



Diversity and Inclusion Policy

Avaya recognizes that innovation flourishes in workplaces that are rich in diversity of thought, perspective and experience and that embrace such diversity. 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.

Avaya's 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 every day and so 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.

Diversity and inclusion and the equal opportunity they afford are fundamental to our Avaya values. A diverse, skilled workforce is essential to our success. Avaya prohibits discrimination or harassment because of race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in any employment decision or in the administration of any personnel policy.

Avaya promotes Diversity in our employment practices and supply chain management

Avaya is a U.S. federal contractor and develops compliant Affirmative Action Programs as required. We also expect and support diversity in our supply chain through Minority, Women and Disabled Veteran-Owned Business Enterprises (MWDVBE). At Avaya, maximum opportunity is afforded to MWDVBES to participate as suppliers, contractors, and subcontractors for goods and services and our Supplier Diversity Program ensures strict compliance with all applicable U.S. regulatory agency requirements, as well as with U.S. federal, state and local procurement regulations and programs.

Certain Avaya employees are represented by unions and 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.

Shefali Shah
Chief Administrative Officer and General Counsel

Date