



A Year in Review: Corporate Responsibility

October 1, 2018 to September 30, 2019

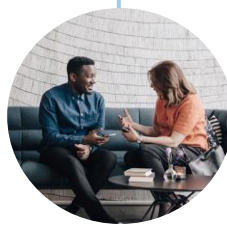
Avaya elevates communications to the next generation of engagement, connecting organizations to their customers, workforce and communities with secure, intelligent experiences that matter. As we all embrace more unique ways to connect and engage, Avaya remains at the forefront of driving innovation to do just that.

Creating experiences that matter not only defines how we do business, but how we aspire to impact the world. This report highlights progress we have made in advancing our Corporate Responsibility around three key areas, known as ESG:

Environment



Social



Governance



Avaya tracks and reports relevant [ESG Metrics](#) annually in accordance with GRI and SASB standards. Additionally, our [Corporate Responsibility Policy](#) affirms our commitment to continually advance positive change in the world.

Environment

Responsible Product Design

Avaya is committed to continually reducing the environmental impacts of our products and hold an ISO 14001 certification for our Design for Environment (DfE) program. Energy efficiency is one of the core focuses of the DfE program and our J129, J139, and J179 VoIP phones are ENERGY STAR® certified products. Additionally, Avaya is exploring ways to reduce single-use plastic packaging within our operations and supply chain.

- [R&D Environmental Policy](#) >
- [Avaya Product Design and Compliance](#) >
- [WEEE & Electronic Waste Management](#) >



Tracking Carbon Emissions and Water

Since 2010, Avaya has tracked and reported its carbon emissions annually to CDP. In 2015, we set a science-based target, based on the World Wildlife Fund and CDP's 3% Solution, to reduce Scope 1 and Scope 2 emissions by 15% cumulatively by 2020. We have exceeded this goal, actually achieving a total reduction of 54% from 2014 to 2019. Avaya has also reduced its Scope 3 emissions by nearly 22,000 mtCO₂e since 2014.

In 2019, Avaya reported its water consumption to the CDP Water Questionnaire for the first time. We will continue to monitor, report, and explore ways to reduce our water consumption across our global facilities.

[2019 CDP Climate Change Questionnaire](#) >

[2019 CDP Water Questionnaire](#) >



Social

Doing Business with Integrity

As a member of the Responsible Business Alliance (RBA), Avaya ensures safe and humane labor standards, environmentally responsible business practices, and high ethical standards in our supply chain. Additionally, we seek to eliminate the social and environmental harm brought from sourcing specific minerals from the Democratic Republic of Congo.

[Avaya Supplier Code of Conduct](#) >

[Avaya Conflict Minerals Policy](#) >

[Avaya Conflict Minerals Report](#) >

Providing a Safe Workplace

Avaya is dedicated to providing a safe and healthy work environment for our employees. In accordance with best practices, Avaya maintains an Environment, Health and Safety Management System based on the requirements of the ISO 14001 standard. We are proud of our continuing overall decline in injuries due, in part, to our efforts to increase awareness, enhance training, and continue tracking of occupational injury, illness, and incident metrics.

[Avaya Workplace Health and Safety](#) >

Governance

Protecting the Dignity to Work Freely

Avaya believes in the dignity of freely chosen work as expressed in the United Nations Declaration of Human Rights. We are committed to identifying risks and preventing the use of child labor, slavery, and human trafficking in our business operations and supply chain.

[Avaya Human Rights Statement](#) >

[UK Modern Slavery Act Transparency Statement](#) >