



GRI & SASB Content Index

Disclosure map for the Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standard (SASB): Software & IT Services

GRI 102: General Disclosures 2016		Reference
Organizational Profile		
102-1	Organization name	Avaya Inc.
102-2	Activities, brands, products, and services	2019 Annual Report (Item 1)
102-3	Location of headquarters	Santa Clara, California
102-4	Location of operations	2019 Annual Report (Item 1) 2019 CDP Climate Change Questionnaire (Section C0.3)
102-5	Ownership and legal form	2019 Annual Report (Item 1)
102-6	Markets served	2019 Annual Report (Item 1)
102-7	Scale of the organization	2019 Annual Report (Item 1)
102-8	Information on employees and other workers	2019 Annual Report (Item 1)
102-9	Supply chain	2019 Annual Report (Item 1)
102-10	Significant changes to the organization and its supply chain	2019 Annual Report (Item 1)
102-11	Precautionary principle or approach	Upheld in the Avaya risk management process.
102-12	External initiatives	Avaya has adopted the Responsible Business Alliance (RBA) Code of Conduct.
102-13	Membership of associations	Avaya is a member of the Responsible Business Alliance (RBA) and Silicon Valley Leadership Group (SVLG).
Strategy and Analysis		
102-14	Statement from senior decision maker	Letter from the CEO
102-15	Key impacts, risks, and opportunities	2019 Annual Report (Item 1A) 2019 CDP Climate Change Questionnaire (Section C2)
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Avaya Code of Conduct Supplier Code of Conduct Diversity and Inclusion Policy Our Culture
102-17	Mechanisms for advice and concerns about ethics	Avaya Code of Conduct Supplier Code of Conduct



Governance		
102-18	Governance structure	Corporate Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	Materiality Matrix
Stakeholder Engagement		
102-40	List of stakeholder groups	Materiality Matrix 2019 CDP Climate Change Questionnaire (Section C12)
102-41	Collective bargaining agreements	ESG Metrics
102-42	Identifying and selecting stakeholders	Materiality Matrix 2019 CDP Climate Change Questionnaire (Section C12)
102-43	Approach to stakeholder engagement	Materiality Matrix 2019 CDP Climate Change Questionnaire (Section C12)
102-44	Key topics and concerns raised	Materiality Matrix 2019 CDP Climate Change Questionnaire (Section C12)
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2019 Annual Report (Item 1)
102-46	Defining report content and topic boundaries	Materiality Matrix
102-47	List of material topics	Materiality Matrix
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	Fiscal year 2019 (Oct. 1, 2018 - Sept. 30, 2019)
102-51	Date of most recent report	Fiscal year 2019 (Oct. 1, 2018 - Sept. 30, 2019)
102-52	Report cycle	Annual
102-53	Contact point for questions regarding the report	Sara Broadbent, Sr. Director of Corporate Responsibility, EHS, and Philanthropy (sbroadbent@avaya.com)
102-54	Claims of reporting in accordance with GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option
102-55	GRI content index	GRI Content Index
102-56	External assurance	This Corporate Responsibility Report is not externally assured.



GRI/SASB Topic-Specific Standards		Reference
Economic Standards		
GRI 201: Economic Performance 2016		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, the management approach and its components, and the evaluation of the management approach	2019 Annual Report (Item 1)
201-1	Direct economic value generated and distributed	2019 Annual Report (Item 6)
201-2	Financial implications and other risks and opportunities due to climate change	2019 Annual Report (Item 1A) 2019 CDP Climate Change Questionnaire (Section C2)
Environmental Standards		
GRI 302: Energy 2016; SASB: Environmental Footprint of Hardware Infrastructure		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, the management approach and its components, and the evaluation of the management approach	2019 CDP Climate Change Questionnaire (Sections C3 & C8)
302-1, TC-SI-130a.1	Energy consumption within the organization	ESG Metrics 2019 CDP Climate Change Questionnaire (Section C8.2)
302-3	Energy intensity	ESG Metrics 2019 CDP Climate Change Questionnaire (Section C8)
302-4	Reduction of energy consumption	ESG Metrics 2019 CDP Climate Change Questionnaire (Section C8)
302-5	Reductions in energy requirements of products or services	2019 CDP Climate Change Questionnaire (Section C12.1b) R&D Environmental Policy
GRI 303: Water and Effluents 2018; SASB: Environmental Footprint of Hardware Infrastructure		
303-1	Interactions with water as a shared resource	2019 CDP Water Questionnaire (Sections W1, W3-5, W8)
303-3, TC-SI-130a.2	Water withdrawal	2019 CDP Water Questionnaire (Section W1.2b)
303-4	Water discharge	2019 CDP Water Questionnaire (Section W1.2b)
303-5, TC-SI-130a.2	Water consumption	2019 CDP Water Questionnaire (Section W1.2b)



GRI 305: Emissions 2016		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, the management approach and its components, and the evaluation for the management approach	2019 CDP Climate Change Questionnaire (Sections C2.5-2.6 & C3.1c) Corporate Responsibility Policy
305-1	Direct (Scope 1) GHG emissions	ESG Metrics 2019 CDP Climate Change Questionnaire (Section C6.1)
305-2	Energy indirect (Scope 2) GHG emissions	ESG Metrics 2019 CDP Climate Change Questionnaire (Section C6.3)
305-3	Other indirect (Scope 3) GHG emissions	ESG Metrics 2019 CDP Climate Change Questionnaire (Section C6.5)
305-4	GHG emissions intensity	ESG Metrics 2019 CDP Climate Change Questionnaire (Section C6.10)
305-5	Reduction of GHG emissions	ESG Metrics 2019 CDP Climate Change Questionnaire (Section C7.9)
GRI 307: Environmental Compliance 2016		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, the management approach and its components, and the evaluation of the management approach	2019 Annual Report (Item 1A)
307-1	Non-compliance with environmental laws and regulations	Avaya has not received significant fines or monetary sanctions for non-compliance with environmental laws and/or regulations during FY19.
Social Standards		
GRI 401: Employment 2016		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, the management approach and its components, and the evaluation of the management approach	Our Culture
401-1	New employee hires and employee turnover	ESG Metrics
GRI 403: Occupational Health and Safety 2019		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, the management approach and its components, and the evaluation of the management approach	Workplace Health and Safety
403-9	Work-related injuries	ESG Metrics



GRI 405: Diversity and Equal Opportunity SASB: Recruiting & Managing a Global, Diverse & Skilled Workforce		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, the management approach and its components, and the evaluation of the management approach	Our Culture Diversity and Inclusion Policy
405-1, TC-SI-330a.1, TC-SI-330a.2, TC-SI-330a.3	Diversity of governance bodies and employees	ESG Metrics
GRI 413: Local Communities		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, the management approach and its components, and the evaluation of the management approach	Charitable Giving Our Culture
413-1	Operations with local community engagement, impact assessments, and development programs	Charitable Giving ESG Metrics
Privacy and Security Standards		
SASB: Data Privacy & Freedom of Expression		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Global Privacy Policy
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	10K (pg. 143)
SASB: Data Security		
TC-SI-220a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	10K (pgs. 21 & 27)
SASB: Intellectual Property Protection & Competitive Behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	10K (pg. 144)
SASB: Managing Systemic Risks from Technology Disruptions		
TC-SI-550a.1	Description of business continuity risks related to disruptions of operations	2019 CDP Climate Change Questionnaire (Section C2.3a)