



FY 2021 GRI Content Index

Statement of use	Avaya has reported the information cited in this GRI content index for the period October 1, 2020 to September 30, 2021 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Avaya Annual Report 2021, Item 1. Business
	2-2 Entities included in the organization's sustainability reporting	Avaya Inc.
	2-3 Reporting period, frequency and contact point	Reporting period: fiscal year (October 1, 2020 - September 30, 2021) Frequency: annual Contact point: Reeva Kymer, Director of ESG & Philanthropy (rikymer@avaya.com)
	2-4 Restatements of information	Restatement of water data: 2021 Corporate Responsibility Report, Resource Conservation/Water, pg. 30
	2-5 External assurance	This report is not externally assured.
	2-6 Activities, value chain and other business relationships	Avaya Annual Report 2021, Item 1. Business
	2-7 Employees	2021 Corporate Responsibility Report: Our People, pg 11
	2-9 Governance structure and composition	2021 Corporate Responsibility Report: Governance, pg. 31 Proxy Statement 2022, Corporate Governance
	2-10 Nomination and selection of the highest governance body	Proxy Statement 2022, Selection of Board Nominees, pg. 19
	2-11 Chair of the highest governance body	2021 Corporate Responsibility Report: Governance, pg. 31
	2-12 Role of the highest governance body in overseeing the management of impacts	2021 Corporate Responsibility Report: Governance, pg. 31, 32
	2-13 Delegation of responsibility for managing impacts	2021 Corporate Responsibility Report: Governance, pg. 31, 32
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement 2022, Board Evaluation Process, pg. 16
	2-22 Statement on sustainable development strategy	2021 Corporate Responsibility Report: UN Sustainable Development Goals, pg. 10
2-23 Policy commitments	Avaya Code of Conduct. Avaya Supplier Code of Conduct	



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	2-27 Compliance with laws and regulations	Avaya did not receive significant fines for non-compliance of laws or regulations during FY2021.
	2-28 Membership associations	Responsible Business Alliance (RBA)
	2-30 Collective bargaining agreements	ESG Metrics Table
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2021 Corporate Responsibility Report: Our ESG Strategy, pg. 8
	3-2 List of material topics	2021 Corporate Responsibility Report: Our ESG Strategy, pg. 9
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Avaya Annual Report 2021, Item 6 (Selected Financial Data)
	201-2 Financial implications and other risks and opportunities due to climate change	CDP Climate Change response, C2.3a and C2.4a
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2021 Corporate Responsibility Report: Governance & Ethics/Conducting Business with Ethics & Integrity, pg. 33
	205-3 Confirmed incidents of corruption and actions taken	2021 Corporate Responsibility Report: Governance & Ethics/Conducting Business with Ethics & Integrity, pg. 33
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Metrics Table
	302-3 Energy intensity	2021 Corporate Responsibility Report: Climate Change, pg. 27 ESG Metrics Table
	302-4 Reduction of energy consumption	2021 Corporate Responsibility Report: Climate Change, pg. 27 ESG Metrics Table
	302-5 Reductions in energy requirements of products and services	2021 Corporate Responsibility Report: Responsible Product Design, pg. 28
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CDP Water Security Response, W3.3a
	303-3 Water withdrawal	2021 Corporate Responsibility Report: Resource Conservation, pg. 30 ESG Metrics Table CDP Water Security Response, W1.2b, W1.2d, W1.2h
	303-4 Water discharge	CDP Water Security Response, W1.2b, W1.2i
	303-5 Water consumption	CDP Water Security Response, W1.2b



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GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2021 Corporate Responsibility Report: Climate Change, pg. 27 ESG Metrics Table
	305-2 Energy indirect (Scope 2) GHG emissions	2021 Corporate Responsibility Report: Climate Change, pg. 27 ESG Metrics Table
	305-3 Other indirect (Scope 3) GHG emissions	2021 Corporate Responsibility Report: Climate Change, pg. 27 ESG Metrics Table
	305-4 GHG emissions intensity	ESG Metrics Table
	305-5 Reduction of GHG emissions	ESG Metrics Table
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	2021 Corporate Responsibility Report: Resource Conservation, pg. 29
	306-4 Waste diverted from disposal	2021 Corporate Responsibility Report: Resource Conservation, pg. 29, 30 and ESG Metrics Table
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2021 Corporate Responsibility Report: Our People/Talent Acquisition, Retention & Engagement, pg. 13
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2021 Corporate Responsibility Report: Our People/Employee Safety, Health & Wellness, pg. 17
	403-2 Hazard identification, risk assessment, and incident investigation	2021 Corporate Responsibility Report: Our People/Employee Safety, Health & Wellness, pg. 17
	403-5 Worker training on occupational health and safety	2021 Corporate Responsibility Report: Our People/Employee Safety, Health & Wellness, pg. 17
	403-6 Promotion of worker health	2021 Corporate Responsibility Report: Our People/Employee Safety, Health & Wellness, pg. 18
	403-9 Work-related injuries	2021 Corporate Responsibility Report: Our People/Employee Safety, Health & Wellness, pg. 17
	403-10 Work-related ill health	2021 Corporate Responsibility Report: Our People/Employee Safety, Health & Wellness, pg. 17
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	2021 Corporate Responsibility Report: Our People/Employee Learning & Development, pg. 15-16



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	404-3 Percentage of employees receiving regular performance and career development reviews	2021 Corporate Responsibility Report: Our People/Employee Learning & Development, p. 15 100% of employees receive annual performance reviews
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2021 Corporate Responsibility Report: Our People/Diversity, Equity, Inclusion & Belonging, pg. 11
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2021 Corporate Responsibility Report: Our Communities, pg. 21-26
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	2021 Corporate Responsibility Report: Responsible Product Design, p. 28