



Corporate Responsibility Policy

Avaya recognizes our unique opportunity to have positive social, environmental and economic impacts through our innovative solutions and services and those partners and customers who use them. We call this our Corporate Responsibility. Our employees are passionate about corporate responsibility and drive these impacts.

We are committed to realize positive change in the world by embracing our innovation to:

- Transform the modern workplace to create engaging, efficient and environmentally-friendly work environments.
- Inspire suppliers to promote ethical sourcing and responsible product design.
- Maximize the value of the investments by customers and reduce their cost of ownership by supporting their missions to minimize negative impacts on the environment.

Avaya has developed Corporate Responsibility targets and objectives, which are reviewed, updated and communicated annually to advance positive change in the world.

Avaya upholds [Operating with Integrity](#), our Code of Ethics and Business Conduct, which defines how we do business globally. Our employees, contractors and suppliers are required to adhere to regulatory requirements and comply with Operating with Integrity and Avaya's [Supplier Code of Conduct](#), as applicable, which includes standards for:

- Product content and design
- Health and safety practices
- Worker protection and labor laws
- Ethical behavior
- Environmental protection, energy, water and waste conservation
- Management systems to ensure continuous improvement in these areas

Shefali Shah
Chief Administrative Officer and General Counsel

Date