

Cisco named Best Employer in Belgium

Diegem, 11 March 2008

Cisco's Belgian division has been declared the Best Employer of 2008. It obtained the award in the category of companies with more than 500 employees. The compilation and publication of the lists of Best Employers is an initiative of the Great Place to Work Institute Europe (www.greatplacetowork-europe.com). This large-scale HR research has been carried out in Belgium since 2003 with the support of the HRM Centre of the Vlerick Leuven Ghent Management School, in collaboration with the media partners *Vacature* and *Références*.

"We are especially pleased and honoured with this award," says Pol Vanbiervliet, General Manager of Cisco Belgium. "Research into Belgium's Best Employers is extremely useful for Cisco. Not only because our own employees are closely engaged in the survey from the beginning but also and above all because their perspective is lent such significant weight in the evaluation process. We are treating this outstanding result as a signal to keep following the same path and to continue investing in a sustainable and high-quality human resources policy."

Last year, Cisco Belgium came sixth in the top ten organisations with more than 500 employees. Cisco also received a special Award for Diversity, on account of its strategy to attract a variety of profiles. In 2006, Cisco Belgium also reeled in a special Award for Gender Equality thanks to its equal opportunity policy for men and women.

"It is important to us that our company be a true reflection of society," says Luk Mettens, Human Resources manager at Cisco. "People of 40 different nationalities work at our branch in Diegem, just as people of different origins have to live together in society. Everybody has their area or areas of expertise. It is HR's task to recognise, manage and apply our employees' capacities in the best way possible. Furthermore, experience has taught us that a socially responsible human resources policy also has a positive impact on our organisation's growth and its bottom line."

Employee experience given priority in research

The 'Best Employers' research recognises organisations who set an example in the domain of human resources policy and who also assign it a central role in their corporate strategy. Such companies help to define professional standards for a high-quality human resources policy. Participating organisations are evaluated on five dimensions which have a bearing on their final score: credibility, respect, fairness, pride and camaraderie.

The research itself consists of two parts. The participating company's human resources policy is defined on the basis of a management questionnaire. This 'Culture Audit' represents a third of the total score. In addition, a survey is conducted amongst a representative number of randomly selected employees. This anonymous questionnaire surveys the degree of trust the employees have in their management ('Trust Index') but also their pride in their job and the organisation and the degree of team spirit that lives within it. The survey, as a reflection of employee opinion, counts towards two thirds of the final score.

With a general score of 94%, Cisco Belgium's employees have this year expressed a high level of appreciation for the organisation. In addition, Cisco had excellent scores in the individual research domains, particularly with respect to 'pride' and 'camaraderie'.

For more information on the 'Best Employer' research in Belgium, visit:
<http://www.vlerick.be/nl/knowres/centra/5002-VLK.html>.

A video message from Pol Vanbiervliet can be viewed at
<http://www.cisco.com/web/BE/bestemployer>.

For information on career opportunities at Cisco Belgium, see:
<http://www.cisco.com/go/belgiumcareers>.

Digital high-resolution photos of Pol Vanbiervliet and Luk Mettens can be obtained upon simple request from james@quadrantcommunications.be.

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