



Title: Global Diversity, Equity and Inclusion Policy	
Policy family: Career- Development	Policy No: GBL/GBL/CAR/009
Policy document owner: Human Resources	Approved by: Chief Human Resources Officer
Revision No: 2	Last updated date: 2020/12/30

This policy is applicable to all Avaya Employees (Global). This Policy is proprietary to Avaya. The Company reserves the right to alter this Policy at any point in time without prior notice.

Overview

To reaffirm Avaya’s global commitment to prohibit discrimination in all its forms and societal disparities; to provide equal opportunity to all employees and applicants for employment and to comply with all relevant laws, directives, and regulations of federal, provincial, and local governing bodies and agencies.

Eligibility

This Policy is applicable to all employees of Avaya Inc., its subsidiaries, or affiliates (“Avaya” or the “Company”) worldwide, as well as all corresponding work sites.

Policy

Avaya is committed to driving positive change within our organization and in our communities. Today, more than ever, clear and purposeful effort to nurture fairness while actively collaborating with unique and multifaceted groups and individuals toward a common goal is critical to our success. We choose to align around an accountable commitment to harness our diversity with equity to assure the inclusion of all participants. Success and innovation live not in same-ness, but in the fostering of diverse people who share a fair opportunity to work in partnership.

Our priority is to ensure that our global organization is a thriving and successful environment in which differences are valued, blended together and celebrated creating a sense of belonging.

Diversity, equity, inclusion and the equal opportunity they afford are core to how we live our principles of: Simplicity, Accountability, Empowerment, Trust and Teamwork. We prohibit unlawful discrimination, retaliation or harassment of in the administration of any employment decision or personnel policy.

At Avaya, we are committed to create an environment in which our employees, customers and partners are empowered to bring their full selves to the job and where the strength of diversity is valued. We are proud of our roots as an equal opportunity employer, cultivating the richness of ethnicities, perspectives, experiences and skills that make up our global community.

Our commitment to promote diversity and foster a culture of inclusion is manifested through action and open dialogue designed to mitigate unconscious bias, support inclusive employee communities and encourage an ongoing dialogue to support and celebrate the variety within our company, industry and communities. Through sponsorships and philanthropy, we support organizations led by underrepresented groups to further this commitment. Avaya’s technology, solutions and services are changing the modern



workplace every day. We must continually evolve to embrace the best ways to retain and attract a global workforce who work together to meet the needs of customers now and in the future.

Our Supplier Diversity Program is integral to our values promotes an inclusive approach to procurement, helps to combat social injustice, creates economic opportunity, build morale and enhances our business. Creating diverse strategic supplier alliances including Minority, Women and Disabled Veteran-Owned Business Enterprises (MWDVBE) ensures that the suppliers of Avaya products and services reflect the diversity of our associates and our customers. For more information, visit our Supplies Diversity page at: <https://www.avaya.com/en/about-avaya/doing-business-with-avaya/> .

Avaya supports freedom of association across our company and our supply chain. All Avaya employees have the right to refer violations of any Avaya policy to their supervisor or to the appropriate Avaya organization charged with the administration of Avaya policies or using Avaya's confidential Hotline, without intimidation or retaliation of any form.

All management level employees are required to become familiar with the provisions of this Policy and to be able to discuss this material with employees.

All employees are responsible for reviewing and fully complying with this and all related Avaya's Policies including, but not limited to Avaya's:

- [Global Non-Discrimination and Retaliation Prevention Policy¹](#)
- [Global Harassment Prevention Policy¹](#)
- [Global Code of Conduct](#)
- [U.S. Affirmative Action Policy²](#)

Demonstrated commitment to our Diversity, Equity and Inclusion culture is an investment in our people and our future growth as an organization.

Each year, we voluntarily reaffirm Avaya's commitment to equal opportunity and to the real strength that Diversity, Equity and Inclusion bring to our Company.

Faye Tylee
Chief Human Resources Officer

December 2020

¹ Edit your Country/Language setting to choose your Region and Country selection = Global

² Edit your Country/Language setting to choose your Region and Country selection = United States



References

Avaya is an Equal Opportunity Employer. Our commitment to equality is a core value of Avaya. All qualified applicants and employees are entitled to receive equal treatment without consideration for race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, gender, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability or any other protected characteristic. For more information and support, contact Avaya's Equal Opportunity hotline by phone at 1-908-953-7276 (US) or at <https://app.convercent.com/en-us/Anonymous/IssueIntake/IdentifyOrganization>.

[1] Avaya is a U.S. VEVRAA Federal Contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974 (Section 4212), as amended and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). Accordingly, Avaya is committed to taking positive steps to implement the employment-related aspects of the global Equal Opportunity policy in the United States.

EMPLOYMENT AT AVAYA ("AVAYA" OR "COMPANY) IS AT-WILL AND LIKE ALL AVAYA EMPLOYEE BENEFITS PLAN, POLICIES AND PRACTICES, IS NOT A CONTRACT OF EMPLOYMENT. IT IS NOT INTENDED TO CREATE AND SHOULD NOT BE INTERPRETED TO CREATE ANY RIGHTS TO CONTINUED EMPLOYMENT OR EMPLOYMENT FOR A SPECIFIC LENGTH OF TIME. AVAYA HAS THE RIGHT TO AMEND, CHANGE, OR CANCEL ANY POLICY SOLELY AT ITS DISCRETION AT ANY TIME, WITH OR WITHOUT PRIOR NOTICE TO EMPLOYEES, UNLESS OTHERWISE PROVIDED FOR IN YOUR EMPLOYMENT AGREEMENT OR SUBJECT TO ITS COLLECTIVE BARGAINING OBLIGATIONS AND GOVERNING LOCAL LAW.