

**AVAYA**

Experiences  
That Matter

# Avaya Gender Pay Gap Report: Ireland

June 2022





At Avaya, we are focused on becoming a destination place to work, building a culture of success where everyone feels valued, productive, and has equal and ample opportunities to learn and grow. As a team, we're all about thriving both inside and outside the workplace, with flexible, supportive and inclusive work practices, and rewards and recognition for a job well done.

Avaya operates in an industry and sector with historic gaps in gender employment and pay. This report is a key element of our regular internal analyses and benchmarking process to eliminate those historic pay gaps. We set goals, activate plans to reach them, and evaluate the success of our efforts. We're listening, learning and building on those lessons, and we commit to continuing our efforts in this area to ensure equal opportunities and a strong sense of belonging for everyone at Avaya.

## Introduction

Our employees are the driving force behind Avaya's every success in creating experiences that matter for customers, partners, suppliers, employees and other stakeholders. Our people first strategy enables a culture that empowers our team members to leverage their strengths and experiences to deliver world class services and cultivate innovation. The successful execution of our strategy is underpinned by the cultural principles of Inclusion, Simplicity, Accountability, Trust, Teamwork and Empowerment demonstrated in the way we work and in everything we do. Fundamental to building and supporting an inclusive culture in which every individual group is welcomed, respected, supported and valued is our commitment to equality – including equal pay for equal work. In furtherance of its commitment, Avaya undertakes regular internal and external benchmarking analyses to evaluate, identify and mitigate historic and existing pay gaps within our industry by setting goals and continuously monitoring the impact.

Avaya is committed to transparency through this Ireland Gender Pay Gap Report measuring the differences between men and women within Avaya's Irish employee population per the applicable reporting requirements. Our first Ireland Pay Gap Report provides us the opportunity to listen, learn and build toward excellence. We will continue to focus on pay equity alongside our global commitment to increasing female representation across all levels of the organization.

The results of the Ireland Gender Pay Gap Report identify opportunities for improvement as the differences are driven by employee demographics. Like many other technology services companies in Ireland and across the industry, there are a greater number of men than women in senior positions and in roles within business units that offer higher levels of compensation. As one of our flagship R&D hubs, the employee population in Avaya Ireland is predominantly made up of technical/engineering roles which typically receive more equity than colleagues in non-tech roles because of the competitive market for their expertise. This is an industry wide issue, which we are committed to mitigating by actively increasing female representation across all levels of the organization around the globe.

At Avaya, we support women's economic empowerment by developing a diverse talent pipeline, building a workplace that mirrors the society in which we do business, a workplace where individuality is celebrated and harnessed to promote diversity, equity, inclusion & belonging (DEI&B) to empower all of our employees to leverage their strengths and experiences, and investing in development programs at every level to enhance engagement, retention and the opportunities for internal talent to assume future leadership roles. Avaya maintains several leadership and employee development programs globally designed to prepare them to progress into more senior, higher paid roles across the organization over time.

We acknowledge the industry-wide challenge we face for available skills and maintain our focus on developing and retaining our female talent from early in career through to senior leadership. Some highlights of our initiatives include:

### Leadership Development Programs

Avaya offers a variety of leadership development programs for employees at all levels, from first time leaders to executives. We maintain internal programs supported by leadership activities and offer custom programs through our partnership with some of the most well-respected thought leaders in the industry. Our Women's leadership development program is an immersive experience looking to drive positive change results and accelerate the advancement of female talent across all line of business in our organization, equipping them with the necessary tools to increase their leadership impact.

### Avaya Global Mentoring Program

Our employees benefit from a Global Mentoring Program established to enable them to take an active role in their career development journey through a paired mentoring relationship designed to connect people from across the organization to share and learn critical knowledge and skills. Our employees serve as mentors, mentees or both and participants increase business acumen, develop interpersonal and leadership skills, build cross-functional and global connections and more.

### Avaya Academy Program

The Avaya Academy is a global training program for recent college graduates who are recruited into an immersive training program providing insight into the industry, Avaya's offerings and outcome-based sales skills to accelerate their success in an entry level sales position.

### Re-imagined hiring model

In recent years we've put in place measures to mitigate bias, drive inclusive hiring practices and help ensure a diverse talent pool. We achieve this through inclusive hiring processes, inclusive job descriptions and by implementing tools that support hiring decisions at every stage with merit-based screening and gender neutralization automation tools.

### Employee Resource Groups

Avaya has benefitted from the significant growth in Employee Resource Groups (ERGs), employee-led groups that bring employees together to foster a sense of belonging at Avaya. Avaya's first globally sponsored ERG, Women Inspired Network (WIN@A) focuses on women's development, recognition and internal networking and is dedicated to the empowerment of women and advancement of women led business initiatives. Avaya's ERGs enrich our brand, culture and employee experience by supporting personal development, enhance retention for our diverse workforce, drive cultural awareness and advocate for authentic engagement with our marketplace.

# Avaya Gender Balance Goals and Action:

The gender pay gap calculations provided in this report are summary statistics using a snapshot date of 12th June 2022 that compare the pay received by all females to the pay received by all males employed by Avaya in Ireland.

**Note:** on 12th June 2022, in addition to our Full-Time Employees, Avaya also employed 2 part-time employees (1 Male/1 Female)

## Hourly Pay:

The mean pay variance is the difference between the average hourly pay of men and women

The median pay variance is the difference between the midpoint in the ranges of hourly pay of men and women

## Bonus Pay:

The mean bonus pay variance is the difference between the average bonus pay of men and women

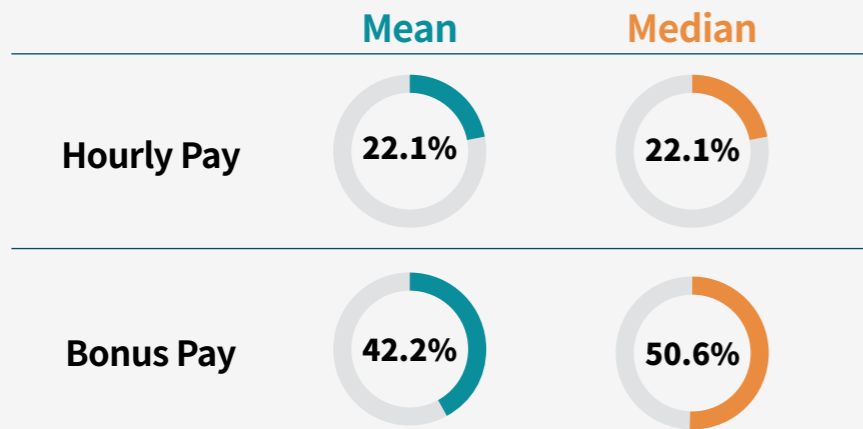
The median bonus pay variance is the difference between the midpoint in the ranges of bonus pay of men and women



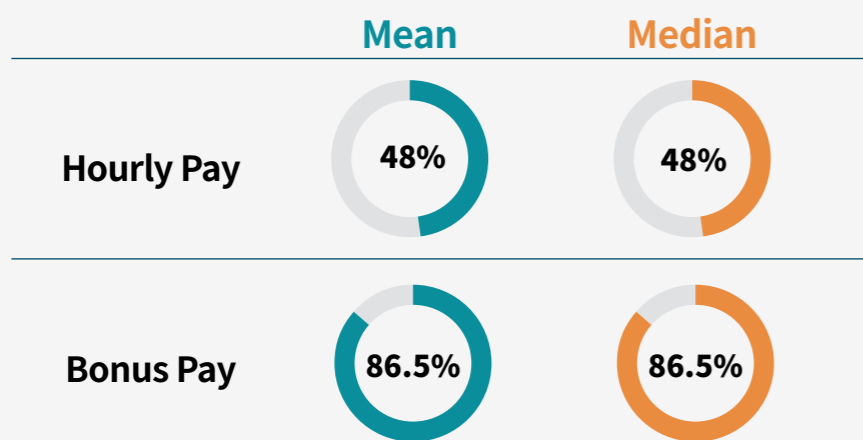
# Avaya Ireland 2022 Gender Pay Gap Data

## Average Pay Difference Between Men & Women

### Full-Time Employees

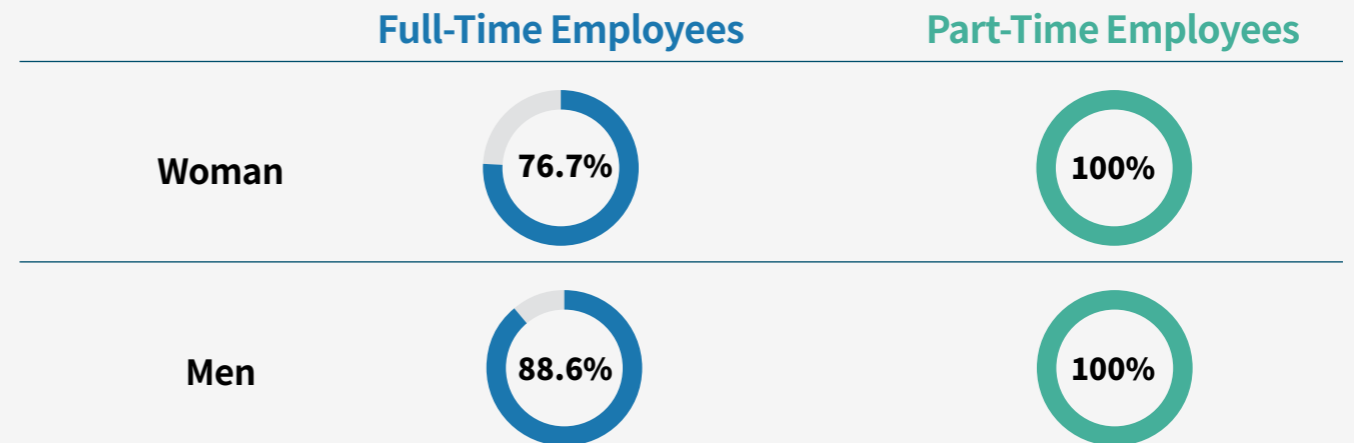


### Part-Time Employees



The percentage of employees receiving a bonus:

### Percentage Receiving Bonus Pay



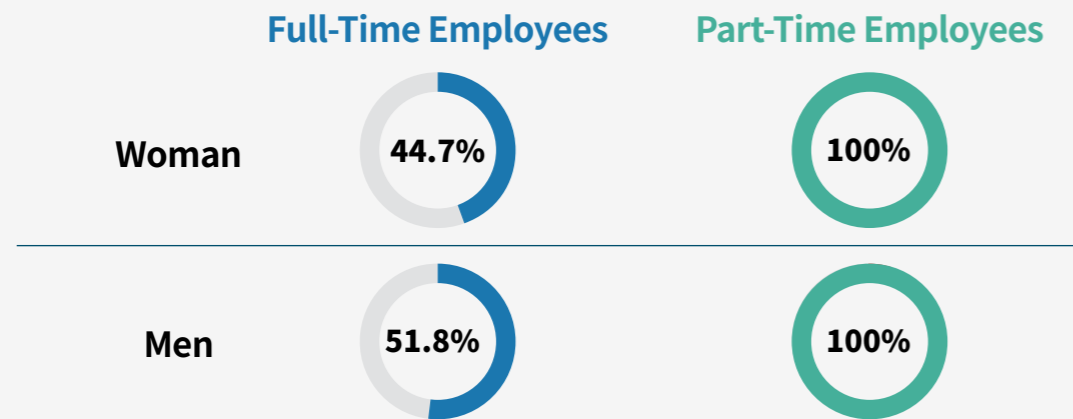
# Avaya Ireland 2022 Gender Pay Gap Data

## The percentage of employees receiving benefits

Definition (per reporting requirements) “benefits in kind” and include any non-cash benefit of monetary value provided to an employee. This would include the provision of a company car, voluntary health insurance, stock options, or share purchase schemes.

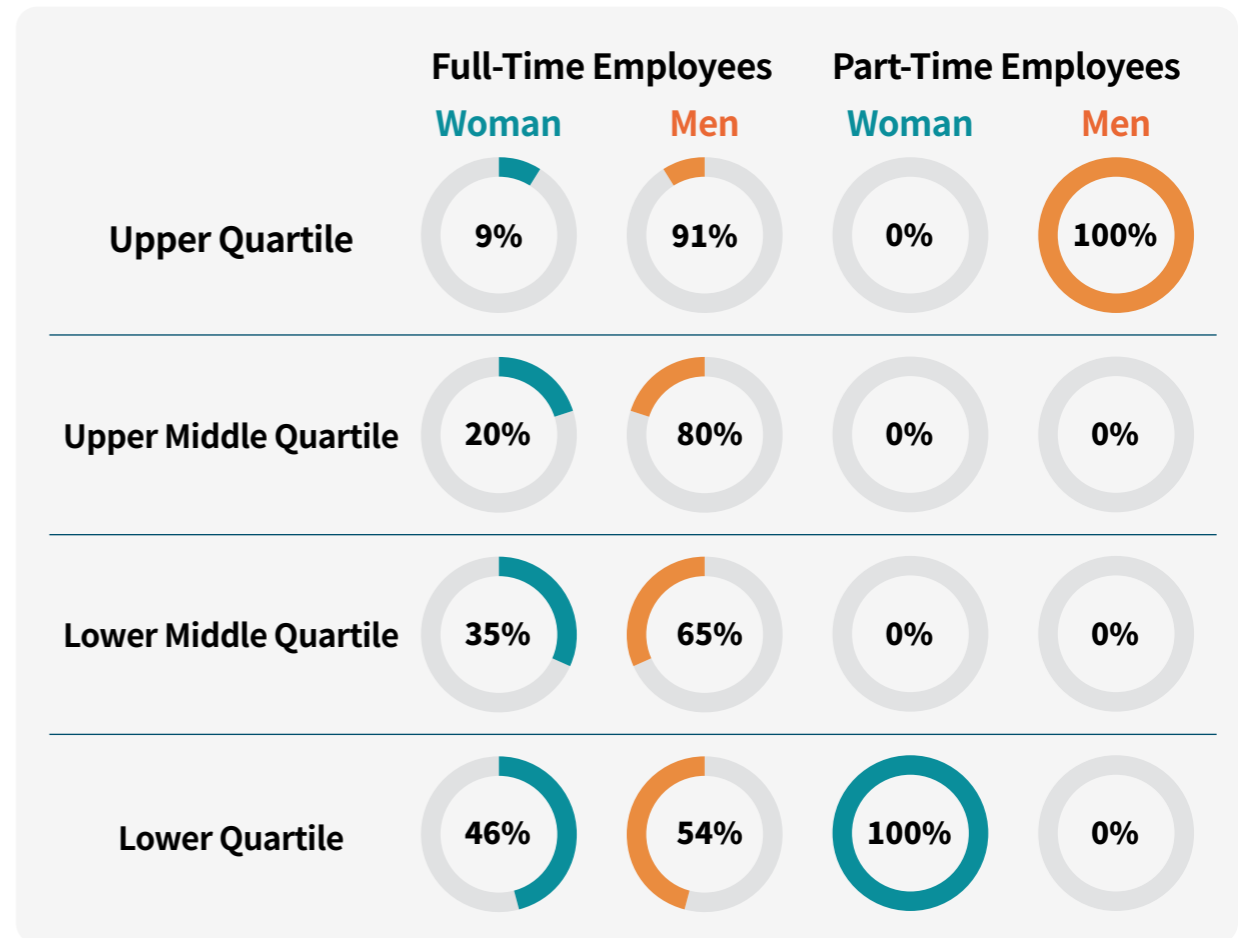


### Percentage Receiving Benefits



## The proportion of employee in each pay quartile according to gender

Proportion of Women and Men in each Pay Quartile.



**Note:** We are unable to provide the gender pay gap using hourly pay of employees on temporary contracts, as we do not hold compensation data on contracted employees.



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We confirm that our data has been calculated according to the requirements of the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022. Questions can be referred to HR at the following email: [tierneyc@avaya.com](mailto:tierneyc@avaya.com)

**Disclaimer:**

**Note:** To align with Irish government reporting requirements, data in this report refers to the traditional sex categories of male and female. Avaya respects that gender is on a non-binary spectrum, based on the employee's self-identification, and reporting in this manner should not be interpreted as our position on the issue. We confirm that per regulatory requirements, our gender pay gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting.

*John Hynes*

Director of Avaya International Sales Limited, December 2022