



Experiences
That Matter



Avaya UK Gender Pay Gap Report

April 2022

Introduction

Our employees are the driving force behind Avaya's every success in creating experiences that matter for customers, partners, suppliers, employees, and other stakeholders. Our people first strategy enables a culture that empowers our team members to leverage their strengths and experiences to deliver world class services and cultivate innovation. The successful execution of our strategy is underpinned by our cultural principles of Inclusion, Simplicity, Accountability, Trust, Teamwork and Empowerment. Foundational to an inclusive culture is our commitment to equality – including equal pay for equal work. In furtherance of its commitment, Avaya undertakes regular internal and external benchmarking analyses to evaluate, identify and mitigate historic pay gaps within our industry by setting goals and continuously monitoring the impact.

This UK Gender Pay Gap Report is consistent with our commitment to transparency and seeks to measure the differences between men and women within Avaya's UK employee population per the applicable reporting requirements. Our 5th UK Pay Gap Report demonstrates continued progress as we seek to listen, learn, and build toward excellence. The results identify opportunities for improvement as the differences are driven by employee demographics. Like many other technology services companies in the UK and across the industry, there are a greater number of men than women in senior positions, in roles within business units that offer higher levels of compensation and in long-tenured positions.

Mitigating pay equity differences by actively increasing female representation across all levels of the organization around the globe is critical to Avaya's support of women's economic empowerment. We do this by developing a diverse talent pipeline, building a workplace that mirrors the society in which we do business — a workplace where individuality is celebrated and harnessed to promote and celebrate diversity, equity, inclusion and belonging, and by investing in development programs at every level to enhance engagement, retention and the opportunities for internal talent to assume future leadership roles. Avaya maintains several leadership and employee development programs globally designed to prepare employees to progress into more senior, higher paid roles across the organization over time.



Some Highlights of our Initiatives Include:

Leadership Development Programs

Avaya offers a variety of leadership development programs for employees at all levels, from first time leaders to executives. We maintain internal programs supported by leadership activities and also offer custom programs through our partnership with some of the most well-respected thought leaders in the industry.

Avaya Global Mentoring Program

Our employees benefit from a Global Mentoring Program established to enable them to take an active role in their career development journey through a paired mentoring relationship designed to connect people from across the organization to share and learn critical knowledge and skills. Our employees serve as mentors, mentees or both and participants increase business acumen, develop interpersonal and leadership skills, build cross-functional and global connections and more.

Avaya Academy Program

The Avaya Sales Academy is a global training program for recent college graduates who are recruited into an immersive training program providing insight into the industry, Avaya's offerings and outcome-based sales skills to accelerate their success in an entry level sales position.

Connecting Women in Tech Group

Avaya collaborates across the tech industry within the UK and beyond to encourage women to find role models and mentors, share best practices and provide a supportive environment through its participation in Connecting Women in Tech (CWT). Avaya is a firm proponent of its purpose in sending a strong message to the market that the technology space is an attractive sector for women to work.

Employee Resource Groups

Avaya has benefitted from the significant growth in Employee Resource Groups (ERGs), employee-led groups that bring employees together to foster a sense of belonging at Avaya. Avaya's first globally sponsored ERG, Women Inspired Network (WIN@A) focuses on women's development, recognition and internal networking and is dedicated to the empowerment of women and advancement of women led business initiatives. Avaya's ERGs enrich our brand, culture and employee experience by supporting personal development, enhance retention for our diverse workforce, drive cultural awareness and advocate for authentic engagement with our marketplace.

Avaya Gender Balance Goals and Action

The gender pay gap calculations provided in this report are summary statistics using a snapshot date of 5th April 2021 that compares the pay received by all females across our UK office to the pay received by all males. Gender pay is not the same as equal pay, which ensures men and women in similar positions receive comparable pay.

Hourly Pay:

The mean pay variance is the difference between the average hourly pay of men and women.

The median pay variance is the difference between the midpoint in the ranges of hourly pay of men and women.

Bonus Pay:

The mean bonus pay variance is the difference between the average bonus pay of men and women.

The median bonus pay variance is the difference between the midpoint in the ranges of bonus pay of men and women.



“Avaya is shaping the future of the business workplace. That is workplace where we ensure that professional women have the opportunity and access to an ever-growing suite of tools to engage, drive and lead businesses by driving equal pay for work.”

—Jim Chirico, Avaya President & CEO

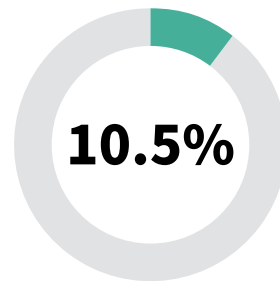
Avaya 2022 UK Employee Gender Pay Gap Data

Average Pay Difference Between Men & Women

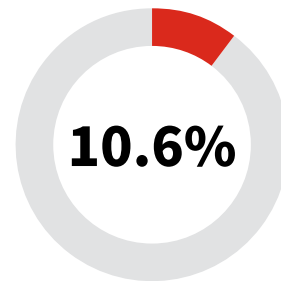
Mean

Median

Hourly Pay

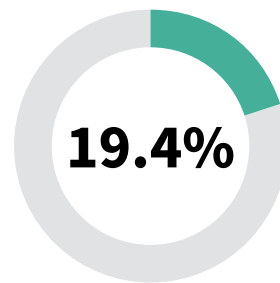


10.5%

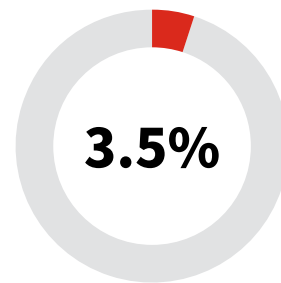


10.6%

Bonus Pay



19.4%



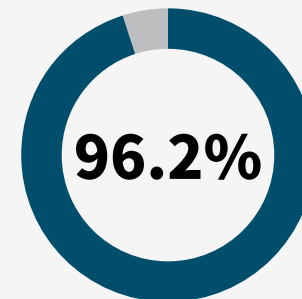
3.5%



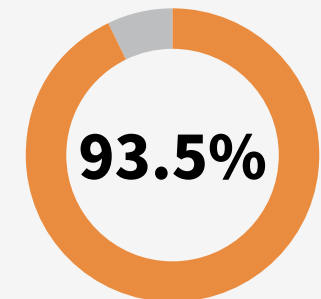
The percentage of employees receiving a bonus Percentage Receiving Bonus Pay:

Women

Men



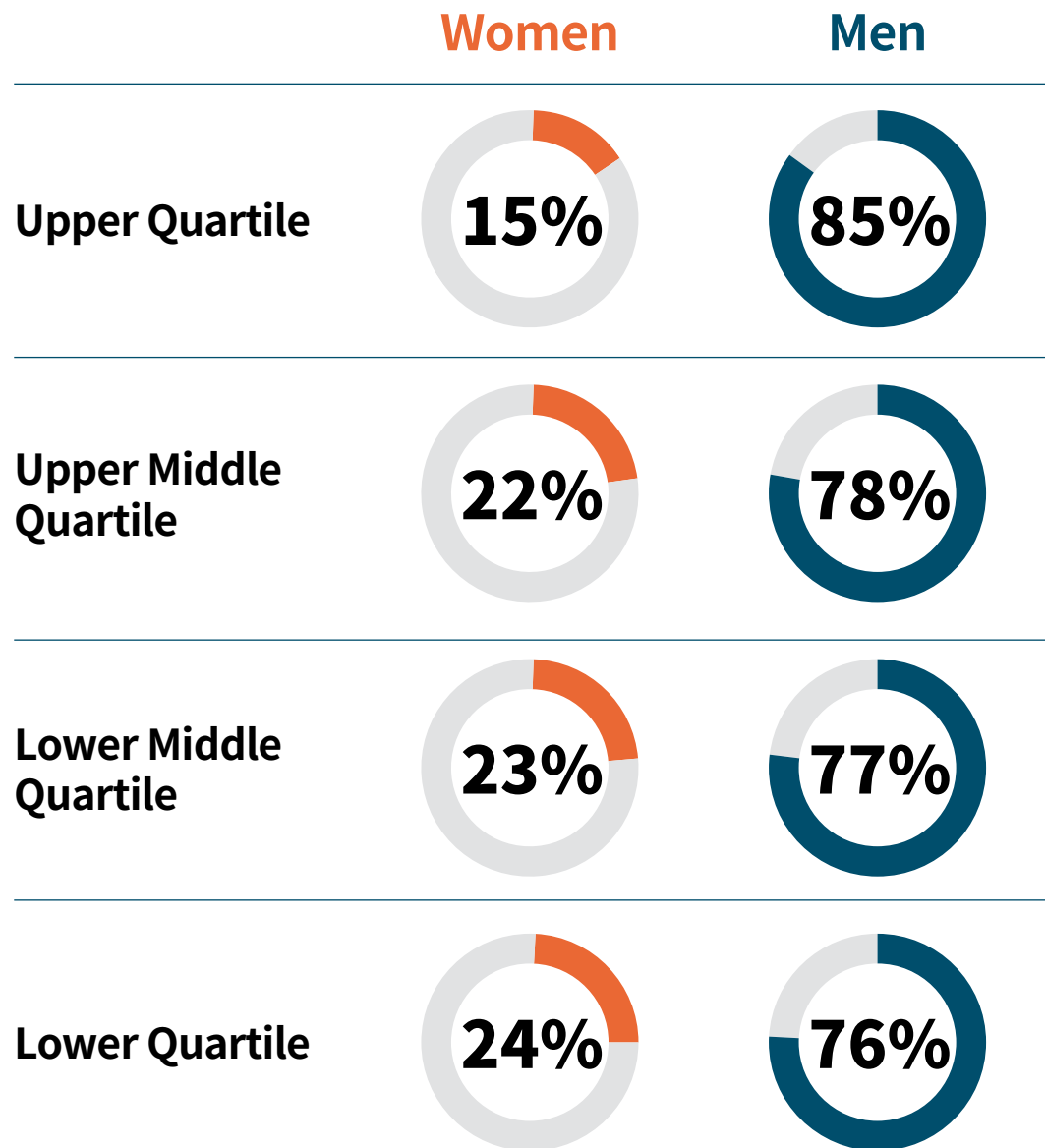
96.2%



93.5%

The proportion of employees in each pay quartile according to gender:

Proportion of Women & men in Each pay Quartile



Note:

To align with UK government reporting requirements, data in this report refers to the traditional sex categories of male and female. Avaya respects that gender is on a non-binary spectrum, based on the employee's self-identification, and reporting in this manner should not be interpreted as our position on the issue. We confirm that per regulatory requirements, our gender pay gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting.

Ena Hunter

Legal Director, Avaya UK, Ireland, Nordics and Israel

April 2022

AVAYA

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