



Corporate Responsibility Policy

At Avaya, we recognize we have a unique opportunity to have positive social, environmental and economic impact through our employees, customers, solutions and services. We call this our Corporate Responsibility.

We will 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.
- Improve the value of customer investments and reduce the cost of ownership by supporting customers' missions to minimize negative impacts on the environment.

All Avaya employees, contractors and suppliers are required to adhere to regulatory requirements and the Avaya Code of Conduct, 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.

Additionally, we define how we do business globally in the [Avaya Code of Conduct](#) and provide direction to our vendors through our [Supplier Code of Conduct](#). Avaya has developed Corporate Responsibility targets and objectives, which are reviewed, updated and communicated annually to advance positive change in the world.

A handwritten signature in black ink, appearing to read 'Shefali Shah', is written over a horizontal line.

5/26/20

Shefali Shah
Chief Administrative Officer and General Counsel

Date