Global Human Rights Policy

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

Owning Function: Legal

Updated: 14 December 2021

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 fosters collaborative and transparent engagement with our stakeholders and investors.

Human rights are the fundamental rights, freedoms, and standards of treatment belonging to all human beings by virtue of being human. Cisco upholds and respects all internationally recognized 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 International Labour Organization (ILO) conventions.

Cisco is committed to the UN Guiding Principles on Business and Human Rights (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. Where we have identified that we have caused or contributed to an adverse human rights impact, we are committed to providing access to and cooperating in remediation for affected individuals, workers, and communities through legitimate processes. Where we identify a direct link to an adverse human rights impact, we are committed to using our leverage, including working with our suppliers on impacts linked to our operations, products, or services where appropriate.

Cisco believes it is critical 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 for respecting human
rights, helps to maintain Cisco’s leadership in the IT industry, reduce the potential for negative reputational risks, and presents opportunities for engagement and collaboration with stakeholders. Cisco communicates its human rights commitment by publishing this Global Human Rights Policy online.

Overview

Our approach to human rights is governed by the following internationally recognized standards:

- 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
- International Labour Organization Violence and Harassment Convention
- Convention on the Elimination of All Forms of Discrimination Against Women
- Convention on the Elimination of All Forms of Racial Discrimination
- Convention on the Rights of Persons with Disabilities
- Convention on the Rights of the Child
- Children's Rights and Business Principles
- Convention on Protection of the Rights of All Migrant Workers and Their Families
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- United Nations Guiding Principles on Business and Human Rights

Cisco is a member of the United Nations Global Compact and is a founding member of the Responsible Business Alliance.

Aligned with our dedication to inclusion, diversity and social justice, Cisco is committed to respecting the rights of vulnerable groups, including minoritized religious, political, racial, and ethnic communities; people with disabilities; migrant workers and refugees; women; children; Indigenous and First Nations peoples; LGBTQ+ communities; union members, human rights defenders; and others who are disproportionately exposed to adverse impacts or who have inequitable access to remedy. We regularly engage stakeholders, including external human rights experts and potentially affected rightsholders, 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.
Cisco’s Business and Human Rights (BHR) team is responsible for the day-to-day analysis and mitigation of human rights risks relevant to our business. The BHR team reports up to Cisco’s Chief Legal Officer and is staffed by business and human rights specialists who partner with teams across Cisco to manage human rights risks across Cisco’s global business.

Cisco’s Human Rights Advisory Committee, a cross-functional team of executives and senior-level employees, provides oversight and advice on Cisco’s overall human rights management strategy.

**Global Human Rights Policy**

Cisco makes the following commitments to respect, support, and promote human rights. We expect our partners and suppliers to make commitments aligned to these standards.

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.


d. 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.

e. Implement policies and processes to identify, prevent, mitigate, and remediate human rights risks and impacts.

f. Engage openly and regularly with stakeholders on issues that impact human rights, including with affected or potentially affected rightsholders or their legitimate representatives.

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:

| **Human Rights** | Human rights are the fundamental rights, freedoms, and standards of treatment that are internationally recognized as belonging to all human beings by virtue of being human. Fundamental human rights are found in the United Nations Declaration on Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social, and Cultural Rights, the eight core ILO Conventions, and various covenants and treaties that implement these principles. |
| **International Labour Organization (ILO)** | 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. |
| **United Nations Global Compact (UNGC)** | 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. |
| **Universal Declaration of Human Rights (UDHR)** | 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. |

**Related Policies and Processes**
This corporate human rights policy is supported by other Cisco policies including but not limited to policies on privacy, bribery and corruption, health and safety, environmental sustainability, diversity, harassment and other labor related policies. See the links below.

- Cisco Code of Business Conduct
- Cisco Online Privacy Statement
- Ethics@Cisco
- Inclusive Language Policy
- Juvenile Labor Policy and Expectations
- Responsible Minerals Policy
- Supplier Code of Conduct
- Supplier Ethics Policy

Supporting Documents

- Cisco Supplier Diversity Program
- Cisco Supplier Guide
- Cisco Statement on the Prevention of Slavery and Human Trafficking
- Corporate Social Responsibility Report & ESG Hub
- Human Rights Position Statements
- Social Justice Beliefs and Actions
- Inclusive Language Policy
- Supply Chain Sustainability
- Transparency Report