



Title: Global Diversity, Equity Inclusion and Belonging Policy	
Policy family: Career- Development	Policy No: GBL/GBL/CAR/009
Policy document owner: Human Resources	Approved by: Chief Human Resources Officer
Revision No: 3	Last updated date: 2023/7/12

Overview

Avaya is committed to driving positive change within our organization and in our communities. Today, more than ever, clear, and purposeful effort to nurture fairness while actively collaborating with unique and multifaceted groups and individuals toward a common goal is crucial at Avaya in our pursuit to be a destination place to work.

Our human capital is the most valuable asset we have, and Avaya is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging (DEIB). By fostering an inclusive, human-centric, accountable, and sustainable workplace we want to ensure that every Avayan feels they belong and can succeed at Avaya where differences among Avayans are recognized, valued, celebrated, and seen as an asset. Fostering a diverse and inclusive workforce benefits our people and our company.

Avaya is striving to create an inclusive environment that embraces differences, fights for equity, fosters inclusion and assures belonging. Avaya promotes not only valuing DEIB, but also acting on DEIB initiatives to enable the company to create value for employees, customers, business partners, communities, and all other stakeholders. Success and innovation live not in same-ness, but in the fostering of diverse people who share a fair opportunity to work in partnership.

Scope

This Policy applies to all directors, officers, and employees, of Avaya LLC, its subsidiaries, or affiliates ("Avaya" or the "Company") worldwide, as well as all third-party business partners representing Avaya, including but not limited to consultants, distributors, suppliers, partners, and contingent workers when they act on behalf of Avaya.

Policy

Our priority is to ensure that our global organization is a thriving and successful environment in which differences are valued, blended, and celebrated creating a sense of belonging.



We embrace, encourage, and celebrate differences in race, color, creed, gender identity and expression, religion, marital status, registered domestic partner status, age, national origin or ancestry, citizenship, physical or mental disability, medical condition, sex, genetic information, sexual orientation, veteran status, and the intersection of the aforementioned characteristics which makes every background a unique addition to our community.

Our commitment to DEIB aligns with our core values of: Simplicity, Accountability, Empowerment, Trust and Teamwork and is reflected in our Code of Conduct and 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. DEIB is sponsored at the highest levels at Avaya. Avaya United, the official shared voice for Avaya's DEI&B initiatives (sponsored by our CEO) and our employee resource groups, known as Avaya United Communities are part of a larger collective to position Avaya as a Destination Place to Work, a place that values a variety of voices and open sharing of ideas, as well as one that influences change outside of company walls.

Our DEIB initiatives are applicable (but not limited) to practices and policies on global mobility, recruitment and selection, equitable pay, professional development and training, promotions, social and recreational programs, and the ongoing development of a work environment built on the premise of equity that ensures:

- Recognition of the value diversity generates to the business and its culture
- Open, encouraged, and respectful communication between all individuals, regardless of title or seniority
- Empowerment of the entire community to give suggestions on how Avaya can become more equitable and inclusive
- An environment where employees can thrive professionally without worrying that their identity and interests could limit their potential
- Flexible working practices that recognize the need for work/life integration so individuals can carry on with their lifestyles, personal responsibilities, and cultural practices
- Visibility of diversity, including invisible diversity, at every level and department of the company.
- Employer and employee contributions to the communities we serve to promote greater understanding and respect for DEIB
- Employee awareness of their own unconscious and conscious bias and to the knowledge to ensure this does not manifest itself at work

Leadership is ultimately responsible for meeting the above commitments. However, it takes a community of all employees, contractors, partners, and other stakeholders to strive towards an inclusive and safe environment for all.

Managers must remain aware of this Policy and other related policies throughout their daily operations and ensure equitable opportunities for all direct reports. In addition,



they must stay diligent to situations that may have been escalated from bias and take appropriate corrective and preventive actions.

Employees must ensure that the principles of this Policy and other related policies are implemented in all interactions related to Avaya activities and must report any instance of bias or discrimination.

We prohibit unlawful discrimination, retaliation, or harassment of in the administration of any employment decision or personnel policy. 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.

All Avaya employees and third parties representing Avaya 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.

All employees are responsible for reviewing and fully complying with this policy and all related Avaya's Policies including, but not limited to Avaya's:

- Global Non-Discrimination and Retaliation Prevention Policy
- Global Harassment Prevention Policy
- Global Code of Conduct
- U.S. Affirmative Action Policy

The Company has the right to modify, amend or terminate this Policy at any time without any prior notice.

A handwritten signature in black ink, appearing to read 'Anna-Marie Crowley', is written over a faint, light-colored signature line.

Anna-Marie Crowley, Global Head of Human Resources, July 18th, 2023