

# Powered by *People*

2018 CORPORATE SOCIAL RESPONSIBILITY REPORT



## 2018 CSR REPORT

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# Powered by People

From efforts to minimize the environmental impacts our operations have on the planet, to actions that make our communities better places to live, to initiatives that make Valvoline more inclusive, our success is powered by Valvoline™ team members around the globe. We proudly feature their hard work and innovative thinking in this year's CSR report.



[READ OUR STORIES](#)





Sam Mitchell,  
CEO Valvoline

## TO OUR STAKEHOLDERS


**At Valvoline we have much to celebrate—including the significant strides we’ve made in setting the foundation to drive long-term success—over the two years since our IPO.**

That foundation includes our strong financial performance, but also the progress achieved in reducing our environmental impacts, supporting the communities in which we operate, and creating a safer and more inclusive workplace. Our 152-year legacy is built on a promise to deliver products and services that improve the sustainability of our customers’ engines, and that promise of sustainability helps inform all decisions we make as a company. As one of Valvoline’s core values states, “We are committed to winning ... the right way.”

Continue letter on next page →

**59%**   
supply chain sites that are zero landfill

**46%**   
below our industry average in our VIOC injury recordable rate

**75%**   
increase in Valvoline’s diverse suppliers pipeline since 2017



In that spirit, we are pleased to share our 2018 Corporate Social Responsibility (CSR) Report. During the past year, we made significant progress in creating positive impacts for our team members and our neighbors alike, both through internal initiatives and by leveraging external partnerships. Below are just a few examples of achievements in the three strategic areas of Valvoline's CSR efforts — *citizenship, sustainability and diversity and inclusion*:

- We continued to make good progress in our Zero-Landfill Program.
- We were recognized, once again, as one of Kentucky's "Best Places to Work."
- We bolstered our recruiting initiatives to attract more diverse candidates.
- We continued to post remarkable talent development metrics.
- We celebrated another year of active giving and volunteering by our employees.
- We backed up our recognition as one of America's safest companies.

I encourage you to explore the CSR report to learn more about these stories and others. The theme of this year's report, "Powered by People," is most fitting in that it recognizes the amazing efforts of our 6,700 employees worldwide. Without their hard work, generosity, inventiveness and care, none of these accomplishments would be possible.

While we take time to celebrate our CSR efforts, we must recognize there is always more work to do. With the "Hands-On Expertise" of our team members, I have confidence we'll continually strive to realize our CSR objectives and set new goals as we achieve them. We welcome any feedback on how we're doing on our CSR journey.



**Samuel J. Mitchell, Jr.**  
Chief Executive Officer



OUR CSR APPROACH

**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, including building shareholder value through strong financial performance, creating innovative and environmentally friendly products for our customers, providing a safe and nurturing workplace for all employees, and making the communities in which we operate better places for our neighbors to live. 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.

**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

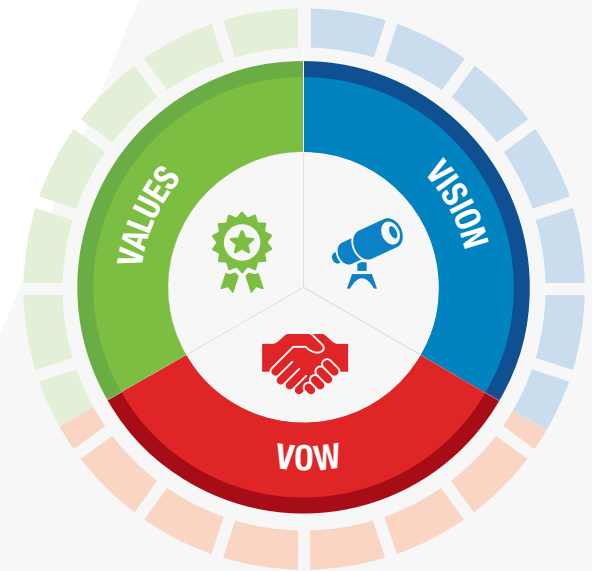
**Vow**

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

**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.





OUR CSR APPROACH

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 below.

[See Valvoline's Charitable Giving Program](#) →

Valvoline Management Systems

From our plant personnel to our CEO, Valvoline has a passion for our People, Product and Planet-driven management systems. This is demonstrated by the high attendance and frequency of service center and plant floor safety and environmental topic meetings, as well as our “3P” plant and company management review meetings. Valvoline has two distinct, yet complementary, management systems to meet the unique needs of the VIOC retail business and our supply chain operations.

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. As a result, VIOC is almost 50 percent below the industry average on incident injury rates.

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.

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 over 150 years, during which 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 more than 1,200 quick-lube locations, including the No. 2 quick-lube chain by number of stores in the United States under the Valvoline Instant Oil Change<sup>SM</sup> brand and the No. 3 quick-lube chain by number of stores in Canada under the Great Canadian Oil Change brand. It also markets Valvoline lubricants and automotive chemicals, including the new Valvoline™ Modern Engine Full Synthetic Motor Oil, which is specifically engineered to protect against carbon build-up in Gasoline Direct Injection (GDI), turbo and other engines manufactured since 2012; Valvoline High Mileage with MaxLife technology motor oil for engines over 75,000 miles; Valvoline Synthetic motor oil; and Zerex™ antifreeze. To learn more, visit [www.valvoline.com](http://www.valvoline.com).

FY 2018 VALVOLINE STATISTICS



**\$2.3B**  
in revenue



**6,700**  
employees



**140+**  
countries where  
Valvoline is sold

Our products were sold to consumers through more than:

**30,000** retail outlets

**12,000** U.S. installer locations

**1,200** franchised and company-owned VIOC quick lube centers

<sup>TM</sup> Trademark, Valvoline or its subsidiaries, registered in various countries

<sup>SM</sup> Service mark, Valvoline or its subsidiaries, registered in various countries

® Trademark owned by third party

Read stories from people who power Valvoline in each of our areas of focus:



SAFETY



CITIZENSHIP



DIVERSITY & INCLUSION



PRODUCT



ENVIRONMENT



WORKPLACE



# *Profiles in Safety*

At Valvoline, we believe that all injuries, occupational illnesses and incidents are preventable, and we are committed to operating with a zero-incident culture. We design, build and operate our facilities to nurture a safe and secure workplace.



SAFETY





It's an honor to be recognized, but this is really about our team and all the hard work they've put in to create a safer workplace environment.

**Aakash Shah**  
Valvoline Cummins Private Limited EH&S Manager

**SAFETY // Valvoline Cummins Private Limited**

Valvoline Cummins Private Limited (VCPL) – Valvoline’s joint venture in India with Cummins Inc. – was recognized at the 2018 Green Petal Awards in the EH&S-Safety category. The Green Petal Awards are sponsored and supported by the Green Maple Foundation, a non-profit organization that promotes and recognizes improvements in and contributions to the field of economic and social development in India.

The award is a testament to VCPL and the significant strides being made in its safety efforts, particularly as they relate to performance and reporting. Examples of those initiatives include extending the EH&S training program to include original equipment manufacturer (OEM) customers, distributors and suppliers. By training more than just VCPL employees on safe lubricant handling and storage, the potential safety and environmental benefits are increased

exponentially. In addition, a systematic safety reporting tool has been implemented at VCPL to more accurately capture and learn from safety incidents at work.

Aakash Shah, Valvoline Cummins Private Limited EH&S Manager, was on hand to receive the Green Petal Award for Outstanding Performance in Safety Management on behalf of VCPL. Shah was also presented an Achiever’s Award, recognizing individual achievement in safety management.





## SAFETY // Valvoline Safety Selfies

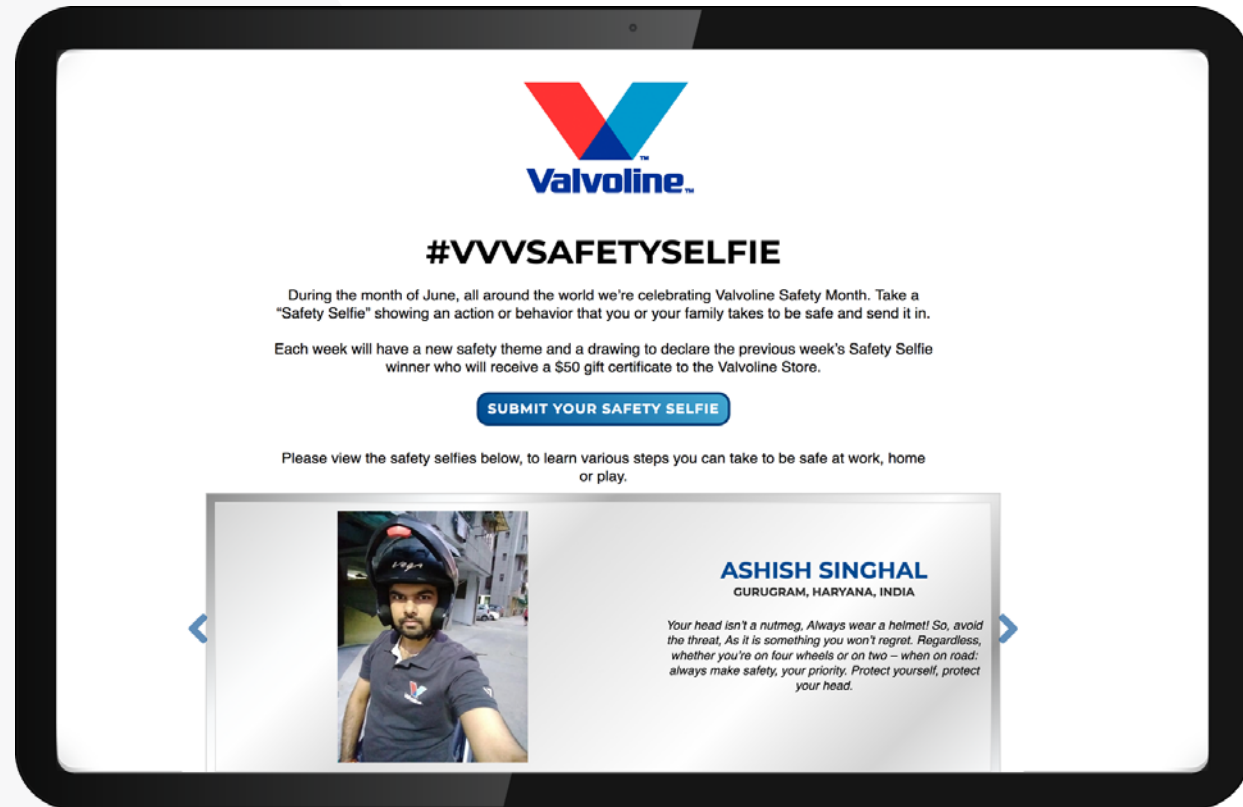


**Our Safety Selfies are a fun and interactive way to involve our team members at a personal level, demonstrating Valvoline's commitment to safety.**

**Gary Allen**  
Vice President, EH&S

At Valvoline, safety is always our priority, and in June, we celebrated National Safety Month with a weekly contest called Safety Selfies, in which our team members posted photos of themselves that include tips to be safer at home and at work. The contest asked employees to focus on a different topic each week – including emergency preparedness, personal wellness, slips and falls, and driving – to be eligible for prizes. With more than 100 submissions entered from the United States, Australia, India, Netherlands, South Africa and Canada, the initiative had a positive impact around the globe.

[Visit site →](#)



**100+**



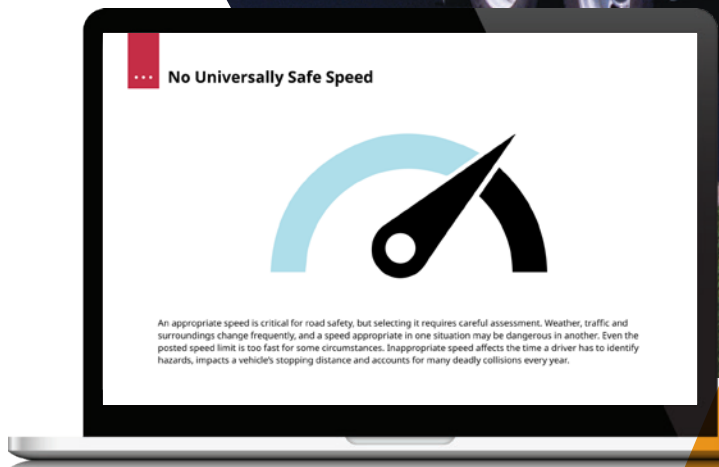
submissions entered from the United States, Australia, India, Netherlands, South Africa and Canada

**SAFETY // Safe Driver Training Program**

Improving the safety of our employees who regularly drive for business purposes, and the safety of those with whom they share the road, was a point of focus for Valvoline in 2018. Any team member who operates a Valvoline fleet, rents a specific number of vehicles, reaches a specific number of rental cars, or claims a certain amount of mileage for reimbursement is automatically enrolled in our Safe Driver Training Program. As part of the program, in which almost 400 Valvoline employees are currently enrolled, we employ an online training module that creates potentially hazardous events one might encounter during a typical delivery or travel route. The module has been updated with enhanced interactivity resulting in a more effective and educational safety tool. It provides the ability to choose between scenarios that best fit our drivers' assigned routes, such as simulating a busy city street or an interstate highway, and to learn where hazards exist and how to best avoid them.

Since the program's inception in 2015, Valvoline has experienced a 31 percent reduction in total incidents, and in 2018, we saw a drop of 13 percent in total incidents from the previous year. We have settled on a consistent, bi-monthly training interval for our enrolled team members, as our historical statistics reflect a direct correlation between a lapse in regular training and spikes in number of incidents.

**"As one of America's safest companies, we pride ourselves on continual improvement in that area," said Nate Snyder, global manager, EH&S operations. "The training program has clearly had a profound effect on our drivers' safety."**



**31%**

reduction in total incidents since 2015

**13%**

drop in total incidents since 2017





# Profiles in Citizenship

Being a good corporate citizen is fundamental to our values as a company. We recognize the importance of caring for and supporting those who live in the communities in which Valvoline operates.



CITIZENSHIP





## CITIZENSHIP // Team Valvoline Ignition Program

By educating students about the roles motor oil and automotive fluids play in making engines run better, our Team Valvoline Ignition Program is training the next generation of automotive professionals and DIYers. Valvoline has partnered with more than 3,000 secondary schools since the program's inception to provide training videos and exams to more than 600,000 students, allowing them to earn certifications as they go. The courses take place in school classrooms nationwide and are facilitated by teachers using Valvoline-provided tools. Beyond the technical aspects, the program also includes job interview training to help prepare our future mechanics when it's time for them to pursue a career.

Kyle Moore, a junior at Chincoteague High School in Virginia who also attends Badger Technical Center North in the afternoons, has had an affinity for cars as far back as he can remember. "My family has always owned classic cars, and I've been working on them since I was a kid," Moore said. He has sights on becoming an automotive mechanic a few years down the road, and he appreciated what the program had to offer.

**"The career advice and job interview training were as helpful as the really good technical information. I hope to make a career of this someday and work on my favorite brand – Chevy. Valvoline helped me get closer to that goal," Moore said.**

# 600,000+

students have access to Valvoline training videos and exams allowing them to earn automotive certifications.







**\$339,000+**

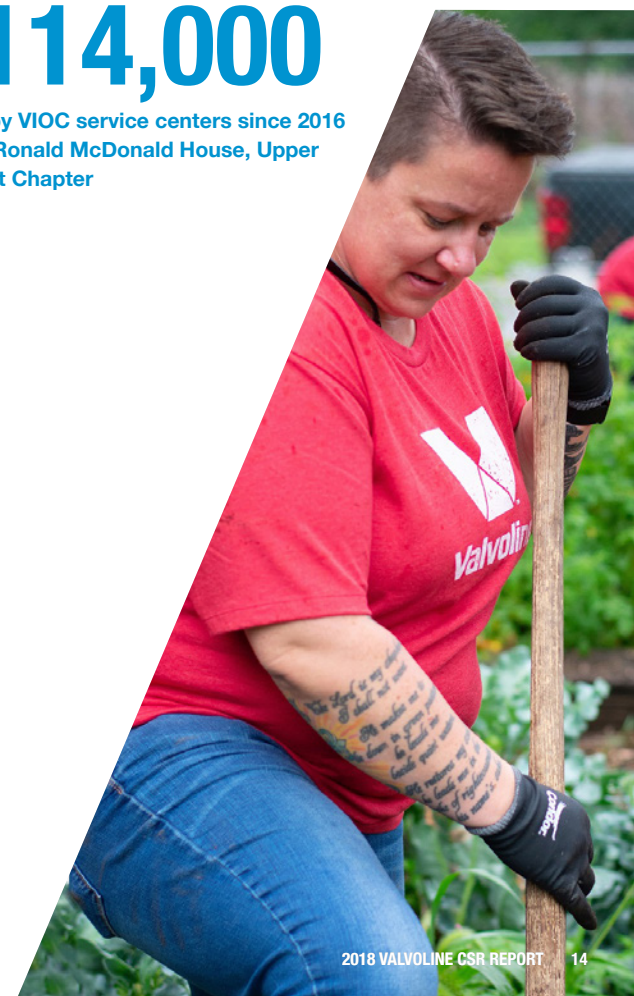
raised by VIOC service centers to benefit Children's Miracle Network Hospitals

**\$27,000+**

raised by VIOC service centers in Cincinnati for the Cystic Fibrosis Foundation

**\$114,000**

raised by VIOC service centers since 2016 for the Ronald McDonald House, Upper Midwest Chapter



**CITIZENSHIP // Valvoline Instant Oil Change**

Valvoline Instant Oil Change (VIOC) service centers raised over \$339,000 in 2018, mostly in \$1 increments from guests and family members, to benefit Children's Miracle Network Hospitals. The grand total is a jump of 38 percent from the previous year. Our donation helps support approximately 37 million patient visits, including ER stays, cancer treatments, long- and short-term critical illnesses, research and education.

Yet the VIOC service centers' generosity is felt well beyond this single cause, as each market supports other local citizenship efforts across the country. Our St. Louis market helped farm an inner-city community garden that provides healthy food alternatives for local residents. In our Cincinnati market, we raised over \$27,000 in 2018 for the Cystic Fibrosis Foundation. Our team members in

Nashville volunteered at the Tennessee Special Olympics to help coordinate, set up and judge the games. And in our Minneapolis market, we were recognized by Ronald McDonald House, Upper Midwest Chapter as the House Volunteer Award winner in 2018 for our time helping with landscaping, painting, moving furniture, and cleaning. We also have raised \$114,000 since 2016 for the Ronald McDonald House.

**"When you have a company that cares about putting time, money and effort into a good cause, it gives people a sense of pride for where they choose to work and evolve in their career," said Michael Raines, VIOC market manager in Cincinnati.**



**CITIZENSHIP // Valvoline World Headquarters**

Valvoline proudly calls Lexington, Kentucky, the home of our corporate headquarters, and we gladly give back to the community that has given us so much. From financial support to volunteerism, we try to make an impact where it's needed most.

**Woodhill Community Center**

In 2018, we were excited to be a part of the Woodhill Community Center's grand opening, a safe place where children from the disadvantaged neighborhood of Woodhill and Breckinridge Elementary come to learn and play. We are also an active sponsor of the Valvoline Education Center, an important component of the community center, where children can do homework, receive one-on-one reading assistance, increase computer literacy, and learn new skills like coding in the technology center.

**Breckinridge Elementary**

Through our ongoing partnership with Breckinridge Elementary, a school where many children from one of Lexington's most diverse and economically disadvantaged neighborhoods attend, Valvoline has sponsored and supported a number of activities including Junior Achievement, Big Brothers Big Sisters and Teacher Appreciation Day. We also invite Breckinridge Elementary students to Valvoline's corporate campus for Mole Day — a celebration of all things science — where kids participate in activities to help spur an interest in STEM-related courses.



Watch our Valvoline team members participate in Junior Achievement



**200+**

students have been exposed to STEM through our Mole Day program since 2016

**\$360K**

raised in 2018's Employee Giving Campaign





## CITIZENSHIP // Valvoline International

### India

Through our joint venture, Valvoline Cummins Private Limited, we continue to support health clinics in three locations across India, including two new clinics we helped open in 2017. We've focused our efforts in locations where we operate and where significant healthcare needs exist. In 2018, the facilities distributed medication and provided clinical and laboratory services to more than 30,000 people, and they helped raise healthcare education through awareness campaigns that reached more than 200,000 people. Not only do we provide financial support, but our team members actively volunteer their time at the clinics as well.

### United Arab Emirates

Valvoline team members in Dubai volunteer at the Senses Residential Care Home, which provides safety, comfort and care to children with special needs whose families are unable to support them. Our team organized and participated in activities for more than 100 children, including face painting, magical acts, games, and good

food and music. "Volunteering at Senses Residential not only gave us a change in perspective but showed us that a simple act of kindness can mean the world to another individual," said Viviana Garcia Villamil, Valvoline marketing manager.

### China

Valvoline, as part of the China Aftermarket Forum, has joined 11 other well-known auto parts companies to launch the China Aftermarket Talent Development Program (CAT). The innovative pilot program is designed to help develop high-potential students from the University of Shanghai for Science and Technology. It will also provide an opportunity for college students to gain a better understanding of the auto aftermarket industry and to prepare them for future career development.

**"We are proud to be a part of this project that advances the auto aftermarket in China and provides meaningful learning opportunities for Chinese students," said Dominic Seto, vice president and managing director of Valvoline China.**



# Profiles in Diversity and Inclusion

Fostering a diverse and inclusive workforce and supplier base is an important component of Valvoline's strategic mission, and we continually seek new ways to make meaningful advances in those efforts.



**DIVERSITY & INCLUSION**





“

We continue to see new ways to encourage a more diverse company, including our employee recruiting initiatives, our approach to workplace culture, our supplier programs, and how we impact the communities in which we work.

—  
**Daryl Love**  
 Valvoline Community Relations Manager

### DIVERSITY & INCLUSION // Our D&I Approach

We believe a diverse and inclusive workforce is critical to inspiring innovative thinking at Valvoline, so we cultivate an environment where team members feel valued, engaged and inspired to give their best. The unique characteristics that shape each individual help inform our decisions as a company, and this mindset allows Valvoline to realize new opportunities and add value to our customers and shareholders. Our approach to diversity and inclusion is not limited to Valvoline’s workplace, but also to where we focus our charitable giving and efforts in volunteerism.

“We continue to seek new ways to encourage a more diverse company, including our employee recruiting initiatives, our approach to workplace culture, our supplier programs, and how we impact the communities in which we work,” said Daryl Love, Valvoline community

relations manager. “It’s an ongoing and ever-evolving process that we believe makes us a better and stronger company.”

In 2018, we initiated a significant recruitment effort to attract and build a more diverse workforce. Valvoline encourages employee resource groups that are created to promote diversity within the company, further personal and professional development, and strengthen internal and external networking opportunities. We also understand the importance of partnering with a diverse supplier base, and through our Supplier Diversity Program, Valvoline works to promote business opportunities for certified minority- and woman-owned business enterprises (MWBs), certified veteran-owned businesses and other diverse supplier groups that add value to our business.



## DIVERSITY & INCLUSION // Valvoline Employee Resource Groups

As part of our efforts to expand Valvoline's diverse workforce, we encourage our team members to initiate and actively participate in employee resource groups (ERGs). ERGs offer a network of support for team members who share common interests or backgrounds such as race, age, gender or cultural identity. The networks provide a collaborative and comfortable space to foster the development of their members and serve as a catalyst to promote diversity within the company.

The African-American Network, a new ERG at Valvoline in 2018, was formed to advance a supportive work environment promoting the sharing of information and resources and to spur professional and personal development of African-American employees. "We started the network to provide a welcoming and collaborative atmosphere to further improve the retention and development of our fellow African-American employees," said Dionne Hall, Valvoline consumer insights and research manager. "Invigorating our current employee base is critical for ensuring a more diverse workforce as Valvoline continues to grow."

Our Emerging Leaders Network, also formed in 2018, includes predominantly younger employees aspiring to become the next generation of Valvoline leaders. Chris Collins, Valvoline associate trade marketing manager for DIY marketing, is one of the group's founding members. He plans to create a lasting, positive impact on the members and the company as a whole. "Our internal research uncovered interests in skill development workshops, team building exercises, and internal speaker engagements, so we intend to fill our networking events accordingly," Collins said. "We'll connect with other Valvoline network groups to help leverage our size to maximize event programs and encourage mentor involvement."



“  
We started the network to provide a welcoming and collaborative atmosphere to further improve the retention and development of our fellow African-American employees.”

Dionne Hall  
Valvoline Consumer Insights and Research Manager





## DIVERSITY & INCLUSION // Supplier Diversity

An inclusive and diverse supplier base affords broader channels from which to secure goods and services, while providing an opening to new ways of thinking that can help transform how companies conduct business. It's with this spirit that Valvoline launched a formal supplier diversity program in 2016. Since its inception, our diverse supplier spend has now reached \$60 million, helped in part by outreach programs and partnerships that more effectively connect Valvoline with new suppliers and supplier networks. Examples of our 2018 efforts include the Inaugural Cummins Diversity Procurement On-Track Supplier Development Program, sponsoring the Women Expo & Conference, and steering committee participation for the Ohio River Valley Women's Business Center — our regional partner organization for the Women's Business Enterprise National Council.

**“Our supplier diversity efforts are all about opportunity, not compliance,”** said Maree McMinn, Valvoline procurement manager. **“We’re creating a supplier network that is more reflective of our customer base and that uncovers inventive ways of problem solving through unique perspectives.”**

# 20%

increase in diverse suppliers tracked since 2017

# 75%

increase in Valvoline's diverse suppliers pipeline since 2017

# \$60M

in diverse spend since 2016



**Maree McMinn**  
SUPPLIER DIVERSITY MANAGER

*Learn more about our partnership with Coastal Cloud*

## **DIVERSITY & INCLUSION // Diversity Recruiting**

Recruiting efforts to build a more diverse workplace at Valvoline were expanded in 2018. Each career opportunity posted on our careers website is shared with more than 1,000 job boards — search engines that aggregate and display job openings by employers — including those dedicated to diverse candidates. Our recruiters utilize strategic sourcing tools and methods with more inclusive candidate pipelines. We've also partnered with an employer branding firm to help attract more diverse talent, and we're building localized partnerships with diversity groups. Valvoline Instant Oil Change service centers are also placing a greater emphasis on schedule flexibility that is more appealing to today's younger candidates.

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**"In 2018, we committed to building a more inclusive environment at Valvoline by strategically focusing our efforts on the recruiting front," said Brandie Dawson, Valvoline talent acquisition manager.**







## *Profiles in Products*

Valvoline's culture of sustainability and product stewardship ensures that our product is delivered as the culmination of our technology, engineering, manufacturing and quality, as well as our commitment to environmental, health and safety considerations.



PRODUCT

**PRODUCT // Product Stewardship**



**At Valvoline, the products we deliver are our lifeblood. We have every motivation to develop them in the safest and cleanest manner possible while providing our customers the most effective solution possible.**

**Fran Lockwood**  
Valvoline Chief Technology Officer



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. At Valvoline, product stewardship is applied broadly and touches almost every aspect of our business from product design and packaging to maintaining safe manufacturing facilities.

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.

**The ProductCare principles include:**



**Designing products**



**Utilizing sustainable materials and packaging**



**Operating safe manufacturing facilities**



**Promoting safe storage and distribution**



**Providing useful product information**



**Answering consumer questions**



## PRODUCT // Bottle Lightweighting

In an effort to reduce the environmental footprint of our products, we initiated a bottle “lightweighting” project for our 2018 Product of the Year winner, Valvoline’s Easy Pour Bottle. “The packaging is made of high-density polyethylene (HDPE), and we challenged ourselves to see how much plastic could be removed from the container to make it more sustainable without compromising performance,” said Tom Golinski, Valvoline packaging procurement manager. After significant field testing to ensure durability of the bottle on the shelf and during shipping, Valvoline will be able to achieve a 5 percent reduction in plastic material, representing a total savings of approximately 143,300 pounds in annual use.

“We worked closely with suppliers and our internal team to achieve the reduction we sought. It feels good to know we’ll help save energy, limit our plastic use, and uncover cost savings the same time,” said Tom Golinski, packaging procurement manager.



reduction of

**143,300**

pounds of plastic material annually







# Profiles in Environment

With an understanding of the effects a global company with a sizable manufacturing operation can have on its customers and on the communities in which it operates, Valvoline continually seeks to mitigate potential environmental impacts. We are committed to monitoring our progress and exploring new avenues for improvement to achieve our environmental goals.



ENVIRONMENT





59%

global supply chain sites  
with zero landfill status

## ENVIRONMENT // Zero Landfill

[Zero-landfill status](#), an internal objective Valvoline has pledged to achieve by 2027, continues to gain positive momentum. We're proud to report that 73 percent of Valvoline's blending and packaging facilities and 45 percent of our warehouses have already achieved this milestone as of 2018. Though not all of our sites are yet designated zero-landfill status, 99.9 percent of our raw materials are currently being used to produce our products or are being recycled, demonstrating the significant progress we've made on this front. This high usage rate has been reached through initiatives such as our [Waste Minimization Program](#) and the Lean 5S program (sort, shine, straighten, standardize and sustain), but our employees' enthusiasm for sustainable causes is the key ingredient of our success.

McKenzie Rueger, Valvoline regional safety and compliance engineer, is an excellent example of a sustainability champion. She takes sustainability seriously, from using stainless steel straws, reusable paper towels and all-natural cleaners to bringing her own reusable bags to the grocery. Fittingly, Rueger was charged with establishing that our new La Porte, Texas, warehouse opened as a zero-landfill site. By channeling some of the same sustainable efforts she practices at home, Rueger helped ensure we met our waste management and recycling needs at the facility. She was also integral in helping our Portland, Oregon, warehouse reach zero landfill status and currently has her sights set on our Deer Park, Texas, facility.



**I want to leave this planet in better shape than when I arrived. Any small impact I'm able to make — at home or at work — I'm going to see through to the fullest.**

—  
**McKenzie Rueger**  
Valvoline Regional Safety and Compliance Engineer



## ENVIRONMENT // Reduced Carbon Emissions in India

Valvoline Cummins Private Limited (VCPL), Valvoline's joint venture with Cummins Inc. in India, holds environmental sustainability as a foundational principle. In 2018, we initiated a program to help reduce carbon emissions resulting from product transportation. Instead of purchasing new plywood to hold the product in place during the shipping process, VCPL now reuses the plywood from previous shipments. "These efforts have reduced carbon emissions by over 181,000 kilograms in the first five months of the program alone," said Jaydeep Mukherjee, Valvoline Cummins Private Limited general manager-sourcing.



# 181,000+

kilograms of carbon emissions reduced in the first five months of the program



## ENVIRONMENT // More Green Efforts at Valvoline

### Bluegrass Greensource

At Valvoline's corporate headquarters we have an ongoing partnership with Bluegrass Greensource, a non-profit organization that works with businesses to help improve their environmental sustainability efforts. Through a series of audits and awareness programs, we identified areas marked for improvement at our new campus, including recycling and energy and water use. In one instance, Bluegrass Greensource conducted a waste audit to illustrate ways in which we could enhance our overall recycling process; it was followed by an educational presentation to team members on how to better prepare and sort waste for recycling.

**Amy Sohner, Bluegrass Greensource executive director, said, "Valvoline is a major employer in Lexington and to be able to impact such a large group of people with one partnership is truly rewarding." Our efforts extend far beyond the walls of our headquarters, reaching into our team members' homes and into each of our team members' communities as well.**

### Main Street Clean Sweep

In 2018, Valvoline was a sponsor of a one-day event in which 20 communities in Central Kentucky, including Lexington, picked up and disposed of litter in an effort to help beautify their downtown areas. In all, more than 1,000 volunteers, including many Valvoline team members, removed an estimated 6 tons of litter from Central Kentucky streets.







Visit Valvoline's Earth Day website to learn more about our efforts →



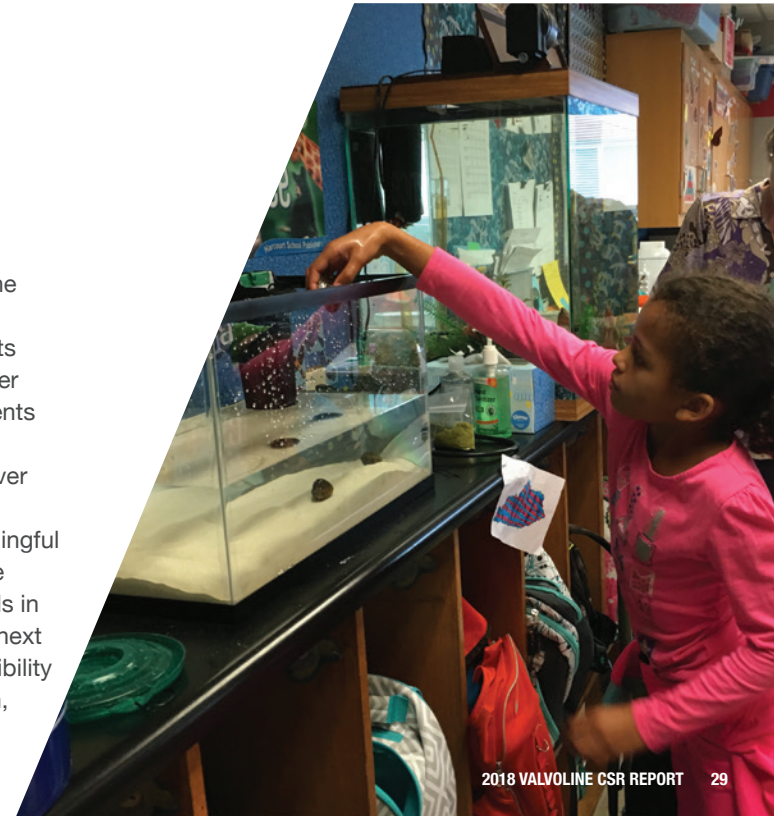
## ENVIRONMENT // More Green Efforts at Valvoline

### Earth Day

Each year Valvoline celebrates Earth Day with planned activities around the globe from the United States to Australia. In 2018 at our facility in Ambernath, India, we invited neighbors to plant trees, creating a Valvoline “garden plantation.” At our headquarters in Lexington, Kentucky, we focused on electronics recycling, distribution of reusable tote bags, and campus beautification. In College Park, Georgia, team members cleared debris from a nearby stream and railroad tracks that run adjacent to our facility. While in Wetherhill Park, Australia, team members created sculptures from recycled cups to help influence team members to use more environmentally friendly drink containers.

### Mussels in the Classroom

The Ohio River Foundation (ORF) is an organization founded to protect and improve the water quality of the Ohio River and all waters in its watershed. Valvoline is a valuable partner of ORF, serving as a key funder of its Mussels in the Classroom education program in greater Lexington. Through the initiative, more than 500 students have participated in this first-of-its-kind program that enables students to study and care for live mussels over an extended period of time. The program’s impact on environmental stewardship and learning is most meaningful because of the immersive experience the students are provided. “With Valvoline’s continued support, Mussels in the Classroom will continue to grow and educate the next generation of environmental stewards and provide visibility to this important animal species,” said Richard Cogen, Ohio River Foundation executive director.







# *Profiles in 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



RANKED

**#28**

Association for Talent Development BEST Award

RANKED

**#42**

Training Magazine Top 125



ASE Accredited Training Program

## WORKPLACE // Talent Development

Creating opportunities for workplace advancement is a critical component of Valvoline’s talent development, but training our employees for success when those opportunities arise is of even greater importance. Our recent internal hiring metrics help illustrate the progress we’ve made on this front. Since 2013, 100 percent of service center managers at Valvoline Instant Oil Change service centers have been promoted internally from hourly positions, while 100 percent of area managers and 90 percent of market managers have also been hired from within our company.

Valvoline’s talent development program helps make these remarkable hiring metrics a reality by properly preparing our employees through in-store training and a continually improving online learning curriculum. We have

strategically committed resources to our latest online-training program, which includes custom functionality that is unique in our industry and focuses on getting employees ready for their next roles at Valvoline. We’re also excited to leverage the learning from our VIOC talent development program in the Core North America business segment to integrate our learned best practices throughout the company whenever possible. “We’ve focused on improving our online learning environment to better prepare existing employees for advancement,” said Jamie Hinely, Valvoline’s director of global learning solutions. “After all, if they are ready to advance when opportunity knocks, we’re doing everyone a favor.”





## WORKPLACE // VIOC Introduction to Management

As a company, Valvoline takes great pride in team member development. We recognize the importance of creating a workplace with opportunities for career advancement, and our VIOC Introduction to Management program plays an integral role in achieving that goal. About 18 times a year, an average of more than 30 VIOC assistant managers, who qualify as potential store managers, converge on our corporate headquarters for four days. During the visit, the potential managers interact with their peers from across the country to share best practices, receive training to help ensure success at the managerial level, and are provided exposure to a wide group of corporate team members to learn more about Valvoline's business and ethos. This investment in our team members results in a more knowledgeable and competent workforce while strengthening the commitment between management and our company.

Ryan Collier, currently a Valvoline VPS specialist in our Core North America operating segment, began his career in the Cincinnati VIOC market. He quickly moved up the ranks and was invited to attend the Introduction to Management program to prepare him to eventually manage his own store. "Valvoline made a significant investment in me, and I'm forever grateful for it," Collier said. "The program helped cement a bond between Valvoline and me while providing the tools to those in attendance for future success in the company."



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



“The program helped cement a bond between Valvoline and me while providing the tools to those in attendance for future success in the company.”

Ryan Collier, VPS Specialist





## ENVIRONMENT // Best Places to Work

Valvoline has once again been recognized as one of the Best Places to Work in Kentucky in the large-size employer category by the Kentucky Chamber of Commerce. "Our recognition in this year's Best Places to Work is a testament to the amazing people at every level of the company that make this a special place to work," said Amanda Plakosh, Valvoline organization development team member.





## 2018 KEY DATA AND PERFORMANCE INDICATORS

### SAFETY



**46%**  
reduction in our  
injury rate over the  
past five years

[Health and Safety →](#)

**42%** below  
our industry average in  
our companywide injury  
recordable rate

[Health and Safety →](#)



**46%**  
below our industry  
average in our VIOC  
injury recordable rate

[Health and Safety →](#)

### CITIZENSHIP



**49%**  
improvement in total  
preventable recordable  
rate since 2014 at VIOC

[Health and Safety →](#)



**\$360K**  
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 →](#)


## 2018 KEY DATA AND PERFORMANCE INDICATORS

### DIVERSITY & INCLUSION


 **\$1.3M+**  
raised for Children's  
Miracle Network  
Hospitals since 2009

[Charitable Giving Program](#) →

 **75%**  
increase in Valvoline's  
diverse suppliers  
pipeline since 2017

 **44%**  
of Valvoline's  
senior leadership team  
are women

### PRODUCT

**30%**   
better protection against carbon  
build-up with Modern Engine  
than industry standards\*

**218K**   
total safety data  
sheets generation rate

**89.3%**  
of our safety data sheets  
generated electronically,  
greatly reducing paper use

\*Based on average of industry standard piston and intake valve deposit test results of 5W-30 product.



## 2018 KEY DATA AND PERFORMANCE INDICATORS

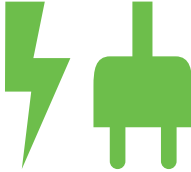
### SUSTAINABILITY

**59%**   
 supply chain sites  
 that are zero landfill

Waste\Hazardous Waste  
 Management Program →

**4.8M**   
 pounds of recycled  
 materials in 2018

Waste\Hazardous Waste  
 Management Program →


**7%**   
 reduction  
 in Valvoline's  
 energy intensity in five years

Energy Management  
 Programs →

### WORKPLACE

**6.6M** gallons  
 (18% increase) in recycled  
 automotive fluids

Waste\Hazardous Waste  
 Management Program →

**24%**   
 of office supply  
 purchases are  
 sustainably sourced

Energy Management  
 Programs →

**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	<a href="#">From Our CEO</a>
G4-2	Key impacts, risks and opportunities	<a href="#">10-K</a>

#### Organizational Profile

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



## 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	<a href="#">Workforce Profile, Diversity &amp; Inclusion</a>
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	<a href="#">Supply Chain Management</a>
G4-13	Significant changes during the reporting period	<a href="#">10-K</a>
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	<a href="#">External Commitments</a>
G4-16	Memberships in associations and/or advocacy organizations	<a href="#">External Commitments</a>

#### Identified Material Aspects & Boundaries

G4-17	Entities included in the organization's consolidated financial statements	<a href="#">10-K Schedule 1</a>
G4-18	Process for defining the report content	<a href="#">About this Report</a>

## 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	<a href="#">About this Report</a>
G4-20	Aspect boundary within the organization	<a href="#">About this Report</a>
G4-21	Aspect boundary outside the organization	<a href="#">About this Report</a>
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	<a href="#">About this Report</a>
G4-25	Basis for identification and selection of stakeholders with whom to engage	<a href="#">About this Report</a>
G4-26	Approaches to stakeholder engagement	<a href="#">About this Report</a>
G4-27	Key stakeholder topics and concerns and organization response	<a href="#">About this Report</a>



## GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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### General Standard Disclosures (continued)

#### Report Files

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

#### Governance

G4-34	Governance structure of the organization	<a href="#">Governance, Proxy (pages 22-27)</a>
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	<a href="#">Governance, Proxy (pages 22-27)</a>
G4-36	Executive-level position with responsibility for economic, environmental and social topics	<a href="#">Governance</a>
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	<a href="#">Governance, Proxy (pages 28-29)</a>

## 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	<a href="#">Governance, Proxy (pages 22-27)</a>
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	<a href="#">Governance, Proxy (page 22-23)</a>
G4-40	Nomination and selection processes for the highest governance body and its committees	<a href="#">Governance, Proxy (pages 5-9, 28-29)</a>
G4-41	Processes in place for the highest governance body to ensure conflicts of interest are avoided	<a href="#">Governance, Proxy (pages 22-23)</a>
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	<a href="#">Governance, Proxy (pages 22-27)</a>
G4-43	The measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	<a href="#">Governance, Proxy (pages 22-27)</a>
G4-44	Process for the evaluation of the highest governance body's performance particularly with respect to economic, environmental and social performance	<a href="#">Governance, Proxy (pages 22-27)</a>
G4-45	The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities	<a href="#">Governance, Proxy (pages 22-27)</a>
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	<a href="#">Governance, Proxy (pages 26-27)</a>



## 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	<a href="#">Governance, Proxy (page 24), Audit Committee Charter</a>
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	<a href="#">Governance, Proxy (page 24)</a>
G4-49	Process for communicating critical concerns to the highest governance body	<a href="#">Governance, Proxy (pages 28-29)</a>
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	<a href="#">Governance</a>
G4-51	Remuneration policies for the highest governance body and senior executives	<a href="#">Governance, Proxy (pages 30-68)</a>
G4-52	Process for determining remuneration	<a href="#">Governance, Proxy (pages 30-68)</a>

#### 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	<a href="#">Our CSR Approach, Standards of Business Conduct</a>
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	<a href="#">Our CSR Approach, Standards of Business Conduct</a>
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	<a href="#">Our CSR Approach, Standards of Business Conduct</a>

## 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	<a href="#">Annual Report</a>
G4-EC3	Coverage of the organization's defined benefit plan obligations	<a href="#">10-K</a>

### Environmental

#### Materials

G4-EN1	Materials used by weight or volume	181.9 million gallons FY 2018
G4-EN2	Percentage of materials used that are recycled input materials	7.7% recycled input materials

#### Energy

G4-EN3	Energy consumption within the organization	Organization energy consumption 366,527 MMBTU. <a href="#">Valvoline Energy Management</a>
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#### Water

G4-EN8	Total water withdrawal by source	Valvoline consumed 172,650 cubic meters. <a href="#">Water Management Programs</a>
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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*: 11,675 mt. <a href="#">Valvoline GHG Summary</a> *excludes transportation GHG emissions
G4-EN16	Indirect greenhouse gas emissions (Scope 2)	Indirect GHG Emissions: 22,080 mt. <a href="#">Valvoline GHG Summary</a>

#### Effluent and Waste

G4-EN23	Total weight of waste by type and disposal method	786,807 pounds of overall waste generation <a href="#">Waste Management</a>
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	4,358 lbs Operations Hazardous Waste shipped for disposal. None shipped internationally. <a href="#">Waste Management Program</a>

## 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	<a href="#">Product Stewardship</a>
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Valvoline purchased 158 million rigid plastic containers made up of 26.9 million pounds of plastic with 6.7 million of these pounds, 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	<a href="#">Supply Chain Management</a>
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## GRI // Global Reporting Initiative Content Index

Profile	Description	Reference
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## Social—Labor & Decent 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	<a href="#">Workforce Profile</a>
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### Labor Management Relations

G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	<a href="#">Workforce Profile</a>
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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 3.7% 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 30% of the recordable cases in non-VIOC locations, an increase from the prior year. Slips, Trips, and Falls also increased, accounting for 41% of the overall case load. Lacerations became a prevalent injury type in 2018 with 18%. 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.

### Occupational Health and Safety (continued)

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 2018, 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. <a href="#">Workforce Profile</a>
G4-LA10	Programs or skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	<a href="#">Workforce Profile</a>
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	<a href="#">Supply Chain Management</a>

## 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	<a href="#">Workforce Profile</a>
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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	<a href="#">Workforce Profile</a>
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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.	<a href="#">Workforce Profile</a>
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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	<a href="#">Workforce Profile</a>
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	<a href="#">Supply Chain Management</a>

## 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	<a href="#">Ethics and Compliance</a>
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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 2018
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	<a href="#">Supply Chain Management</a>

### 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 <a href="#">design, testing</a> , 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, 2017, through Sept. 30, 2018. 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](mailto:csr@valvoline.com).

