

2025

UK Gender Pay Gap Report



I am proud of the inclusive culture we are building. A culture where every individual is valued and empowered to thrive.

Our commitment to diversity and inclusion drives our innovation and success. By fostering an environment where everyone can contribute and grow, we are creating a stronger, more resilient organisation.

This is my second year writing the introduction to this report, and whilst there are some trends that I think we can be incredibly proud of, this year's data presents some challenges. At both ends of the spectrum we are seeing positive momentum. In the most senior leadership, and in entry level programmes, we are seeing representation grow, however we saw more women leave Cisco UK than men, and our hiring and internal movement patterns did not shift as much as we had hoped. Fewer women joining and staying naturally affects our overall progress.

These challenges are not unique to Cisco; they reflect long-standing issues faced across the wider technology industry.

However, I am confident that these trends do not define who we are as a company. Every day, I witness Cisco's dedication to developing talent and leaders and fostering a genuinely inclusive culture. This year's data is a call to action for us to be even more intentional in building on the strong foundations we have established.

There are encouraging signs. Promotion rates remain broadly similar for women and men, which tells me that when women are in the pipeline, they progress. The number of women in senior leadership roles more than doubled in the period. The ongoing challenge is to build and sustain that pipeline by creating more pathways in, reasons to stay, and opportunities to grow. This is a challenge we are fully committed to addressing as part of our purpose to create an inclusive future for all.

Our recent Discover Tech pilot is a great example of how we are building that pipeline. Discover Tech is a collaborative, industry partnership to deliver work experience at scale in the tech sector. In the pilot of the programme, nearly 50% of participants were female, and 93% said the pilot made them more likely to pursue a career in technology. This shows that when young people are given the right opportunities, the next generation can look very different.

Our Networking Academy skills to jobs programme has engaged nearly 100,000 females since its inception, and our annual Girls in IT initiative inspired 600 girls this year at our UK hubs. These programmes help females of all ages see themselves in technology for the first time.

Within Cisco, we are taking targeted action to strengthen female leadership at senior levels. Our Excel and Aspire programmes accelerate career growth through immersive,

personalised development experiences, building leadership, and strategic and cross-functional skills. Equally important is ensuring the talented women already here choose to stay and grow their careers with us. We've built our benefits to support women through different life stages. From assisted fertility, to childcare, support for caregivers, and through menopause.

We have deepened our focus on inclusive leadership and meaningful career conversations, while listening carefully to understand what drives retention and where we must improve.

I am privileged to be the executive sponsor of the Women of Cisco community for the UK and Ireland. Over the past year, I have seen incredible impact from initiatives like Women of Impact events and webinars that equip colleagues with practical skills. These communities shape our culture every day by creating spaces where people connect, challenge, and inspire one another, and they hold leaders accountable for the progress we make.

Being open about where we stand is essential. Last year, I said I was optimistic about what lies ahead. I continue to be, and I am confident that together we are building a future at Cisco where every voice is valued, and everyone is empowered to thrive.



Sarah 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?

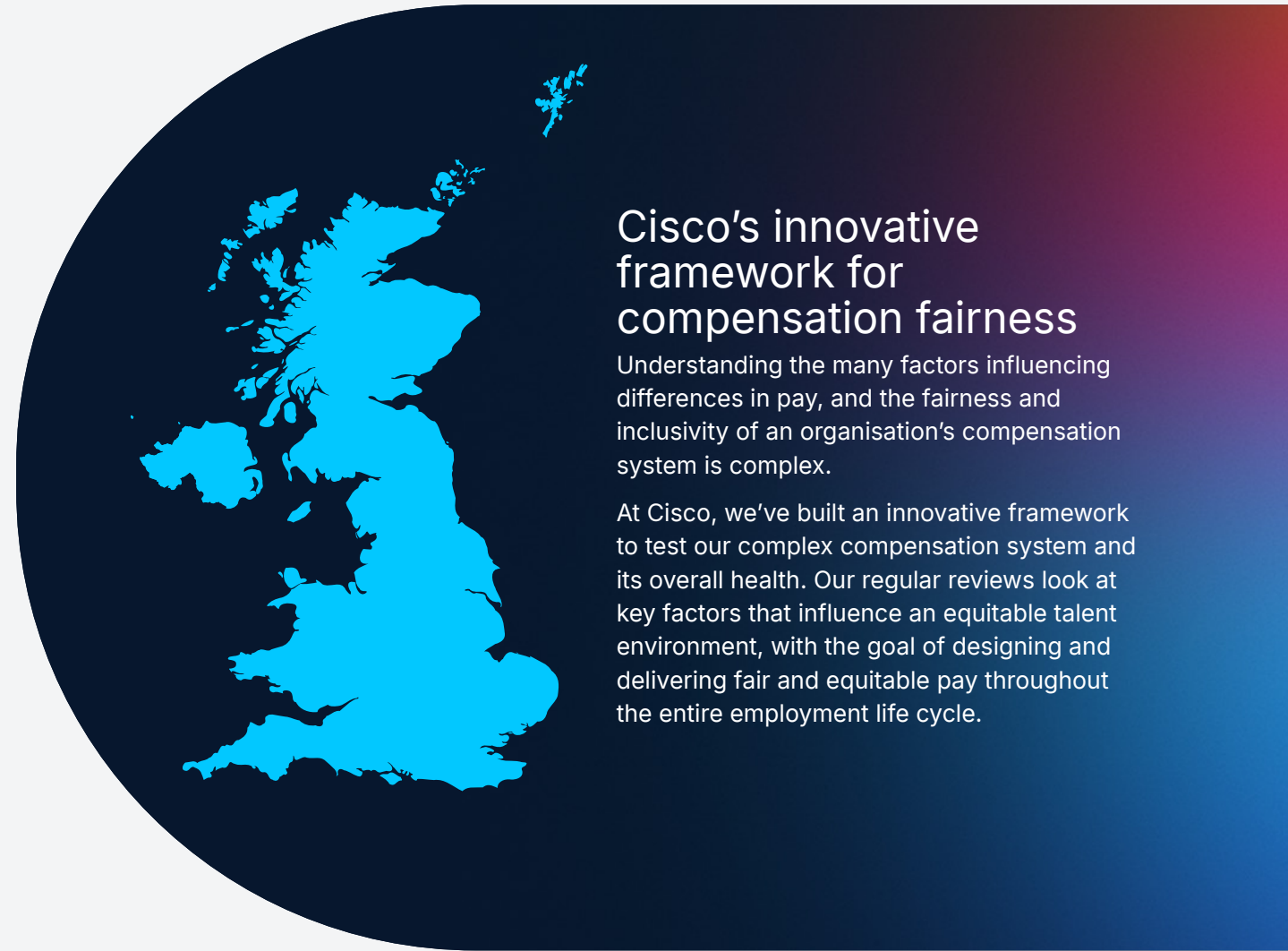
The Gender Pay Gap Reporting (GPGR) legislation requires employers in the UK with 250 or more employees to publish calculations annually showing the pay gap between their employees who identify as men and women.

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 2024 – 5 April 2025.

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

While the Gender Pay Gap Report (GPGR) 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 holistic and comprehensive methodology, which takes into consideration the 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 2025 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 completed pay fairness reviews for bonus pay-outs, stock and promotions, making 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 FY25

UK Overall Workforce



● Women 29%
● Men 71%



31% 69%



30% 70%

UK People Leaders



● Women 29%
● Men 71%



31% 69%



28% 72%

UK Executives



● Women 33%
● Men 67%



15% 85%



21% 79%

Understanding the market for diverse talent

As a tech company, Cisco faces 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, only 12%* and 9%* women, respectively.

Compared to our aspirations for accelerating gender diversity within these positions, the talent market is quite small. Gaining a better understanding of this market is a critical step in finding uncommon solutions to a common industry challenge.

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

* Data sourced from Draup, January 2026

2025 UK Gender Pay Gap Data & Insights

Compared to 2024, we report:

- 1 A decrease in our mean gender pay gap from **13.3% to 12.7%**
- 2 An increase in our median gender pay gap from **13.4% to 15.1%**
- 3 A decrease in our mean gender bonus pay gap from **34.5% to 31.6%**
- 4 An increase in our median gender bonus pay gap from **50.7% to 55.2%**

Proportion of Men & Women in Each Pay Quartile

	Women	Men	Women 2025 vs 2024	Women 2025 vs 2023
Upper	22.0%	78.0%	+0.1%	-0.3%
Upper Middle	21.2%	78.8%	-5.1%	-3.4%
Lower Middle	31.1%	68.9%	-1.8%	-0.6%
Lower	39.6%	60.4%	-0.5%	-0.3%

*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

	2025	2024	2023
Mean gender pay gap	12.7%	13.3%	17.1%
Median gender pay gap	15.1%	13.4%	15.9%
Mean gender bonus gap	31.6%	34.5%	31.1%
Median gender bonus gap	55.2%	50.7%	55.6%

*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, it is not an assessment of whether men and women within an organisation are paid fairly for doing similar work.

This year's report revealed a widening of our gender pay gaps. After a few years of shrinking gaps, our internal analysis attributes this widening to fluctuations in people movement (especially women) at the higher grades. We will continue to create an environment where all colleagues can thrive, progress, and help shape a balanced and inclusive future for everyone.

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 and we are partnering closely with our Women of Cisco Inclusive community, focusing on how we further address the gender pay gap.

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 2025, we have seen both meaningful progress and emerging opportunities. In the UK, accelerating full-spectrum diversity and addressing gender gaps across the board are top priorities, particularly within key sales and technical positions.

We also recognise that the global technology industry is experiencing significant workforce disruption and change. As our industry and workplaces rapidly evolve, shaped by hiring practices such as hybrid work and employee selectivity, the need to understand all factors in the attraction and retention of talent has never been more important.

As part of this, Cisco is dedicated to fostering an inclusive and supportive environment by prioritising employee wellbeing within its hybrid workplace model. This approach is rooted in the belief that “Wellbeing and Performance don’t just co-exist, they are mutually reinforcing,” - Kelly Jones, Chief People Officer and SVP.

The hybrid work model offers employees and teams greater autonomy in choosing their work arrangements, allowing Cisco to account for preferred work styles, team dynamics, and individual wellbeing. To support this, Cisco provides comprehensive resources such as the Pavelka Platform, which offers a suite of experiences, expert guidance, and tools designed to enhance employee health, energy, and resilience.

In the UK and Ireland, employees also have access to Wellthy — a benefit that provides holistic support for families across various aspects of wellbeing, including aging, chronic health conditions, mental health, and financial hardship.

Hiring: At the start of FY25, Cisco’s UK workforce was 29.1% women. The main driver has been a consistent focus on hiring a more diverse workforce, one we intend to build upon.

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 focus has shifted from hiring quickly to taking the time for a more extensive search to unlock a wider candidate pool, and to be even more conscious about diverse interview and candidate slates. This is evidenced by the recent accolade awarded to our UK and Ireland employee networks: our Women of Cisco Inclusive Community, were finalists for Outstanding Women’s Network of the Year at the Employee Network Awards; our Connected Disability Action Network (CDAN) was a finalist for Outstanding Ability Network of the Year; and our Women in Science & Engineering (WISE) community won Outstanding New Network of the Year.

To add to this, Women of Cisco UK and Ireland welcomed new board members, refreshing the training and development pillar of the community and ensuring a strong focus on the connection between development and performance.

In particular, this role has been responsible for designing and leading an innovative webinar series called “Powerful Conversations: The Art of Feedback.” These sessions were attended by over 350 people and highlighted the importance of empowering our communities to understand how to drive high performance and development for themselves. Participants also learned the powerful art of feedback—how to give, receive, and seek feedback with confidence.

Additionally, while we have not seen an increased growth in women in People Leader roles in the UK this year, we remain focused on strengthening representation. We believe that progress in these roles is a key indicator of breaking through the challenges we see in the IT industry.

Our growth continues to be supported by consistent hiring, with women representing approximately 35% of hires over the past three years. In 2025, women accounted for 29% of Cisco’s hires in the UK (6 April 2024 – 5 April 2025). While this marks a shift from previous years, we remain focused on strengthening this momentum as we continue building a more diverse and inclusive workplace.

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 are carers, we provide a range of benefits that reflect the demand on 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 carer concierge service to support employees caring for the elderly or those with complex needs
- Back-up care for child or adult dependents
- Employee and Family Assistance Programme which is universally available and provides 24/7 access to counselling

Promotions: In our most recent rewards program, promotion rates were similar for both men and women in the UK. Cisco’s promotion parity initiatives, as well as many other successful leadership development programmes to help women develop in their careers, have proven to be highly effective over time.

2025 marked the twelfth year of Cisco’s top global leadership programmes originating in EMEA—DARE and JUMP. DARE, is a global development program designed to empower early in career emerging leaders to take charge of their career and own their success; with more than 900 active alumni. JUMP, with over 1700 global alumni, is a Global Leadership Program designed to help participants understand what it means to be a leader at Cisco.

Cisco London

Designing Neuroinclusive Workplaces for Tomorrow

At Cisco, our workplaces are evolving beyond mere functional spaces; they are destinations for collaboration, growth, and connection. This evolution is deeply rooted in our commitment to inclusion, which extends to embracing neuroinclusion – designing environments that support the diverse ways people process information and experience their surroundings. This philosophy culminated in the recent renovation of our London Finsbury Circus office, a pioneering space setting a new standard for accessibility and employee experience.

Recognising that sensitivities to light, sound, and social interaction can impact focus and well-being, we conducted an internal study to identify gaps in traditional office designs. Kelly Jones, Chief People Officer and SVP, underscores this point, noting that 'Inclusive spaces represent the future of work. Wellbeing, flexibility, and inclusivity aren't perks; they're foundational for helping everyone thrive.' Our London office was designed to bridge this gap."

This human-centered approach is evident throughout the London office. Thoughtful design extends to every sensory detail. Lighting offers comfort and choice, from consistent overhead illumination to dimmable lamps and low-hanging fixtures in quiet zones for a calming atmosphere. Sensor technology optimizes air quality and thermal comfort, with natural ventilation managing odors. Acoustic comfort is paramount, achieved through soundproof meeting rooms, strategic printer placement, and acoustic treatments. Calming neutral palettes with natural finishes like cork and wood, accented by pops of color, further minimize overstimulation and aid in zone identification.

Leslie Gordon, Chief Accessibility Officer and VP, emphasises how "blending inclusive design, hospitality driven services, wellness focused features, and Cisco's advanced collaboration technology, we're making flexibility, accessibility and belonging core to the workplace experience." Technology, including Cisco Spaces for digital wayfinding and Webex for equitable meetings, is fundamental to this adaptability, removing obstacles that could stand in the way of employee participation and success.

Cisco believes success in this innovative space isn't measured by attendance, but by how employees feel: how connected, productive, and safe they feel to bring their whole selves to work. This office is not a siloed space but a blueprint, informing future projects globally and shaping the evolution of our workplaces worldwide. As Natasha White, UKI Workplace Team Leader & Global Neuro inclusion ICX Co-Lead, explains, "We're proud to celebrate Cisco's London office, designed with a human-centered, neuroinclusive approach that sets the standard for inclusive, adaptable workplaces." Cisco's commitment extends beyond physical space; it's about creating environments that support and celebrate diverse ways of working, ensuring every individual can thrive.



"As we embrace AI, it is essential to keep humanity at the center, because technology can automate tasks, but it can't recreate things like empathy, creativity or real connection — the sparks behind innovation."

Kelly Jones, Chief People Officer and SVP

Building a Career, and a Community, with Confidence

Navigating the corporate world can be challenging. Finding your voice and making a strong impression doesn't always come easily. However, at Cisco, Kimberley Nabwami discovered not only the encouragement to step forward but also the opportunity to forge her own path.

Currently a High Touch Operations Analyst (HTOM), Kimberley's journey at Cisco began in 2021 through a cross-functional, rotational apprenticeship program. This program provided experience across various departments while she pursued a degree in Digital Tech Solutions, cultivating her discipline and resourcefulness.

"It was my first corporate environment," Kimberley shares. "But from the start, you're encouraged to take ownership of your career—to embrace new opportunities and be courageous. That has remained true throughout my time at Cisco."

As an initially apprehensive newcomer, Kimberley was given early exposure to the wider organisation, building relationships across different functions and seniority levels. "I've been able to network with people in leadership positions, as well as younger and older colleagues. That access is incredibly valuable."

Alongside her daily responsibilities, Kimberley is making a significant impact through community leadership. As a key driver of the Connect Black Professionals (CBP) network, she has helped foster volunteering and partnerships with local charities and was invited in October 2025 to co-lead the community.

Representation is central to the importance of this work for Kimberley. "Coming from a working-class background, I didn't see many people with similar experiences in spaces like this,"

she says. "It's important for me not only to be involved in this community but also to be that representation for others who come after me."

Kimberley's work with CBP supports colleagues and communities across Cisco and has been crucial in shaping her professional identity. "I was building my brand, in a sense," she explains.

One example of this impact was a recent Wellbeing Webinar, delivered in collaboration with the Connected Disability Awareness Network (CDAN). This webinar created a space for open conversation about neurodiversity. "It showed the impact we can have when we come together for a bigger cause," she notes.

Kimberly also highlights the power of sponsorship in her journey. Initially, she didn't fully understand its significance until she connected with Sam Oliver, VP People & Communities. This connection provided access and aligned with Cisco's culture, offering invaluable career planning and engagement with the CBP community and its shared values.

"There is always more work to be done. We can continually improve in terms of equity, representation, and access to opportunities," she states. "However, Cisco truly embodies these values, making you feel supported and having your back."

Her advice to others is simple: "get out of your head and go for it." Working with the Corporate Social Responsibility (CSR) team was a defining moment for Kimberley. Meeting young women and girls aspiring to careers in tech helped narrow down her own career interests during her second year. Collaborating with the CSR team, whom she describes as "a real force," helped Kimberley discover her passions

and strengths, giving her the confidence to succeed in the corporate space. She emphasises that it's natural to have doubts, but it's better to try and learn from failure than to avoid taking chances, especially early in one's career when there's much to gain.

Balancing community leadership with a demanding day job isn't always easy, but Kimberley credits the time management skills she developed during her apprenticeship, as well as the strong support system within her CBP leadership team. "We all understand the commitment we've made and why we're here. When things get hectic, we can rely on each other."

"There's always more work to do. We can always be better when it comes to equity, representation and access to opportunity — but Cisco really does walk the walk."

Kimberly Nabwami
High Touch Operations Analyst



Purpose in Action:

Connecting Global Strategy to Local Impact

UK & Ireland Green Team Community

Cisco's Green Team Community is driven by people who believe small, collective actions can create meaningful environmental change. Globally, the Green Team leads impactful initiatives to reduce e-waste, promote circular economy principles, advocate for sustainable supply chains, and support climate action.

Co-leads of the UK & Ireland chapter, Ciara O'Neill and Abi Hamlin, play a vital role in translating Cisco's global sustainability ambitions into meaningful local impact. What started as an internal effort to reduce single-use plastic has grown into a dynamic movement energised by passionate volunteers and renewed leadership.

The UK & Ireland Green Team delivers impact through educational webinars, hands-on volunteer events, and partnerships with environmental organisations. Each initiative aims to empower employees to connect with and contribute to positive change.

To foster a lasting culture of environmental awareness, the UK & Ireland Green Team leverages Cisco programs that enable employees to give back. Through Time2Give (10 paid volunteering days) and donation-generating webinars via Cisco's Matching Programme, sustainability is accessible to all employees, regardless of role or location.

Each quarter, the UK & Ireland Green Team highlights local environmental initiatives, partnering with charities like Surfers Against Sewage and Trees for Cities. Through these partnerships, employees see first-hand how their time, skills, and collective energy can support healthier communities and ecosystems.

Looking ahead, the Green Team remains committed to embedding sustainability into Cisco's culture and business. By inspiring individuals and strengthening community, the Green Team helps build a more sustainable future—one action, one conversation, and one community at a time.



UK & Ireland Veterans Enablement and Troop Support

In October 2025, the Cisco UK & Ireland VETS (Veterans Enablement and Troop Support) Inclusive Community, under the leadership of James Staples, Security Controller UKI & Lead for VETS, launched a first-of-its-kind mentorship programme designed to support veterans transitioning into civilian careers. The programme's core objective is to provide personalised guidance, career advice, and networking opportunities to help veterans navigate the complexities of the fast-paced and ever-evolving technology industry.

The programme pairs Cisco employee mentors — many of whom are veterans themselves — with transitioning service members. These volunteer mentors offer invaluable insight into CV writing, interview techniques, and the nuances of corporate culture. Beyond career advice, the programme fosters a strong sense of community, enabling veterans to connect with others who understand and relate to their unique experiences.

The impact of the mentorship programme has been significant. Participant feedback highlights increased confidence, improved job search success rates, and a stronger sense of belonging within the Cisco community. Beyond creating a safe space, the programme has also helped establish a deep-rooted sense of purpose; promoting a proactive approach to supporting those outside of Cisco with meaningful action.

A key element of the programme's success is its strategic collaboration with external organisations, notably X-Forces Enterprise. This partnership provides access to additional resources, training, and a broader network of potential employers. Through this collaboration, Cisco VETS is amplifying its reach and impact, ensuring veterans receive comprehensive support throughout their experience.

The programme reflects Cisco's ongoing commitment to supporting those who have served. For Community Leader James Staples, there was also a personal aim: to empower Ciscionians to build confidence in themselves and their ability to self-advocate, reinforcing that they have valuable experience and insight to offer those seeking guidance. The programme serves as a reminder that support, growth, and purpose are shared journeys at Cisco.

Changing the equation for talent through sponsorship and shadowing

At Cisco, we're committed to advancing talent through dedicated sponsorship and shadowing initiatives. The Women of Cisco's Executive Shadow Programme has connected over 2,000 employees worldwide with executives, offering invaluable real-world leadership experience, personalised development, and networking opportunities.

Engaging and connecting through Inclusive Communities

Our vibrant Inclusive Communities are open to all and include over 27,000 members globally, including 550 from the Women of Cisco chapter in the UK and Ireland. They help foster support, engagement, and growth. With 29 employee-led groups—including those focused on adult caregivers and sustainable impact—these communities lead initiatives to support full-spectrum diversity. They collaborate across our global enterprise to enhance engagement and foster a more Conscious Culture.

Pathways to Progress: Cisco's Early Careers Initiatives

At Cisco UK, we believe the foundation for closing the gender pay gap is laid early—by creating clear, accessible pathways for underrepresented students to enter and thrive in the technology sector. Our Early Careers Pathways initiative is designed to do just that, combining outreach, hands-on experience, and personal mentorship to help a diverse new generation discover rewarding careers in tech.

Cisco collaborates with 17 secondary schools in the UK, focusing Pathways Insight Days on students from a wide range of backgrounds. These sessions introduce students to the world of technology and the exciting opportunities available at Cisco, often sparking new interest and ambition in future apprentices.

Twice a year, we run Pathways work experience programmes, with one cohort dedicated exclusively to female and non-binary students. This focus has had a real impact, with many of our female apprentices first discovering Cisco through these experiences.

The programme includes orientation sessions, interactive department overviews, and a real-world project challenge, culminating in presentations to Cisco employees. Participants also gain exposure to both Cisco and partner offices, benefit from a blend of office-based and remote work and enjoy opportunities for self-led learning.

Our commitment continues with T-level placements—technology-focused qualifications that offer an intensive eight-week industry placement. Cisco UK also offer a mentor-mentee programme, pairing all students with Cisco professionals who share similar job interests and ways of thinking, and providing tailored support and encouragement.

Melissa Robinson, now a Corporate Social Responsibility (CSR) Project Specialist, is a great example of our programme's success. Melissa attended the female-only Pathways programme in Year 13. She was inspired by Cisco's welcoming culture and commitment to continuous learning, and chose an apprenticeship over university. She has since completed her degree at Cisco and graduated into a functional role in 2023, which includes leading the Pathways programme she was once a student on. Melissa's journey shows how early engagement and inclusive pathways can build a stronger, more diverse workforce.

By investing in these programmes, Cisco is helping ensure that talented young women can envision — and succeed in — technology careers.

"These programs exist to nurture Cisco's incoming talent. Recognising that many of our early-in-career colleagues join Cisco through these programs inspires us to continue investing heavily in emerging talent."

Melissa Robinson,

Social Value & Pathways Work Experience Lead, CAAN UKI Co-lead



An aerial photograph of London, England, taken at sunset. The River Thames flows through the center of the image, with the iconic Tower Bridge on the left. The city skyline is visible in the background, featuring a mix of historic and modern architecture. The sky is a warm, golden-orange color, and the water reflects the light. In the foreground, there are residential buildings with dark roofs. The Cisco logo is overlaid in the center of the image.


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