

# Our Occupational Health and Safety Policy

## Purpose

This policy establishes OHS requirements for the Cisco workplace to maintain compliance with applicable local, state, federal, and international OHS regulations. It supports Cisco's duty of care and efforts to provide a safe and healthy workplace.

## Overview

Cisco's OHS program establishes a framework for compliance, communication, and a safe work environment for all Cisco's workers.

## Scope

This policy applies to all staff, contractors, visitors, and other personnel at Cisco workplaces or those undertaking work activities on behalf of the company. All staff, contractors, visitors, and other personnel at a Cisco workplace or individuals undertaking work on behalf of the business have a role in ensuring workplace safety.

## Policy Statement(s)

It is Cisco's policy to:

- Provide a safe and healthy work environment for our workforce and endeavor to prevent injuries and cases of work-related ill health
- Comply with relevant legal and other requirements in relation to OHS issues
- Provide adequate control of the health and safety risks arising from our work activities and equipment, while maintaining working environments that are safe and have adequate facilities and arrangements for wellbeing
- Consult with our employees on matters likely to affect health, safety, or wellbeing
- Provide appropriate information to our contractors and employees, and train and supervise employees so all can undertake their work duties in a competent, safe, and efficient manner
- Continuously improve OHS through development of safety management systems, processes, and programs via realistic objectives in line with resources
- Review and revise this policy as necessary at regular intervals