diverse spend since 2016



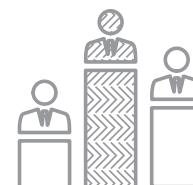
44%

of Valvoline's senior leadership team are women

Workplace

100%

of our VIOC service center managers promoted from within



Workplace Profile →

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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General Standard Disclosures

Strategy and Analysis

G4-1	Statement from senior decision-maker	From Our CEO
G4-2	Key impacts, risks and opportunities	10-K

Organizational Profile

G4-3	Name of the organization	Our CSR Approach
G4-4	Primary brands, products, and/or services	Our CSR Approach
G4-5	Location of organization's headquarters	Lexington, KY
G4-6	Countries of operation	Our CSR Approach
G4-7	Nature of ownership and legal form	10-K
G4-8	Markets served	Our CSR Approach, 10-K
G4-9	Scale of the reporting organization	10-K

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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General Standard Disclosures (continued)

Organizational Profile

G4-10	Total workforce by employment type, gender, employment contract and region	Workforce Profile, Diversity & Inclusion
G4-11	Percentage of total employees covered by collective bargaining agreements	Specific to North America employee population, including VIOC, 1.4% of employees are covered by collective bargaining agreements.
G4-12	Describe the organization's supply chain	Supply Chain Management
G4-13	Significant changes during the reporting period	10-K
G4-14	Whether or how the precautionary approach or principle is addressed by the organization	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.
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	External Commitments
G4-16	Memberships in associations and/or advocacy organizations	External Commitments

Identified Material Aspects & Boundaries

G4-17	Entities included in the organization's consolidated financial statements	10-K Schedule 1
G4-18	Process for defining the report content	About this Report

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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General Standard Disclosures (continued)

Identified Material Aspects & Boundaries (continued)

G4-19	List material aspects identified	About this Report
G4-20	Aspect boundary within the organization	About this Report
G4-21	Aspect boundary outside the organization	About this Report
G4-22	Explanation of any re-statements of information in earlier reports	None
G4-23	Significant changes from previous reporting periods	None

Stakeholder Agreement

G4-24	List of stakeholder groups engaged by the organization	About this Report
G4-25	Basis for identification and selection of stakeholders with whom to engage	About this Report
G4-26	Approaches to stakeholder engagement	About this Report
G4-27	Key stakeholder topics and concerns and organization response	About this Report

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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General Standard Disclosures (continued)

Report Files

G4-28	Reporting period	About this Report
G4-29	Date of the most recent previous report	About this Report
G4-30	Reporting cycle	About this Report
G4-31	Contact point for questions regarding the report or its contents	About this Report
G4-32	Table identifying the location of the Standard Disclosures in the report	About this Report
G4-33	Policy and practice with regard to external assurance for the report	About this Report

Governance

G4-34	Governance structure of the organization	Governance, Proxy (pages 13-18)
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Governance, Proxy (pages 13-18)
G4-36	Executive-level position with responsibility for economic, environmental and social topics	Governance
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Governance, Proxy (pages 19-20)

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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General Standard Disclosures (continued)

Governance (continued)

G4-38	Composition of the highest governance body and its committees	Governance, Proxy (pages 13-14)
G4-39	Report whether the chair of the highest governance body is also an executive officer and, if so, his or her function within the organization's management and the reasons for this arrangement	Governance, Proxy (page 13, 16-17)
G4-40	Nomination and selection processes for the highest governance body and its committees	Governance, Proxy (pages 5-10, 19-20)
G4-41	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Governance, Proxy (pages 13-14, 18-19)
G4-42	The highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	Governance, Proxy (pages 14-17)
G4-43	The measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Governance, Proxy (pages 14-17)
G4-44	Process for the evaluation of the highest governance body's performance particularly with respect to economic, environmental and social performance	Governance, Proxy (pages 14-17)
G4-45	The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities	Governance, Proxy (pages 14-17)
G4-46	The highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	Governance, Proxy (pages 17)

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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General Standard Disclosures (continued)

Governance (continued)

G4-47	The frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Governance, Proxy (page 17)
G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered	Governance, Proxy (page 17)
G4-49	Process for communicating critical concerns to the highest governance body	Governance, Proxy (pages 19-20)
G4-50	The nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	Governance, Proxy (pages 19-20)
G4-51	Remuneration policies for the highest governance body and senior executives	Governance, Proxy (pages 21-58)
G4-52	Process for determining remuneration	Governance, Proxy (pages 21-58)

Ethics and Integrity

G4-56	Describe the organization's values, principles, standards and norms of behavior, such as codes of conduct and codes of ethics	Our CSR Approach, Standards of Business Conduct
G4-57	Internal and external mechanism for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as help lines or advice lines	Our CSR Approach, Standards of Business Conduct
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistle blowing mechanisms or hotlines	Our CSR Approach, Standards of Business Conduct

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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General Standard Disclosures (continued)

Economic Performance

G4-EC1	Direct economic value generated and distributed	Annual Report
G4-EC3	Coverage of the organization's defined benefit plan obligations	10-K

Environmental

Materials

G4-EN1	Materials used by weight or volume	178.4 million gallons FY 2019
G4-EN2	Percentage of materials used that are recycled input materials	9.8% recycled input materials

Energy

G4-EN3	Energy consumption within the organization	Organization energy consumption 164,767 MWhr and 562,208 MMBTU. Valvoline Energy Management
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Water

G4-EN8	Total water withdrawal by source	Valvoline consumed 234,100 cubic meters. Water Management Programs
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GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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Environment (continued)

Biodiversity

G4-EN11	Operational sites owned, leased, managed in, or adjacent, to protected areas and areas of high biodiversity value outside protected areas	Valvoline does not own, lease or manage operational sites in or adjacent to protected areas or areas of high biodiversity value outside protected areas. We also do not own, lease or manage operational sites in areas where habitat restoration has occurred or in habitat protected areas. Nor do our activities result in significant impacts to these types of areas.
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	
G4-EN13	Habitats protected or restored	

Emissions

G4-EN15	Direct greenhouse gas emissions (Scope 1)	Direct GHG Emissions*: 22,305 mt. CO ₂ e Valvoline GHG Summary *emissions includes transportation fuels
G4-EN16	Indirect greenhouse gas emissions (Scope 2)	Indirect GHG Emissions: 25,907d mt. CO ₂ e Valvoline GHG Summary

Effluent and Waste

G4-EN23	Total weight of waste by type and disposal method	752,445 pounds of overall waste generation Waste Management
G4-EN24	Total number and volume of significant spills	None
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII and percentage of transported waste shipped internationally	5,689 lbs Operations Hazardous Waste shipped for disposal. None shipped internationally. Waste Management Program

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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Environment (continued)

Products and Services

G4-EN27	Initiatives to mitigate environmental impacts of products and services	Product Stewardship
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Valvoline purchased 29.4 million million lbs of plastic and 7.4 million lbs or 25%, being Post Consumer Resin content.

Compliance

G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	No significant fines
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Supplier Environmental Assessment Compliance

G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Supply Chain Management
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GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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Social—Labor & Docent Work

Employment

G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employee, by significant location of operation	Workforce Profile
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Labor Management Relations

G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Workforce Profile
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Occupational Health and Safety

G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Valvoline currently has 208 employees globally that participate on established safety committees. This equates to 3.4% of the total employee population of the company.
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	As a whole, ergonomic related injuries accounted for 28% of the recordable cases in non-VIOC locations, a decrease from the prior year. Slips, Trips, and Falls also decreased, accounting for 28% of the overall case load. Lacerations also were reduced, accounting for 5% of recordable injuries in 2019. Injuries related to moving vehicle incidents accounted for 28% of the 2019 cases, while being struck by or against objects accounted for 11%. North America region experienced the most recordable injuries as well as had the highest TRIR rate. Valvoline does not currently track injury data by gender. There were no fatalities.
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Noise-induced hearing loss is the only type of occupational disease that has been experienced by Valvoline, primarily impacting manufacturing employees. In 2019, there were no noise-induced hearing loss cases. Seasonal heat stress is the primary cause of occupational illness at Valvoline, primarily impacting VIOC employees.
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Valvoline does not collect this information at this time. All of our employees are covered by Valvoline's safety programs and management systems.

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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Social—Labor & Docent Work (continued)

Training and Education

G4-LA9	Average hours training per year per employee by gender, and by employee category	VIOC delivers 233 hours of training per year per hourly employee. There is no gender variation. Management receives 12 hours on average. Workforce Profile
G4-LA10	Programs or skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Workforce Profile
G4-LA11	Percentage of employees receiving regular performance and career development reviews by gender and employee category	Valvoline managers conduct “Performance Check-Ins” to benchmark employee progress against annual objectives and professional development goals, at a minimum of every trimester.
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Supply Chain Management

Human Rights

Investment

G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Workforce Profile
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Freedom of Association and Collective Bargaining

G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Workforce Profile
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GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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Human Rights (continued)

Child Labor

G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Workforce Profile
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Forced or Compulsory Labor

G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Workforce Profile
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken	Valvoline has no violations
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Supply Chain Management

Society

Local Communities

G4-S01	Percentage of operations with implemented local community engagement, impact assessments and development programs	Valvoline requires all plants and facilities with 10 or more employees to annually assess and develop a community engagement plan.
G4-S02	Operations with significant potential or actual negative impacts on local communities	None

GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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Society (continued)

Anti-Corruption

G4-S04	Communication and training on anti-corruption policies	Ethics and Compliance
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Public Policy

G4-S06	Total value of political contributions by country and recipient/beneficiary	Valvoline made no political contributions in fiscal year 2019
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	Supply Chain Management

Product Responsibility

Customer Health and Safety

G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	All of Valvoline's lubricants and chemical products are evaluated for health, safety and environmental impact as part of our new product design, testing , and implementation processes.
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GRI // Report Information

About This Report

We prepared this report 'Citing-GRI Reports.' This is our third GRI report and it documents Oct. 1, 2018, through Sept. 30, 2019. We plan to 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

This is Valvoline's second CSR report, and we continue to strive to develop a formal process to determine our material aspects, in accordance with the GRI guidelines, our management systems, goals and objectives and their importance to our stakeholders.

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.

