

2024

UK Gender Pay Gap Report



When preparing this year's report, it struck me how much the technology industry has changed since I started my own career over 25 years ago. This is my first time sharing the foreword since being appointed as Chief Executive of the UK & Ireland last August, and it feels personal, not just in its timing but in its purpose. It's about representation, progress, and the continuous effort to create opportunities for everyone. For me, it's also a moment to reflect on some of the challenges and successes of the past year—and to reinforce the belief that when people in our industry can "see it, they can be it."

The technology industry faces undeniable representation challenges, particularly for women. Those challenges extend beyond gender to include diversity in its many forms. Gender may be the focus of this report, but at Cisco, we take a broader view looking at ways in which we can democratise opportunity across the UK & Ireland to power our purpose of creating an inclusive future for all. Cisco's Networking Academy, apprenticeship programmes, regional model across the UK & Ireland and emerging talent initiatives are all ways in which we do this – these aren't just boxes we tick; they're tools for real, lasting change.

One of my highlights of the last couple of years working at Cisco has been serving as the Executive Sponsor of Women of Cisco UK & Ireland, our largest inclusive community in the UK. The work this team has done over the past year has been nothing short of inspiring, particularly with the launch of a new webinar series led by our inclusive hiring advisor which offers connection, learning, and inspiration as well as our flagship annual event, Women of Impact. I'm proud of the community we've built and continue to build. It's proof of what we can achieve when we come together, sharing our ideas and energy.

We're seeing continual progress, and this year, our promotion parity in the UK also shows that women are as likely as their counterparts who are men to move forward in their careers. That's not a coincidence—it's the result of years of effort, with initiatives like our leadership development programmes setting the standard. But the progress doesn't end there. This year, the Adult Caregiver's inclusive community was established which provides vital support for employees balancing caregiving alongside their career, something that we know from previous feedback largely affects women employees. In this year's report, we have

spotlighted some of the incredible stories across our community which demonstrate the additional progress being made. Natasha White shares her powerful story on the importance of neuroinclusion, particularly when developing workplace strategy; and we hear from our Emerging Talent community co-leads on how they are working to empower new and early in career employees to kickstart their careers at Cisco. These are real people, making real differences, both inside and outside Cisco.

We still have work to do, but I'm optimistic about what lies ahead. At Cisco, our commitment to fostering an inclusive, equitable, and supportive environment remains steadfast. Building an inclusive workforce for all is an ongoing effort, and we strive to set the standard for what is possible – ensuring our industry and society continue to promote equal opportunities for all.



S. Walker

Sarah Walker

Chief Executive, Cisco UK & Ireland

* To align with UK government reporting requirements, data in this report refers to the traditional sex categories of male and female. Cisco respects that gender is on a non-binary spectrum, based on the employee's self-identification, and reporting in this manner should not be interpreted as our position on the issue. We confirm that per regulatory requirements, our gender pay gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting.

What is the UK Gender Pay Gap Report?

The Gender Pay Gap Reporting (GPGR) legislation requires employers in the UK with 250 or more employees to publish calculations annually showing the pay gap between their employees who identify as men and women.

What does the UK Gender Pay Gap measure?

The UK Gender Pay Gap is a basic calculation of the percentage difference between average hourly earnings for men and women, regardless of the work they do. Earnings include base pay, allowances and any other bonus and incentive pay, paid 6 April 2023 – 5 April 2024.

What isn't measured?

The pay gap is not a measurement of equal pay. It is one basic measure across all jobs, not a measure of the differences in pay between men and women doing similar work. Consequently, a company may have a gender pay gap in this report even if it pays those who identify as men and women fairly in similar roles that are paid more in the marketplace, including technical and engineering roles.



Cisco's innovative framework for compensation fairness

Understanding the many factors influencing differences in pay, and the fairness and inclusivity of an organisation's compensation system is complex.

At Cisco, we've built an innovative framework to test our complex compensation system and its overall health. Our regular reviews look at key factors that influence an equitable talent environment, with the goal of designing and delivering fair and equitable pay throughout the entire employment life cycle.

Delivering on Cisco's longstanding commitment to compensation fairness

Whilst the Gender Pay Gap shines a light on macro differences in pay and representation, Cisco's detailed fairness reviews show that our people are paid fairly for the specific jobs they do. Since we have a higher representation of men in the higher paying roles, gaps are negatively amplified using the Gender Pay Gap Report (GPGR) methodology.

Cisco has made an ongoing commitment to fair and equitable pay for similar work, regardless of gender. Our approach to fair pay is based on a more holistic and comprehensive methodology, which takes into consideration variables that impact pay. Beginning in 2017, Cisco has completed an annual analysis to assess gender pay differences in each country. Our model compares employees doing similar work (same location, same grade, and similar job) and uses both quantitative and qualitative analysis to ensure fair pay.

We have now completed our seventh cycle of pay review in the UK, all of which revealed a healthy and fair pay practice. Our 2024 fairness review resulted in no salary adjustments being made as there were no identified gaps requiring adjustments.

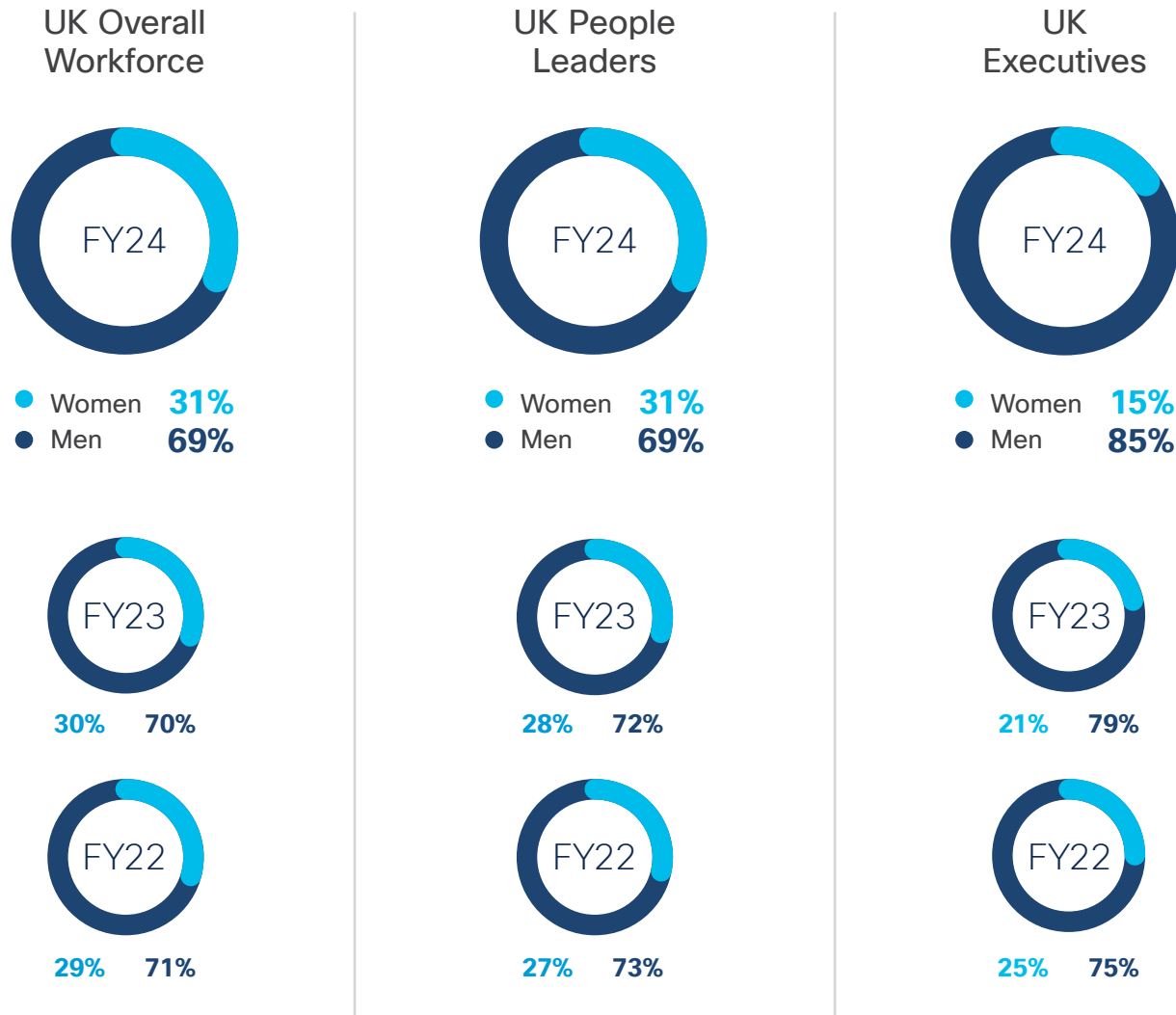
In our fiscal 2021, we expanded our approach to Fair Pay beyond base salary to include additional forms of compensation fairness such as promotion, bonus, and stock decisions made in our reward programmes.

During our most recent compensation rewards programme, we have completed pay fairness reviews for bonus pay-outs, stock and promotions and made adjustments where necessary.

Because our workforce is constantly changing, pay parity is an ongoing commitment. We regularly analyse data across Cisco and, where necessary, make upward adjustments to ensure fairness.



Workforce Snapshot FY24



Understanding the market for diverse talent

As a tech company, Cisco faces some well-known challenges in growing gender diversity, especially in higher paid technical roles. According to Draup – an AI-powered insights tool that leverages global market datasets – Sales (Systems) Engineers and Network Engineers in the London metro area are respectively, only 20%* and 17%* women.

Since the talent market is quite small, gaining a better understanding of this market is a critical step in finding uncommon solutions to an issue that is common within our industry.

Cisco has developed a suite of real-time leadership tools and business intelligence that are transforming our understanding of the talent market across job family and geography. This will allow us to shift our talent strategy to create new inclusive pipelines of talent.

**Data sourced from Draup, January 2025*

2024 UK Gender Pay Gap Data & Insights

Compared to 2023, we report:

- 1 A decrease in our mean gender pay gap from **17.1% to 13.3%**
- 2 A decrease in our median gender pay gap from **15.9% to 13.4%**
- 3 An increase in our mean gender bonus pay gap from **31.1% to 34.5%**
- 4 A decrease in our median gender bonus pay gap from **55.6% to 50.7%**

Proportion of Men & Women in Each Pay Quartile

	Women	Men	Women 2024 vs 2023	Women 2024 vs 2022
Upper	21.9%	78.1%	-0.4%	+2.1%
Upper Middle	26.3%	73.7%	+1.7%	+1.1%
Lower Middle	32.9%	67.1%	+1.2%	+3.6%
Lower	40.1%	59.9%	-0.2%	-0.4%

**The percentages of men and women employees within quartile pay bands, calculated by dividing our total full-pay workforce into four equal parts.*

Cisco Hourly & Bonus Pay Gap Data

	2024	2023	2021
Mean gender pay gap	13.3%	17.1%	18.4%
Median gender pay gap	13.4%	15.9%	19.0%
Mean gender bonus gap	34.5%	31.1%	33.1%
Median gender bonus gap	50.7%	55.6%	53.1%

**For the purposes of this analysis, a bonus is defined as any cash payment over and above the base salary.*

Bonus Pay Distribution



** Percentage of women & men who were paid a bonus in the relevant 12 months period. Eligibility for bonus is determined by factors such as start date.*



Understanding the Data

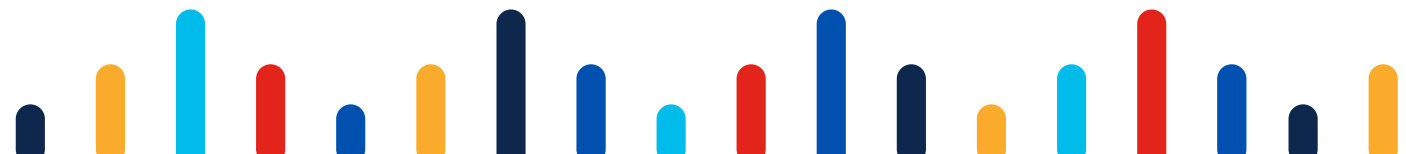
A pay gap identified through the GPGR process shows a very broad overview of a gender pay comparison across the organisation without consideration of the actual work performed by the employees of their level or work history in and out of Cisco. Whilst gender pay gaps identified via GPGR can be effective at placing a spotlight on an important industry and cultural issue, additional factors must be considered to better understand whether men and women within an organisation are paid fairly for doing similar work.

This year's report showed a gap reduction, as evidenced by a decrease of our mean and median gender pay gaps, as well as our median gender bonus gaps compared to last year's reporting (there was a slight increase in our mean gender bonus pay). Through our own internal analysis, we attribute this to a fluctuation in people movement at the higher grades. This, in turn, led to increased women representation in the lower-middle and upper pay bands.

Significantly, both our overall representation of women and our proportion of People Leaders that are women has shown an increase for the past three reporting periods. This can be attributed to the fluctuation in people movement, as well as a greater promotion rate for women at the middle upper grades.

Cisco interprets the gaps identified through this reporting process as indicators of a well-known challenge – a gap between the numbers of men and women in higher paying jobs. Addressing this gap continues to be a key area of focus.

Cisco's detailed fairness reviews continue to show that our people are paid fairly for the specific jobs they do.



Accelerating the Pace

At Cisco, our commitment to inclusion compels us to act boldly and deliberately to accelerate fairness, inclusion, and equitable access to opportunity. In 2024, we have seen both progress and new possibilities arise. In the UK, accelerating solutions for full spectrum diversity and addressing gender gaps across the board are top priorities, particularly within key sales and technical positions.

We recognise that the technology industry globally has seen significant disruption and change in terms of workforces recently, and our industry and workplaces are evolving rapidly with elements influencing hiring practices such as hybrid work and employee selectivity. These factors accelerate the need to understand all factors in the attraction and retention of talent.

As part of this, the company has placed a strong focus on building inclusion into the hybrid workplace. At Cisco, we want our offices and collaboration centres to be “a magnet, not a mandate.” – Chuck Robbins, Cisco Chair and CEO, and as part of this we are working in a way that is more flexible, more innovative and more inclusive.

The hybrid work model which offers employees and teams more autonomy in choosing how and where they do their work has allowed Cisco to think deeply about our preferred work styles, team dynamics, and individual wellbeing to create an inclusive, positive environment for all. Not only do we believe this will benefit our existing employees, but it will also widen our applicant talent pools and help in curbing attrition by providing much needed support and flexibility.

Hiring:

Women representation, as a percentage of the total employee base, has grown consistently over the past 5 years. At the start of FY24, Cisco’s UK workforce was 31% women. To deliver on our commitment to addressing the gender gap, we are shifting both skillsets and mindsets when it comes to searching for and interviewing candidates.

Our mindset around hiring quickly has shifted to a focus on spending more time by taking on a more extensive search to unlock a wider candidate pool. Additionally, in 2023, Women of Cisco UK and Ireland introduced a new board role – Inclusive Hiring Advisor – to enable closer partnership around hiring campaigns between the business and our inclusive communities. Since then, this role has been responsible for designing and leading an innovative webinar series called “Exploring Inclusivity”. These sessions were attended by over 500 people throughout FY24 and covered an extensive range of topics such as networking, CV updating, interviewing tips, personal development and how to leverage AI.

Additionally, the growth we are seeing in women in People Leader roles in the UK is significant. We believe this growth in the organisation and People Leader roles are key indicators of breaking through the challenges we see in the IT industry.

Our growth has been fuelled largely by hiring which has been consistent at about 35% women over the past three years. In 2024

specifically, women were 35% of Cisco’s hiring in the UK in the timeframe from 5 April 2023 to 4 April 2024.

This trend represents continuous movement toward a more diverse and inclusive workplace, one we intend to build on even further.

Attrition:

External research on attrition highlights the stress and domestic workload both women and men face as carers. This stress is beginning to be reflected in their career perspectives and physical and mental well-being. To support our employees who act as carers, we provide a range of benefits that help meet the needs of modern families:

- Critical Time Off – with up to 4 weeks’ paid leave for unforeseen absence, and separate to annual leave
- Flexible work packages
- A free care concierge service to support employees caring for the elderly or those with complex needs
- Back-up care for child or adult dependants
- Employee and Family Assistance Programme which is universally available and provides 24/7 access to counselling

Promotions:

In our most recent rewards program, women were as likely as men to receive a promotion in the UK. Cisco’s promotion parity initiatives,

as well as many other successful leadership development programs to help employees develop in their careers, have proven to be highly effective over time. For example, DARE and JUMP, Cisco’s top global programs to understand the lived experiences of women in leadership, which are available to all employees, continued providing impact in 2024.

DARE, an introductory program for early in career employees, focuses on self-discovery and professional development for emerging leaders. In 2024, DARE alumni ambassadors organised several webinars and meet-ups for the over 1100 active members to extend their impact and networking opportunities. JUMP, with over 2100 global alumni, empowers employees in leadership roles to discover what might be possible for their next big career move.



Exploring Inclusivity

At Cisco, we are dedicated to fostering meaningful conversations on critical topics that empower individuals and promote an inclusive future for all. We believe that addressing these subjects directly not only builds trust but also strengthens our collective ability to provide the support necessary to create a safer, more inclusive workplace. Our goal is to cultivate an environment where every employee feels comfortable sharing their experiences and perspectives.

A prime example of putting this into action is our “Exploring Inclusivity with Women at Cisco UKI” webinar series, developed by Women of Cisco UK and Ireland’s Inclusive Hiring Advisor, Amy Blythe. This initiative is designed to empower women by offering valuable insights into career development, tackling skills gaps, and demystifying the recruitment process. Throughout the series, participants were enabled with the tools and confidence needed to take control of their careers and unlock new opportunities within Cisco.

The series compartmentalises the recruitment process into actionable steps, offering participants a clear path to follow and empowering them to explore each stage with confidence. As the market continues to evolve, the series strives to grow in reflection of Cisco’s dynamic opportunities, with a particular focus on high-growth areas like security, artificial intelligence (AI), and customer experience (CX). These fields are vital

to Cisco’s future success, and the series is committed to ensuring women are well-equipped to seize these opportunities and thrive. Additionally, the series plays a key role in addressing the skills gap, helping participants identify areas for growth and prepare for the challenges ahead.

This series’ dedication to demystifying the recruitment process and offering a “Behind the Scenes” look aligns with Cisco’s ethos of “One Company, Many Careers.” By offering a deeper understanding of the recruitment journey, the series supports both the professional development of individuals and the broader diverse growth of the company.

Looking ahead, the series plans to enhance collaboration with other internal communities across Cisco to expand its reach and amplify its impact. This collaborative approach ensures that the series continues to benefit not only women, but the entire Cisco community, driving that change and empowering an inclusive future for all.

Ultimately, the strength of the “Exploring Inclusivity with Women at Cisco UKI” series lies in its ability to empower individuals, foster open dialogue, and create a space where everyone can thrive. Through these ongoing efforts, we continue to build a workplace where diverse voices are heard and opportunities for growth are accessible to all.



The impact of these webinars has been amazing in equipping employees with valuable insights and confidence based around their careers, and furthering that feeling of inclusivity at Cisco.



Amy Blythe

Lead Recruiter and Women of Cisco UK and Ireland Inclusive Hiring Advisor

Support and Success: Cisco's Neurodiversity Support at Home and Work

At Cisco, we drive to foster an inclusive environment that aims to empower everyone to bring their individual strengths to work and ultimately realise their full potential.

Natasha White began her career at Cisco over 10 years ago, and her role as Head of Workplace Strategy puts her at the forefront of establishing long-term workforce strategies to create the best working environment for all employees. As an extension of her commitment to employee wellbeing, Natasha is the Global Neurodiversity Co-Lead, responsible for creating, developing, and implementing Cisco's global neurodiversity inclusion strategy as part of the 'Connected Disability Action Network' (CDAN) inclusive community.

Diagnosed as neurodiverse later in life, Natasha has firsthand experience navigating the unique challenges that come with it, both personally and as a parent to two neurodiverse children. When she discovered Cisco's new neurodiversity support benefit, she saw this as a vital resource to support not only her own needs

but also her family's. For Natasha, this benefit represented an opportunity to strike a balance that enriched both her career and her home life, empowering her to thrive in all aspects of her life.

"When it comes to living with neurodiversity, the financial impact on life can be significant, let alone the impact on family life and each child individually." But with support from Cisco, Natasha has been able to act quickly and expedite the typically very lengthy process of getting a diagnosis and access to support. Through the Cisco neurodiversity benefit, provided via Bupa, Natasha has been able to get access to a psychiatrist for her two children, as well as extra time during A-level exams for her daughter and enhanced visual support in the classroom for her son.

And it's made a difference. "Everything has been put in place with their schools now for both children to really excel. I'm seeing their confidence grow and if they are happy, I'm happy. Cisco has enabled me to have a career while being a hands-on parent – it's changed our lives!"

Natasha's advice to others that are either neurodiverse themselves or have a family member or friend that is neurodiverse – is to talk about it and understand the support available. "Knowledge is power and receiving my diagnosis allowed me to think about next steps and seek the support I needed to succeed in my role, since then my career has really taken off." It is all about creating a "safe and open environment" which is what sets Cisco apart. "This unique benefit makes Cisco stand out and really speaks to the company's purpose around championing an inclusive future for all."



It is so important to feel empowered to understand yourself better and what strategies you need to get in place to be the best version of yourself, both at home and in your career. Getting a diagnosis 5 years ago and with the support of Cisco, I am learning to be unapologetically me.

Natasha White

Head of Workplace Strategy, UK&I



Get wise with Cisco UKI's Women In Science and Engineering

Launching in January 2024, Cisco's UK and Ireland Women In Science and Engineering (WISE) inclusive community chapter have established a community focussed on technical women and allies, fostering belonging and providing networking, learning, and career acceleration opportunities. Utilising their three core pillars – Advocacy and Partnership, STEM Outreach, and Learning and Development – WISE have organised numerous events promoting social impact, diversity, and inclusion throughout 2024.

WISE's collaborations with organisations such as Duke Corporate Education have brought both internal and external keynote speakers to Cisco, to discuss the importance of diverse teams, sharing personal stories of navigating careers in tech, and providing opportunities to engage with industry leaders and gain insights into enhancing career prospect.

One of WISE's flagship events, Girls in IT Day 2024, showcased WISE's commitment to inspiring girls and women to pursue STEM careers. Partnering with schools across the UK to create educational opportunities, Cisco engaged with over 130 students from Cisco Networking Academies, secondary schools, colleges and universities with interactive product demos, workshops, panels and speed networking with engineers invited students for an immersive afternoon of career sessions and workshops at their offices.

These events not only provided students with invaluable insights into the tech industry but also raised funds for Code Your Future, a non-profit organisation that provides free training to some of the most deprived members of society to gain tech skills needed to change their lives, and Technovation Girls, a non-profit organisation focused on empowering

girls to become leaders, creators and problem-solvers in both their lives and their communities through technology.

Recognising WISE's amazing achievements and impact throughout 2024, culminated in being awarded "Outstanding New Network of The Year" by the Diversity Network Awards. This underscores WISE's impact in establishing the community as a key support and inspiration network for women aspiring to develop their careers in science, engineering and technology and shaping future tech talent.

WISE aims to further expand both their community and partnerships with other Cisco UK and Ireland Inclusive Communities such as Women of Cisco and Connected Black Professionals, and continue to foster a community where women feel supported in exploring and developing a career in STEM.



Cisco's inclusive communities are such an important piece in helping our employees connect beyond their usual network, and are critical in providing opportunities to give back and make a difference for future generations.



Sunny Whang and Cally Hornblow
WISE UK and Ireland Chapter Co-Leads

The importance of leadership in creating a growth environment

Cisco aims to foster an environment where every employee is always learning. This appetite to learn, ask questions and grow as individuals is what sets Cisco apart as a global technology leader and is instilled from the top down.

In his role as VP of People and Communities EMEA, Sam Oliver brings valuable insight into the mindset that drives Cisco forward, a perspective that resonated with him when he joined the company almost five years ago. Growing up in a large family, Sam developed a lasting curiosity about human performance and what motivates people, ultimately shaping his career in HR.

Early in his career, at one of the UK's largest supermarket brands, Sam established four principles that he now uses to assess any opportunity: Can I make a difference? Will it be a challenge? Will I learn something new? Will it move me closer to my goal? It's this approach that led Sam to his role at Cisco, leading a team of 200 people and supporting over 15,000 employees around the region.

"Setting standards, being clear on expectations and enabling others – from all backgrounds – to meet those standards in a safe and supportive environment is where every leader should be focusing." This belief is reflected throughout Cisco, with a focus on addressing diversity at more senior levels specifically, through managers identifying talent and deliberately progressing their development towards leadership positions. In addition, Sam and his team are working hard on increasing the number of women in technology from the ground up, bringing people through the

organisation from entry level to solve what Sam highlights is a "fundamental challenge in the technology market."

From recruitment to developments programmes, building a diverse and thriving workforce is a challenge laid out by Cisco's purpose of Powering an Inclusive Future for all. According to Sam, "it's the reason we do what we do." Whether it's working on helping our customers to win in their market places, improving access to technology in impoverished countries, or ensuring fair and equitable AI, Sam believes Cisco truly aligns with his own four principles. "I love the purpose, the people and the pace. It's exhilarating and offers a real chance to grow and have impact." And with technology moving at such a pace, reskilling so that Cisco's people can grow as fast as the business is more important than ever

And what is Sam's advice to anyone looking to join Cisco? "Really consider who you are, what you believe in and what you want to achieve. If Cisco aligns with that, come and join and get really comfortable with just being yourself and doing your best work.."



Sam Oliver
Vice President,
People & Communities EMEA



Our people and our purpose keep us focused, and we're committed to creating a culture both internally and externally, that champions continuous learning and development. Our global skills initiatives are all about supporting upskilling and development so that everyone can contribute and benefit from the digital world we live in.

Empowering Employees Through Community and Support

UKI Adult Caregivers Network

2024 saw the launch of the Cisco UK and Ireland Adult Caregivers Network (ACN) chapter, extending its global initiative to support employees with caregiving responsibilities to the UK and Ireland. This inclusive community is designed to provide a safe and supportive environment where caregivers can share experiences, access resources, and benefit from a network dedicated to supporting one another.

The ACN has since established itself in offering a platform for employees caring for aging parents, adult children, or other dependents. Over the past year, the network has participated in initiatives like the UKI Women of Cisco’s “Let’s Talk” sessions, where CAN’s co-leads shared their personal stories, or driven webinars highlighting the incredible free caregiving concierge – Wellthy – that Cisco provides to all employees in the UK and Ireland. Additionally, the ACN has organised monthly coffee and chat sessions, available both virtually and in person, ensuring that friendship, support, and a safe space for exchanging information are always within reach.

During the UK Carers Week in 2024, themed “Putting Carers on the Map,” the ACN actively engaged in both virtual and in-person events. Members participated in activities such as yoga sessions, coffee chats, and lunchtime walks, and learned about specialised benefits for our caregivers from Cisco’s backup care provider.

The ACN is an example of how Cisco’s Inclusive Communities are crucial in supporting employees at work. These employee-led communities not only provide community and awareness, but also aid in personal development throughout our employees’ careers.

Listening and meeting the needs of our people

As we continue to embrace hybrid working, work-life balance has become an even greater priority, and we recognise that an individual’s commitment to care extends beyond the traditional 9-to-5 workday. Part of Cisco’s duty of care is ensuring that we uphold the principles of supporting one another, and Cisco UK brings this philosophy to life through a wide range of leave options available to all employees, including those that go beyond traditional leave types.

Grandparent Leave is a prime example of this. Cisco UK offers employees up to 3 days of paid leave for each new grandchild, whether through birth or adoption. This leave can be taken in full-day increments, either separately or consecutively, within the year following the birth or adoption. There’s no cap on the number of grandchildren this benefit applies to, making it a generous and flexible offering for employees to celebrate and support their growing families.

Cisco UK is committed to supporting parents that take **Shared Parental Leave**, which enables a balanced distribution of childcare responsibilities. This allows both partners to share in the care of their child, offering greater flexibility in how they manage work and family life. By allowing parents to return to work at different stages, depending on their individual needs, Shared Parental Leave helps foster a better work-life balance for both parents. As part of Cisco’s inclusive approach, we support and enable all parents in taking this leave and ensure that all employees receive the support needed during this important moment in life.



Cisco’s grandparent leave is a little-known but valuable benefit that allowed me to be present when my daughter gave birth and support her during those crucial first days at home, while also bonding with my beautiful granddaughter.



Kathryn Baddeley
Head of Corporate Social Responsibility
UK and Ireland

Changing the equation for talent through sponsorship and shadowing

Cisco has always believed that sponsorship encourages leaders to leverage their influence and social capital to actively champion and advocate for the career advancement of top talent.

Globally, 100 percent of Cisco Vice Presidents have taken the pledge for Sponsorship. Additionally, 62% of Directors and 35% of People Managers have pledged – exceeding our global goals of 40% and 20% respectively.

Additionally, the Women of Cisco Executive Shadowing Programme provides employees a unique chance to gain firsthand experience from seasoned executives across the company's global locations. Participants are invited to observe the daily activities and meetings of these executives, offering invaluable insights into real-world leadership. Designed to foster personal growth, career readiness, and professional development, the programme features personalised matching with an executive, access to professional development resources, and networking opportunities.

To date, the programme has successfully matched over 2000 executives and employees globally.

Engaging and connecting through Inclusive Communities

Over 27,000 employees globally and 1200+ in the UK participate in Cisco's Inclusive Communities – a group of 31 employee-led groups that help our people connect within the community and among allies. Our Women of Cisco, Back to Business, and Special Children's Network amongst others, provide focused support for our UK employees and drive their own unique strategies to support full-spectrum diversity, and work together across our global enterprise to drive engagement and create a more Conscious Culture. In fiscal year 2024, we added more than 1,261 new members globally—a growth rate of 4.8%. Since the last reporting period, our UK and Ireland Women of Cisco Inclusive Community has continued to grow to 574 members. We've also continued to accelerate and expand the way we drive impact across our business, our employees, and our communities.



Championing aspiring emerging talent

At Cisco, our greatest strength is our people. The Emerging Talent programme is designed to help new talent kickstart their career in technology, from expanding skillsets to helping new employees build their network and gain valuable experience to propel their careers.

The UK's Emerging Talent Community (ETC), designed to bring Cisco's new and early-in-career talent together to network and share resources, is the second largest inclusive community in the UK with 480+ active members. Beth Deighton and Callum Masih are Co-Leads for the UK and Ireland chapter of the Emerging Talent Community. With Beth currently completing the Degree Apprenticeship programme within Cisco, and Callum being an alumnus of the same programme, both are passionate about giving back and growing the community that has contributed to their early career success.

Beth explains: "Coming from a non-tech background, I was apprehensive when I first joined Cisco and the Emerging Talent Community as to whether I would fit in, but it was the best decision I could have made."

At Cisco, we believe that every employee should have the opportunity to grow, thrive, and achieve their professional aspirations. That's why career development programmes are a core focus for us. Upon taking up the Co-Lead role in February 2024, Callum and Beth recognised that they wanted to unlock new opportunities for emerging talent at Cisco to enable the development of soft skills and network building, within a space that felt safe and welcoming.

Callum adds: "Cisco's inclusive communities are one of the company's greatest assets and you truly get out what you put in. Cisco is a global technology leader, and for many that are early in career, coming into an organisation of this size can be quite daunting so we wanted to create a community where members can feel comfortable to ask questions and learn."

During their tenure the pair, with the support of the wider ETC team and its executive sponsor Nieves Navarro (VP, EMEA Marketing), have successfully planned and executed events including CV Building sessions, brand building workshops and a STEM festival for

school leavers. Speaking about running the STEM festival, Beth adds: "When I first started leading ETC events I had serious imposter syndrome, especially when school leavers were coming to me for advice and tips. I quickly realised that I've learnt a lot in my last two years at Cisco and I'm ready to give back to my community."

Through participation in these events, ETC members not only gain valuable skills but also build meaningful relationships with mentors and advocates invested in their growth. These connections inspire collaboration and strengthen Cisco's commitment to developing the future workforce.



The Emerging Talent Community at Cisco is a remarkable group that not only inspires the next generation of tech leaders but also helps cultivate a workplace where diverse opinions, cultures, and perspectives thrive as well as providing a platform to showcase the incredible value our employees bring to our people and our culture.

Callum Masih
Virtual Account Manager



Beth Deighton
CX Apprentice

Nieves Navarro
Vice President, EMEA Marketing

