



Workplace Health and Safety

EHS Management System

Avaya has an Environmental, Health and Safety Management System (EHS-MS) that is based upon the requirements of the ISO 14001:2015 standard. The EHS-MS covers our business activities, products, and services, with the exception of product design, which is under a separate management system.

The EHS-MS programs consist of worldwide standards and supporting documentation covering the following topics:

- Chemical Management and Hazard Communication
- Contractor Safety
- EHS Inspection Process
- Emergency Preparedness
- Ergonomics
- Job Hazard Analysis
- Motor Vehicle and Lift Safety
- Occupational Injury, Illness, and Incidents

Avaya performs an annual self-assessment at the corporate level to verify whether the EHS-MS is effective and conforms to the ISO 14001 standard and the established EHS-MS programs and procedures.

Employee Training and Communication

Employees receive general safety awareness training, upon hire, through the Avaya Learning Management System. Employees may be required to complete additional health and safety training, depending on the nature and scope of their work.

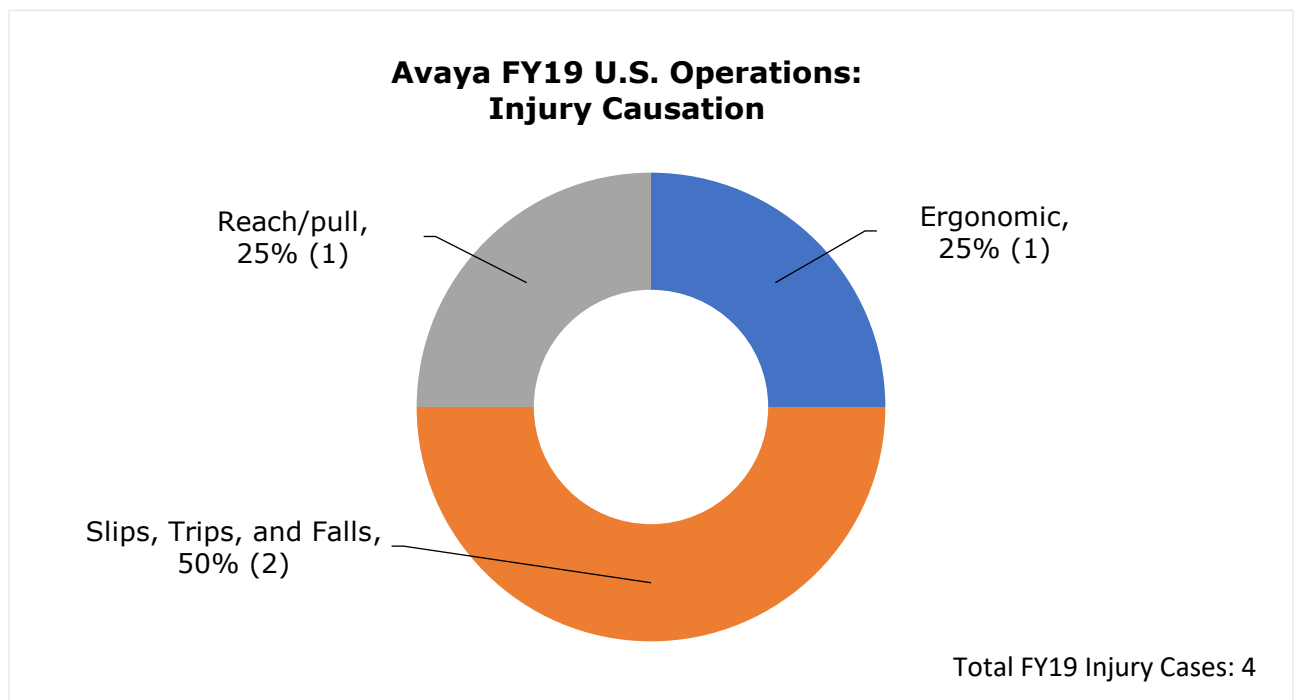
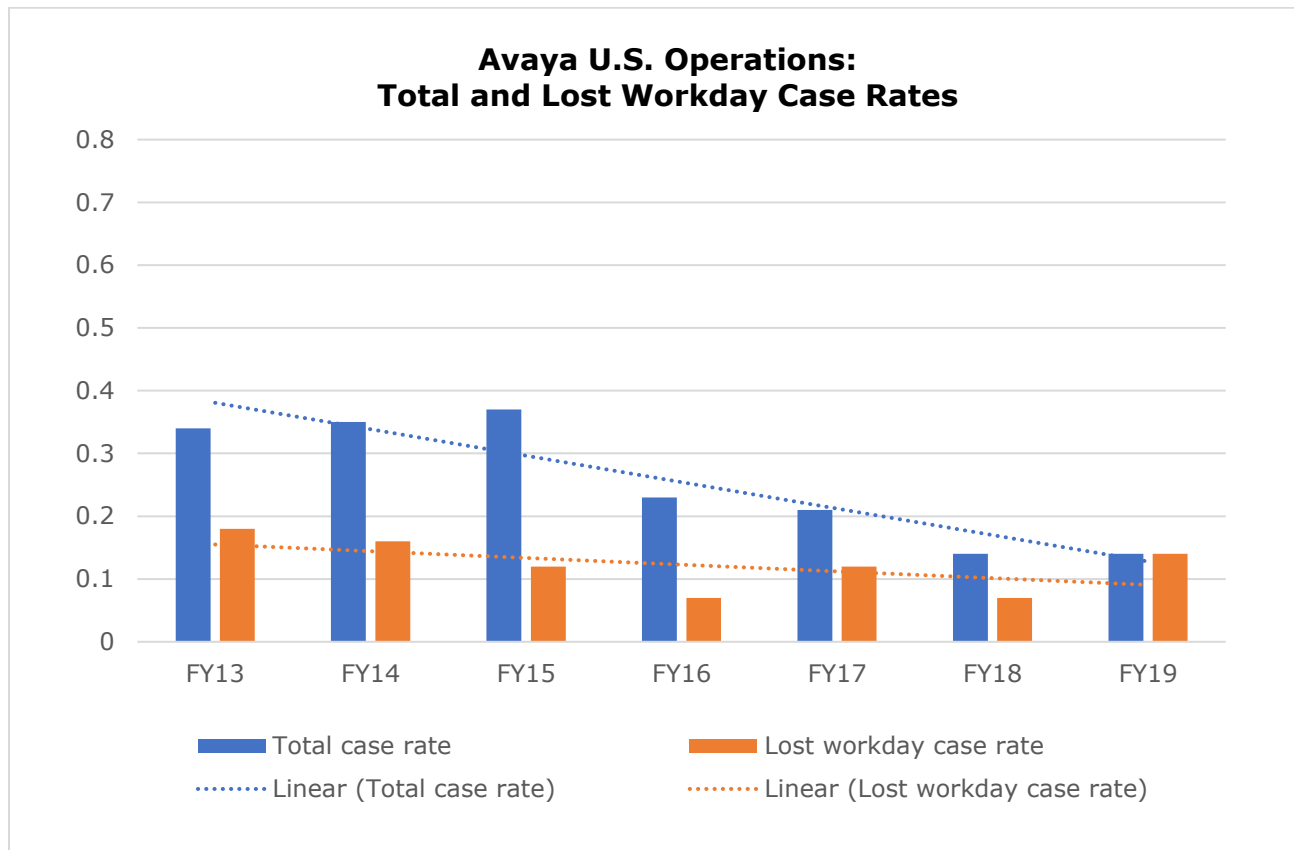
Additionally, workplace health and safety information is regularly communicated to employees through Avaya's Intranet and internal communications such as newsletters, emails, and articles.

Occupational Injury, Illness, and Incident Reporting

Avaya maintains a health and safety incident tracking and reporting process to meet the needs of our global workforce. Avaya U.S. and international locations with more than 100 personnel track monthly occupational injury, illness, and incident data, including: number of cases resulting in lost workdays, number of lost workdays, number of cases requiring first aid, and number of cases requiring medical attention beyond first aid.



Safety Results

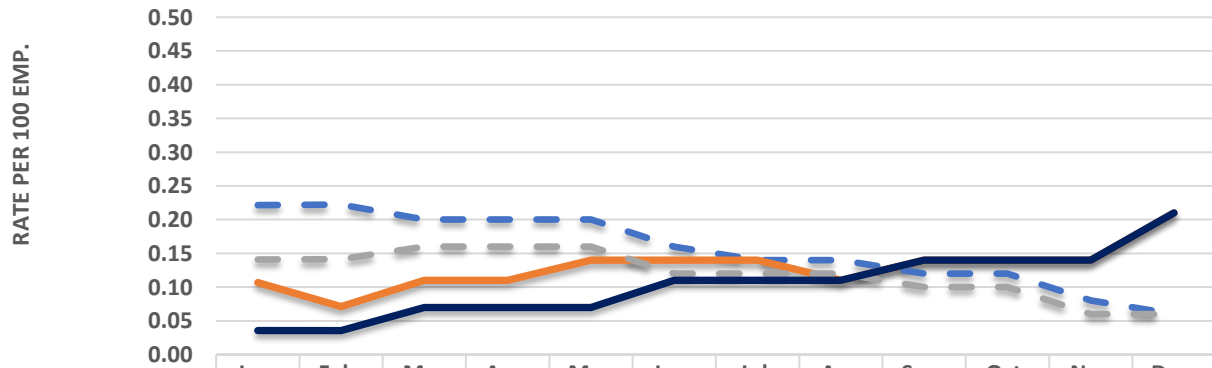




U.S. & International Injury Case Rates

12-Month Rolling Average

January 1, 2019 - December 31, 2019

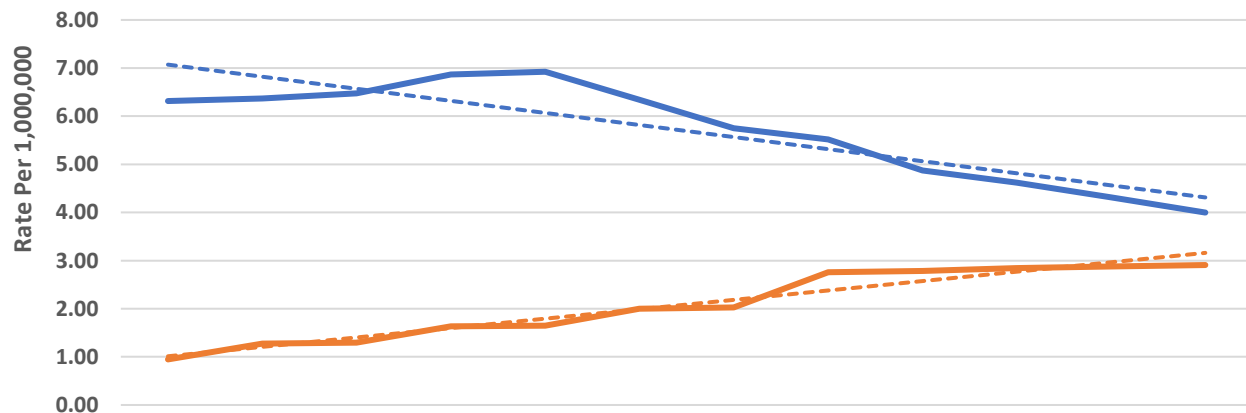


	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19
Int'l Total Case Rate	0.22	0.22	0.20	0.20	0.20	0.16	0.14	0.14	0.12	0.12	0.08	0.06
US Total Case Rate	0.11	0.07	0.11	0.11	0.14	0.14	0.14	0.11	0.14	0.14	0.14	0.21
Int'l Lost Workday Case Rate	0.14	0.14	0.16	0.16	0.16	0.12	0.12	0.12	0.10	0.10	0.06	0.06
US Lost Workday Case Rate	0.04	0.04	0.07	0.07	0.07	0.11	0.11	0.11	0.14	0.14	0.14	0.21

U.S. Motor Vehicle Accident (MVA) Rate

12-Month Rolling Average

January 1, 2019 - December 31, 2019



	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19
Total MVA Rate*	6.31	6.37	6.47	6.86	6.92	6.34	5.75	5.51	4.88	4.62	4.31	4.00
Preventable Rate	0.95	1.27	1.29	1.63	1.65	2.00	2.03	2.76	2.79	2.84	2.88	2.91

* Excludes Comprehensive

— Total MVA Rate*
 - - - Linear (Total MVA Rate*)

— Preventable Rate
 - - - Linear (Preventable Rate)