

Supplier Code Of Conduct

The Cisco [Supplier Code of Conduct](#) is central to promoting social and environmental responsibility in the Cisco value chain. The code is communicated to all suppliers through the Cisco contracting process. All suppliers must agree to the code's core principles in order to work with Cisco. The code is organized around these precepts:

Labor	Ethics	Health and Safety	Environment
<ul style="list-style-type: none">• Freely chosen employment• Working hours• Wages and benefits• Humane treatment• Nondiscrimination• Freedom of association	<ul style="list-style-type: none">• No improper advantage• Disclosure of information• Intellectual property• Fair competition• Protection of identity• Community engagement	<ul style="list-style-type: none">• Occupational safety• Emergency preparedness• Occupational injury and illness• Industrial hygiene• Physically demanding work• Machine safeguarding	<ul style="list-style-type: none">• Permits and reporting• Pollution prevention• Hazardous substances• Wastewater• Solid waste• Air emissions• Product content
Management Systems			
<ul style="list-style-type: none">• Company commitment• Accountability and responsibility• Legal and customer requirements• Risk management• Performance management• Training		<ul style="list-style-type: none">• Communication• Worker feedback and participation• Assessment and audits• Correction action process• Documentation and records	

Cisco's code is informed by a robust process within the EICC that allows external stakeholders to provide input on the EICC's Electronic Industry Code of Conduct structure and content. Proposed changes are then voted on by EICC membership to identify elements where there is significant agreement. This collaboration allows the code to evolve by taking into account the insights of many industry partners.