

AVAYA

Environmental, Health, Safety, and Wellness Policy	
Policy Owner: Head of ESG and Philanthropy	Approved by: Global Vice President, General Counsel, & Chief Compliance Officer
Revision No: 0	Effective date: 28 October 2024

Avaya, a global leader in customer experience (CX) solutions for large enterprises, provides organizations with the tools they need to drive customer and employee engagement and achieve better business outcomes.

OBJECTIVE

At Avaya, we are committed to maintaining a safe and healthy workplace for all employees and contractors and to protecting the environment and the communities in which we operate through continued responsible action. This policy establishes expectations for Avaya’s workplace and activities that support the company’s environmental, health, safety, and wellness values and commitments.

SCOPE

This policy is applicable to all Avaya employees and contractors and all Avaya activities. We expect all employees and contractors to conduct themselves at all times in alignment with this policy.

REVIEW PROCESS

At least annually, this policy will be reviewed by the Head of ESG and Philanthropy with relevant stakeholders and revised as necessary.

ENVIRONMENTAL PROTECTION

Avaya is committed to operating in a responsible manner, doing our part to protect the environment for us and for future generations. The company’s primary environmental impacts relate to:

- 1) Greenhouse gas (GHG) emissions which are a byproduct of everyday business operations such as heating, cooling, and powering our facilities, fleet operations, business travel, employee commuting, transportation, distribution, and use of our products.
- 2) Waste generated as part of everyday business operations, at our products’ end of life, and from decommissioning office space.
- 3) Design and delivery of products with respect to energy use, waste, pollution, packaging, and reuse and recycling.

Avaya is dedicated to sound management of our environmental impacts through:

- Complying with applicable environmental laws and regulations as well as applicable standards to which Avaya subscribes.

- Setting targets and monitoring progress to ensure continuous improvement of our environmental performance.
- Incorporating environmental considerations throughout the life cycle of our products, especially in design, during the procurement process, and at end of life.
- Keeping our internal and external stakeholders, including employees, business partners, suppliers, customers, and communities, informed about Avaya’s environmental performance and progress against targets.
- Building capacity and engaging stakeholders on environmental issues
- Educating our employees about the environmental targets Avaya has set, the steps the company is taking to reduce greenhouse gas emissions and other environmental impacts and providing opportunities for employees to contribute to our efforts.

Avaya is committed to the successful implementation of this policy. To achieve results, Avaya develops and monitors short-term and long-term environmental objectives.

Avaya has set near-term company-wide emissions reduction targets in line with climate science. Our targets have been validated by the Science Based Targets initiative (SBTi), which classified Avaya’s Scope 1 and 2 target ambition as in line with a 1.5°C trajectory, consistent with the goals and central aim of the Paris Agreement.

Avaya commits to reduce absolute Scope 1 and Scope 2 GHG emissions 50% by FY2030 from a FY2020 base year. Avaya also commits to reduce Scope 3 GHG emissions from use of sold products 55% per million USD gross profit within the same timeframe. See <https://www.avaya.com/en/about-avaya/sustainability/> and our most recent Sustainability Report for information about progress against these targets.

HEALTH, SAFETY, AND WELLNESS

Avaya is committed to conducting itself in a manner that consistently protects the health and safety of our employees, visitors, contractors, and the public. As a primarily office-based company with no manufacturing, we are focused on:

- 1) Preventing and reducing ergonomic issues,
- 2) Reducing the potential for injuries or illnesses in the workplace by eliminating or minimizing workplace hazards, and
- 3) Providing resources to help employees with physical, mental, and financial wellness.

Avaya is committed to health, safety, and wellness management through:

- Complying with applicable health and safety laws and regulations as well as applicable standards to which Avaya subscribes.
- Setting targets and monitoring performance to ensure continuous improvement of our health and safety performance.
- Consulting and collaborating with employees and/or their representatives and other stakeholders on occupational health and safety matters.
- Proactive risk management focused on hazard identification and control.

- Supplying employees and contractors with relevant information and regular training on health and safety requirements to enable them to conduct their activities in a healthy and safe way.
- Providing tools and programs to help employees engage and improve their physical and mental health and financial security.

Avaya is committed to the successful implementation of this policy. To achieve results, Avaya develops and monitors short-term and long-term health and safety objectives and annual action plans. Avaya's health, safety and wellness objectives are to prevent and reduce ergonomic issues, reduce the potential for injuries and illnesses, and help employees improve physical and mental wellness.

GOVERNANCE

This policy is established under the direction of Avaya's Global Vice President, General Counsel, & Chief Compliance Officer and is issued and maintained by Avaya's Head of ESG and Philanthropy. This policy is implemented through Avaya's Environmental, Health, and Safety Management System, is communicated within our organization, and is available to our external stakeholders and interested parties at <https://www.avaya.com/en/about-avaya/sustainability/>.

Roles and Responsibilities

Avaya's Head of ESG & Philanthropy is responsible for the implementation and oversight of this policy and reports out to the Legal Leadership Team on related matters, who in turn reports out to the Executive Leadership Team. Where required by regulation, country-specific health and safety experts support implementation and oversight of health and safety matters.

The Head of ESG & Philanthropy updates the Board on Avaya's status and progress on environmental issues and makes recommendations related to environmental initiatives. All employees and contractors are responsible for complying with regulatory requirements and Avaya policies and for reporting all environmental concerns to Avaya management.