



## Valvoline

Locations: Kentucky (HQ)  
Industries: Automobiles and Components

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Valvoline Inc. does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Valvoline does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

### Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

*Valvoline screens suppliers using environmental criteria (1). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (2).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Medium Risk**

*Valvoline's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (1).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Medium Risk**

*Valvoline does not provide viewpoint protections for its employees (1).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Medium Risk**

*Valvoline supports ESG within its business practices. In 2022, the company implemented an ESG and Equality Council that has a "focus on strengthening Valvoline's commitment to diversity, equity and inclusion, including gender, racial and LGBTQ inclusion, and*

will work to further Valvoline's efforts to integrate sustainability into the company's business operations" (1). Valvoline participates in the Carbon Disclosure Project and received a "B" rating in 2022 (2). Otherwise, there are no publicly known cases of Valvoline using its reputation to advance ideological causes or policies (3).

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**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk**

Valvoline Global sponsored the Lexington Pride Festival in 2025 (1). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

Valvoline does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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