



# Global Human Rights Policy

**Internal Reference Policy** (Global Human Rights Policy, EDCS-1210115)

**Owning Function:** Legal

Updated: 07 December 2020

## Purpose

*"At Cisco, we are committed to developing innovative technology solutions that not only solve our customer's challenges, but also help improve the lives of people around the world. We also believe that long-term, trusting relationships are built on honesty, integrity, and acting ethically. Respect for human rights plays an important role in maintaining these foundational principles. We are committed to respecting and upholding the human rights of all people."*

- Chuck Robbins, Chairman and CEO

Cisco's Human Rights Policy formalizes our long-standing commitment to uphold and respect human rights for all people. We believe this policy reflects fundamental standards for business conduct and human rights, provides a cornerstone for Cisco to identify and manage its human rights impacts, mitigate risks and maximize opportunities for human rights to flourish, and fosters collaborative and transparent engagement with our stakeholders and investors.

Human rights are the fundamental rights, freedoms, and standards of treatment recognized by a majority of governments, businesses, and individuals around the world as belonging to all human beings by virtue of being human. Cisco upholds and respects human rights as contained in the [Universal Declaration of Human Rights \(UDHR\)](#), the [International Covenant on Civil and Political Rights \(ICCPR\)](#), the [International Covenant on Economic, Social, and Cultural Rights \(ICESCR\)](#), and the [eight Core Labor Conventions](#) developed by the [International Labour Organization \(ILO\)](#). [The United Nations Guiding Principles on Business and Human Rights \(UN Guiding Principles\)](#) clarify the duty of *governments* to *protect* against human rights abuses by third parties (including business enterprises); the *corporate* responsibility to *respect* human rights; and a *joint* responsibility of business and government to *remedy* adverse human rights impacts if they occur.

Cisco believes it is critical for all values-based companies to develop a formal approach to human rights. Human rights have long been integrated into how Cisco works with supply chain partners, develops employee ethics codes and policies, and creates a safe, inclusive, and diverse workplace. Creating, implementing, and communicating a formal human rights policy, as part of a broader framework and roadmap for protecting human rights, will help to maintain Cisco's leadership in the IT industry, reduce the potential for negative reputational risks, and present opportunities for engagement and collaboration with human rights stakeholders.

Cisco's approach to human rights is informed by the documents identified above and anchored to the approach set forth in the [UN Guiding Principles](#). Many leading companies with global operations, including Cisco, have committed to adhering to the [UN Guiding Principles](#) which include the development of a human rights policy, a framework to assess and mitigate known risks, and mechanisms to report and remedy grievances where they occur. Cisco is fully committed to this approach.

The [UN Guiding Principles](#) state that:

[I]n order [for companies] to meet their responsibility to respect human rights, business enterprises should have in place policies and processes appropriate to their size and circumstances, including:

- a. A policy commitment to meet their responsibility to respect human rights;
- b. A human rights due-diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights;
- c. Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.

Business enterprises need to know and show that they respect human rights. They cannot do so unless they have certain policies and processes in place.

The [UN Guiding Principles](#) additionally call for companies to integrate human rights assessment processes into regular business practices, and to measure and report on impacts. The [UN Guiding Principles](#) also require proactive engagement with both rightsholders (or their legitimate representatives) and stakeholders as a way to help companies identify and mitigate potential risks and develop positive opportunities for impacted communities.

## Overview

Our approach to human rights is governed by internationally recognized standards. We look to the following treaties, covenants, and global norms to guide our approach:

- [Universal Declaration of Human Rights](#)
- [International Covenant on Civil and Political Rights](#)
- [International Covenant on Economic, Social, and Cultural Rights](#)
- [International Labour Organization's \(ILO\) Core Conventions](#)
- [Convention on the Rights of the Child](#)
- [Convention on Protection of the Rights of All Migrant Workers and Their Families](#)
- [United Nations Guiding Principles on Business and Human Rights](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#)

Cisco is a member of the [United Nations Global Compact](#) and is a founding member of the [Responsible Business Alliance](#).

We regularly engage stakeholders, including with affected or potentially affected rightsholders or their legitimate representatives, to identify salient human rights issues and in the ongoing development of our human rights program.

Salient issues Cisco has identified include those related to privacy (e.g., through encryption, data localization and sovereignty, surveillance by governments, the internet of things, big data

analytics, artificial intelligence), freedom of expression, the right to equal protection against discrimination, health and safety, the right to freely chosen employment, young workers and child labor, ethical sourcing of minerals, pollution prevention and environmental sustainability, and promoting reskilling for the future of work.

## Scope

The scope of Cisco's Human Rights Policy applies to all employees, partners, suppliers, and contractors, and supports the human rights of all Cisco stakeholders including internet users.

## Global Human Rights Policy

Cisco makes the following commitments to respect, support, and promote human rights. Our employees, contractors, partners, and suppliers are expected to adhere to these commitments and are held accountable to them.

- a. Comply with applicable laws and company policies
- b. Adopt a human rights governance structure and responsible business practices consistent with the [UN Guiding Principles](#) that promote respect for human rights, including the rights enshrined in the [UDHR](#) and [eight Core ILO Conventions](#) (i.e., the Freedom of Association and Protection of the Rights to Organise Convention, 1948; the Right to Organise and Collective Bargaining Convention, 1949; the Forced Labour Convention, 1930; the Abolition of Forced Labour Convention, 1957; the Minimum Age Convention, 1973; the Worst Forms of Child Labour Convention, 1999; the Equal Remuneration Convention, 1951; and the Discrimination (Employment and Occupation) Convention, 1958).
- c. Assess and address the company's salient human rights issues, track the effectiveness of the company's response, and transparently report on corporate support of and performance on human rights.
- d. Implement policies and processes to identify, prevent, mitigate, and remediate human rights risks and impacts.
- e. Engage openly and regularly with stakeholders on issues that impact human rights, including with affected or potentially affected rightsholders or their legitimate representatives.
- f. Report transparently on corporate support of and performance on human rights.
- g. Adopt business policies and practices that protect privacy and data security of Cisco's customers.
- h. Contribute to global communities such as by promoting the benefits of increased connection and communication through the use of technologies that support freedom of

expression; supporting diversity and employee engagement; and supporting social programs including those focused on critical human needs (food, water, shelter, and disaster relief), education, and economic empowerment.

- i. Contribute to the development of international sector-specific human rights standards.
- j. Work with suppliers and partners to uphold these same values and implement similar policies and practices.

## Definitions

For purposes of this policy, the following definitions apply:

<b>Human Rights</b>	Human rights are the fundamental rights, freedoms, and standards of treatment recognized by a majority of governments, businesses, and individuals around the world as belonging to all human beings by virtue of being human. Fundamental human rights are found in the <a href="#">United Nations Declaration on Human Rights</a> , the <a href="#">International Covenant on Civil and Political Rights</a> , the <a href="#">International Covenant on Economic, Social, and Cultural Rights</a> , the <a href="#">eight core ILO Conventions</a> , and various covenants and treaties that implement these principles.
<b>International Labour Organization (ILO)</b>	The International Labour Organization is the international organization under the United Nations responsible for developing and overseeing international labor standards. It is the only United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies/programs promoting decent work for all.
<b>United Nations Global Compact (UNGC)</b>	The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption. The Global Compact exists to assist the private sector in the management of increasingly complex risks and opportunities in the environmental, social and governance realms, seeking to embed markets and societies with universal principles and values for the benefit of all.
<b>Universal Declaration of Human Rights (UDHR)</b>	The Universal Declaration of Human Rights was proclaimed by the United Nations General Assembly in 1948. It contains 30 human rights that are expected to be universally respected and protected.