

# Cisco Statement on the Prevention of Modern Slavery and Human Trafficking

At Cisco Systems, Inc. (and together with its subsidiaries, “Cisco”), labor and human rights are a top priority. We are committed to treating everyone who works at or with Cisco with dignity and respect. We explicitly prohibit human trafficking, child labor, and the use of involuntary labor within our supply base, and this extends to forced, bonded, or indentured labor, involuntary or exploitative prison labor, and other forms of modern slavery.

We are committed to working with industry partners and our supply chain to drive high standards in the industry. By collaborating with other thought leaders across the industry, we can increase our positive impact.

This statement is designed to meet Cisco’s reporting obligations under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act<sup>1</sup>, the Australian Modern Slavery Act 2018 (Cth)<sup>2</sup>, the UK Modern Slavery Act of 2015, and the California Transparency in Supply Chains Act of 2010. Cisco provides this statement for itself and on behalf of certain directly and indirectly controlled foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently this includes Cisco Systems Canada Co. (“Cisco Canada Parent”), Accedian Networks Inc. (“Accedian Canada”), IMI Mobile Canada ULC (“IMI Mobile Canada”) and Splunk Services Canada ULC (“Splunk Canada,” and together with Cisco Canada Parent, Accedian Canada and IMI Mobile Canada, collectively “Cisco Canada”) pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act; Cisco International Limited, Splunk Services UK Limited, Broadsoft Ltd., AppDynamics UK Ltd., AppDynamics International Ltd, IMI Mobile Europe Limited and IMI Mobile Limited pursuant to the UK Modern Slavery Act of 2015; and Cisco Systems Australia Pty Limited (“Cisco Australia Parent”) and Splunk Services Australia Pty Ltd. (“Splunk Australia”, and together with Cisco Australia Parent, collectively “Cisco Australia”) for the purpose of the Australian Modern Slavery Act 2018 (Cth).<sup>3</sup> Cisco Systems, Inc. and its subsidiaries share the same core business operations and supply chains, policies prohibiting modern slavery, and supporting processes further described in this statement. The below statement covers Cisco’s fiscal year ended July 26, 2025 (“FY 2025”).

This statement communicates Cisco’s policies and practices to respect human rights, how we identify and address potential impacts, and how we mitigate risks. Cisco upholds and respects human rights as contained in the United Nations (UN) 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 Labour Conventions developed by the International Labour Organization (ILO), including Conventions No.29 and No.105 on the elimination of all forms of forced or compulsory labour. Cisco’s approach is informed by the documents identified above, grounded in the framework set forth in the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Cooperation and Development Due Diligence Guidance for Responsible Business Conduct (OECD Guidance) and includes ongoing engagement of potentially impacted stakeholders or their legitimate representatives.

---

<sup>1</sup>For the purpose of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, Cisco Canada Parent, Accedian Canada, IMI Mobile Canada and Splunk Canada are the only ‘entities’ under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act and make this statement as a joint statement pursuant to section 11. For the purpose of the relevant approval and signing requirements, this modern slavery statement has been approved by the governing bodies of Cisco Canada, Accedian Canada, IMI Mobile Canada and Splunk Canada and has been signed by the director of each of these entities (see page 12-13).

<sup>2</sup> For the purpose of the Australian Modern Slavery Act 2018 (Cth), Cisco Australia Parent and Splunk Australia are the only ‘reporting entities’ under the Australian Modern Slavery Act 2018 (Cth) and make this statement as a joint statement pursuant to section 14. For completeness, in March 2024, Cisco completed its acquisition of Splunk Australia and Splunk Australia submitted a single statement pursuant to section 13 of the Australian Modern Slavery Act 2018 (Cth) for its reporting period (“Previous Splunk Australia Statement”) which is available on the Modern Slavery Register. Since the acquisition, this is the first statement in which Splunk Australia is reporting as a joint entity with Cisco Australia Parent pursuant to Section 14 of the Australian Modern Slavery Act. This modern slavery statement has addressed all of the mandatory criteria for modern slavery statements set out in section 16 of the Australian Modern Slavery Act 2018 (Cth) for both Cisco Australia Parent and Splunk Australia. For the purpose of the relevant approval and signing requirements for joint statements under Section 14, this modern slavery statement has been approved by each principal governing body of Cisco Australia Parent and Splunk Australia respectively and has been signed by a responsible member of each of Cisco Australia Parent and Splunk Australia respectively (see page 11).

<sup>3</sup> Cisco relies on the exemption set out in Article 9 of the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor (DDTrO) together with Annex 2, Part B of the DDTrO in connection with Swiss child labour due diligence obligations. Further, neither Cisco Systems International Sàrl nor Cisco Systems (Switzerland) GmbH (nor any of their subsidiaries) import or process any of the products listed in the Annex I to the DDTrO in the quantities specified in the DDTrO.

## About Cisco's Structure and Business Operations<sup>4</sup>

Cisco is a multinational company incorporated in Delaware and headquartered in San Jose, California, United States of America. Cisco designs and sells a broad range of technologies that help to power, secure, and draw insights from the Internet. We are incorporating artificial intelligence (AI) into our product portfolios across networking, security, collaboration and observability and integrating our products more tightly together. We are simplifying how our technology is delivered, managed and optimized while also helping customers maximize the business value of their technology investments. We had approximately 86,200 employees as of July 26, 2025. We conduct significant sales and customer support operations in countries around the world. We sell our products and services both directly and through a variety of channels with support from our sales workforce.

## About Our Supply Chain Network<sup>5</sup>

We source from a global network of suppliers and partners. The major elements of our materials supply chain are briefly described below. Our [Supplier List](#) provides more insight on the [global suppliers](#) with which we partner.

- Manufacturing partners: a select group of suppliers (20+ facilities) that produce finished Cisco products;
- Component suppliers: a large group of suppliers (1000+ facilities) that provide parts to our manufacturing partners according to our specifications. A broader set of suppliers around the globe called 'sub-tier suppliers' provide parts to component suppliers with whom we do not have direct contractual relationships.
- Logistics service providers: a group of providers that transport or warehouse components and finished products.
- Repair Partners: Suppliers who operate repair sites and complete service repairs of Cisco products.
- Indirect Supply Chain: Suppliers contracted to provide services or materials for our company's use and not intended for finished goods.

## Cisco's Policies

Cisco's policies and approach to preventing involuntary labor and human trafficking have been developed based on international labor and human rights standards, as well as best practices across the global business community. These policies apply to the whole Cisco group and all local subsidiaries, including Cisco Australia<sup>6</sup>, and Cisco Canada, are expected to adhere to them. These policies establish our baseline expectations as well as communicate our values and help promote trust and collaboration as a key underpinning of our many business and stakeholder relationships. Cisco communicates these policies and expectations to suppliers through its [Supplier Guide](#) and the [Supplier Web Portal](#), which provides suppliers with access to our policies. Cisco's specific policies include:

- [Global Human Rights Policy](#): Our commitment to upholding and respecting human rights is stated in our Global Human Rights Policy. Our approach is governed by international human rights frameworks, including the UDHR, ICCPR, ICESCR, the ILO core labor standards, and

<sup>4</sup> For the purpose of the Australian Modern Slavery Act 2018 (Cth), Cisco Australia conducts business for Cisco in Australia as subsidiaries. It has a number of direct and indirect subsidiaries (see footnote number 6). Cisco Australia's principal activities are to market, distribute and sell ICT products and services including networking, collaboration, security, observability, wireless and mobility, data center, IoT, video, analytics, and products, services and solutions in Australia. For the purpose of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, Cisco Canada conducts business for Cisco in Canada as a subsidiary. Cisco Canada's principal activities are to market, distribute, sell and support the sale of ICT products and services including networking, collaboration, security, wireless and mobility, data center, IoT, video, analytics, products, services and solutions in Canada.

<sup>5</sup> At a local level, Cisco Australia's suppliers include Cisco's global affiliates that supply Cisco products to Cisco Australia, as well as a range of indirect procurement suppliers such as cleaning service providers, IT equipment suppliers, courier services, marketing firms and professional service firms, among other suppliers. Cisco Canada's suppliers include Cisco's global affiliates that supply Cisco products to Cisco Canada, as well as a range of indirect procurement suppliers such as cleaning service providers, IT equipment suppliers, marketing firms and professional service firms, among other suppliers. Accedian suppliers include contract manufacturers and other indirect procurement suppliers.

<sup>6</sup> **Consultation:** Cisco Australia Parent and its direct and indirect subsidiaries, being Zomojo Pty Ltd., Cisco Systems Capital (Australia) Pty Limited, BroadSoft Australia Pty Limited and Splunk Australia (a reporting entity in its own right) collectively, "Cisco Australian Subsidiaries", operate in the same sector and are expected to use the same global policies and processes (including those set out in this Statement). During the reporting period for this modern slavery statement, Cisco Australia Parent has worked to ensure that its personnel consult with the personnel of the Cisco Australian Subsidiaries to ensure alignment between Cisco Australia Parent and the Cisco Australian Subsidiaries on modern slavery reporting requirements in Australia, the identification and assessment of modern slavery risks in the Cisco Australia Parent supply chain, the approach taken by Cisco Australia Parent to address and mitigate those modern slavery risks, and ultimately the preparation of this modern slavery statement. Cisco Australia Parent and Splunk Australia also consulted with each other as required under Section 16(f)(i) as reporting entities making this statement as a joint statement for the purpose Section 14 of the Australian Modern Slavery Act 2018 (Cth). This consultation between reporting entities occurred, in part, through the approval and signing process, which each respective reporting entity, Cisco Australia Parent and Splunk Australia, approving and signing the statement separately (noting this is the default option of the Australian Government as it shows that each reporting entity has meaningfully engaged in the statement process). Cisco Australia Parent and Splunk Australia also consulted with Cisco in order to develop this statement as well as working with Cisco to implement the global approach locally. In taking a group-wide approach Cisco consulted with all of the entities covered by this statement, including Cisco Australia Parent and Splunk Australia, to ensure that the modern slavery statement satisfies all of the mandatory criteria of each respective jurisdiction, including the Australian Modern Slavery Act 2018 (Cth).

is aligned to the UNGPs. A dedicated Business and Human Rights (BHR) team is responsible for implementation of this policy, which we review on a regular basis.

- [Code of Business Conduct \(COBC\)](#): Our COBC is a crucial part of our company culture that provides employees with a clear understanding of our core values and the high standards for ethical conduct by which we conduct our business, including respect for human rights.
- [Supplier Code of Conduct](#): Cisco has adopted the Responsible Business Alliance (RBA) Code of Conduct as its official Supplier Code of Conduct, available in over 20 languages, which prohibits workers from paying any employment-related fees ([Definition of Fees](#)) and requires suppliers to implement management systems that protect workers' rights and prohibit forced labor. The Supplier Code of Conduct forbids forced, bonded (including debt bondage), indentured, involuntary or exploitative prison labor, slavery, human trafficking, unreasonable restrictions on workers' freedom of movement, and child labor. Cisco suppliers are required to acknowledge the Supplier Code of Conduct as part of doing business with Cisco. Furthermore, the Supplier Code of Conduct is a foundational element of our Supplier Ethics Policy (outlined below). Our Supplier Code of Conduct aligns with the ILO Indicators of Forced Labour so that when supplier sites are assessed for Supplier Code of Conduct conformance, indicators such as deception during recruitment, identity document retention, wage withholding, debt bondage, abusive conditions, and restriction of movement are examined.
- [Respecting the Rights of Vulnerable Groups Policy](#): This policy sets forth principles for protecting the most vulnerable individuals in our supply chain and guiding our suppliers and partners to do the same. The policy includes specific expectations for prohibiting all forms of forced labor and respecting the rights of vulnerable groups, including children, and those most vulnerable to forced labor risks.
- [Supplier Ethics Policy](#): Our Supplier Ethics Policy requires Cisco suppliers and their employees to conduct themselves with the highest standards of honesty, fairness, and personal integrity. Suppliers must ensure that their employees, subcontractors, agents, and third parties assigned to provide services or products to Cisco act consistently with this policy. This policy also is incorporated within standard terms and conditions for Cisco's [global affiliates that supply Cisco's products](#) and Cisco's [indirect procurement suppliers](#). Furthermore, suppliers acknowledge and commit to the Supplier Code of Conduct when they agree to the Supplier Ethics Policy.
- [Juvenile Labor Policy and Expectations](#): Our Juvenile Labor Policy and Expectations require suppliers to uphold the human rights of children, juvenile or young workers, students, interns, and apprentices. Our policy and due diligence are informed by international standards such as the ILO-IOE Child Labor [Guidance](#) for Business. Pursuant to the policy, Cisco suppliers must have procedures that facilitate the immediate remediation and protection of the well-being of children, in case they are found working onsite. Cisco's priority is to help ensure that any solution must improve the child's situation and that the child is not made more vulnerable to abuse. Cisco further commits to uphold the eight ILO Core Conventions, including Conventions 132 and 182 on the Worst Forms of Child Labour (1999) and Convention 138 on Minimum Age (1973).
- [Responsible Minerals Policy](#): Cisco's Responsible Mineral Policy aligns with our long-standing commitment to uphold and respect human rights for all people, including those who work in our supply chain. Our goal is to work collaboratively through the supply chain to source minerals consistent with our values around human rights. Pursuant to this policy, Cisco commits to conduct due diligence to identify and mitigate risks in our supply chain for relevant minerals following the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs), including all risks identified in Annex II of the OECD guidance which include forced labor and the worst forms of child labor. Cisco requires our suppliers to maintain policies and programs to do the same.

## Risks of Modern Slavery, Human Trafficking, and Child Labor

We embed responsible business conduct in our policies and management systems. Across our supply chain, we use our influence to improve social and environmental outcomes. Cisco continually works to identify and mitigate potential human rights risks linked to our business. We conduct human rights due diligence and human rights impact assessments in our own operations and in our supply chain to identify, prevent, mitigate, and work to address human rights risks. If impacts could have been prevented, we review and adapt our management systems. Based on our ongoing human rights due diligence, we have determined that the risk of modern slavery, human trafficking, and child labor occurring is likely to be highest in our supply chain. These risks are likely to be lower in our own operations.

Due to the extensive nature of our materials supply chain network, business is conducted with suppliers in a variety of global contexts, including in countries where local law may not exist or may not be enforced effectively to protect populations vulnerable to forced labor, child labor, or human trafficking risks. Due to constraints in local labor markets, suppliers may deploy workforce strategies to recruit foreign or domestic migrant

workers using labor recruitment agencies. As a result, workers could potentially be subject to conditions that may contribute to forced labor such as debt bondage, by paying excessive recruitment fees; passport withholding; a lack of transparency of terms and conditions in their contracts if those contracts are not in their own language or are not fully explained before they commence employment; and lack of legal protections in the countries where they work or from where they migrated. Recruitment fees commonly arise when suppliers use external labor agencies or brokers to recruit workers for cross-border or large-scale hiring. In these cases, foreign migrant workers may be required to pay substantial fees to labor agencies for services such as job placement, travel arrangements, visas, medical examinations, and other administrative costs. These fees may be charged upfront or deducted from workers' wages over time and may increase when multiple intermediaries are involved in the recruitment process. Such practices are strictly prohibited, as they pose a serious risk of debt bondage when workers are compelled to remain employed to repay loans or excessive fees to labor brokers. While some suppliers have the practice of reimbursing workers after commencement of employment, this is still not in conformance to the Supplier Code of Conduct and our expectations.

While child labor is less likely in the electronics sector than other sectors, suppliers may recruit young workers aged 15-18, students, interns, and apprentices to mitigate labor shortages. In addition, there are potential risks that these workers could be conducting hazardous work that could harm their long-term health and well-being.

Our supply chain network also includes a complex mineral supply chain. Like many companies in the electronics industry, our products contain various minerals necessary for functionality. Cisco does not directly procure minerals from mines, or from the smelters or refiners that process them. However, some mine operations can pose serious human rights risks, including forced labor, child labor, and other risks for the workers and communities at the beginning of the electronics supply chain.

In addition to outlining Cisco's expectations for suppliers to uphold human rights through policy, Cisco undertakes a variety of actions to address and mitigate these risks.

## Cisco's Actions

Cisco takes multiple approaches to help protect workers from forced labor, child labor, slavery and human trafficking in our own business and materials supply chain. We publish detailed information about our program on our [Purpose Hub](#), which is updated annually. We take the following activities with our direct material suppliers:

- **Verification:** We evaluate and address risks of human trafficking, slavery and child labor through conformance to the Supplier Code of Conduct and using a risk-based approach. When new suppliers are onboarded, Cisco assesses for modern slavery and child labor risks, which includes an assessment of whether the supplier employs vulnerable workers (for example, foreign migrant workers and young workers). If risks are identified, we follow up to determine if impacts need to be addressed prior to scaling business with the supplier. For existing suppliers and supplier entities that are integrated through acquisitions, Cisco follows its standard programs and due diligence processes, as outlined below. The Cisco Supply Chain Human Rights team is responsible for developing the annual risk assessment and evaluating the supply base on social and environmental risk factors. This evaluation includes indicators for forced labor, child labor, and human trafficking risks in addition to the potential presence of vulnerable worker groups. The outputs of the risk assessment identify which suppliers we will ask to demonstrate their conformance to the Code, using RBA's [assessment tools](#), such as the Supplier Self-Assessment Questionnaire (SAQ), [Validated Assessment Program\(VAP\)](#), or its equivalent. Cisco assesses the effectiveness of the risk assessment process and continuously works to improve the process, including an annual review to maintain relevance to our operations with updated risk indicators, newly available data, and accounts for lessons learned over the past year. We also regularly convene or attend teleconferences, trainings, webinars, and other meetings so that we may better understand and monitor risks associated with labor recruitment practices.
- **Audits:** We conduct third-party supplier audits using the VAP, or its equivalent, or review audit reports through the RBA's audit sharing system and conduct unannounced audits as necessary. The audit process includes on-site inspections, document reviews, and worker and management interviews. We report aggregated results of these audits in our [Purpose Hub](#).
- **Certification:** Suppliers must agree to comply with the Supplier Code of Conduct as well as international standards and applicable laws and regulations when they enter into master [purchasing agreements](#) or equivalent terms and conditions with Cisco. This creates legally enforceable obligations, including in cases where the law is silent or allows practices that violate Cisco policies. We require suppliers to acknowledge the Supplier Code of Conduct at the onset of the relationship.

- **Training:** Our strategy includes capacity strengthening for our suppliers and employees. We regularly engage suppliers across the globe for training on the Supplier Code of Conduct fundamentals. This helps us build awareness, propagate best practices, and focus on continuous improvement. RBA workshops and [training](#) content are mutually beneficial for Cisco and our suppliers, ensuring understanding of policies and standards, and supporting the uptake of tools and resources for identifying, addressing, and mitigating risks. RBA's Learning Academy provides online trainings on a range of topics, including methods to combat trafficking and forced labor in the supply chain. As part of our audit process, suppliers are directed to training resources related to an audit nonconformance and are expected to complete the training. When appropriate, Cisco also collaborates with RBA members to conduct focused trainings with high-risk suppliers and share best practices.

For our own employees, our COBC training helps guide our employees to make ethical, professional, and respectful choices.

All supply chain employees are required to complete human rights training every two years. The training includes:

- Cisco policies on forced labor and child labor;
- How to detect warning signs of serious risks, such as health and safety issues and forced labor;
- How to hold suppliers accountable; and
- How to report concerns if an employee suspects a violation of Cisco's standards and policies.

The internally developed training is based on international standards such as the ILO indicators of Forced Labor and is updated every two years to keep pace with regulatory and industry changes. In fiscal 2024, 100% of Supply Chain Operations employees—which includes those responsible for sourcing and procurement, supplier management, planning, manufacturing, logistics, quality, and other roles involved in day-to-day supply chain operations—completed this training. Our e-learning trainings include a quiz at the end to assess learning attainment and downloadable resources that employees can have readily available to refer to in their day-to-day work.

- **Accountability:** Cisco maintains long-term relationships with suppliers whose technology is key to our product portfolio. When a supplier is found to be nonconformant with our policies, we leverage our relationship to develop corrective action plans and identify solutions that drive continuous improvement. We view termination as a last resort, as termination may allow impacts to remain unaddressed, leading to worse outcomes for workers.

In certain cases, we may have shorter-term relationships with suppliers or have little influence due to low spend with that supplier. In these instances, we still follow the same processes to drive corrective actions. However, in rare instances, we may not be successful due to the reduced leverage we may have. In the case a supplier does not meet our expectations and will not make improvements we may stop awarding business, and if necessary, terminate the supplier relationship as a last resort.

- **Governance:**

Our Supply Chain Operations Responsible Business Steering Committee oversees our strategy for net zero, circularity, and human rights in the supply chain and regularly reviews key metrics and progress to our goals. The committee oversees the integration of human rights policies and priorities into our business operations and regularly reviews due diligence results including audit nonconformances, forced labor allegations, and minerals supply chain risks. The committee is chaired by our Chief Supply Chain Officer and includes senior executives from manufacturing operations, supplier management, logistics services, product operations, and supply chain transformation.

We align our business functions through our operating committees for net zero, circularity, and human rights. In these committees, leaders from supply chain and engineering work with experts in human rights and the environment to integrate responsible business conduct into business and sourcing operations. These leaders also regularly review performance metrics and monitor our progress towards our goals and commitments. See human rights metrics [here](#).

- **Process for Addressing Identified Risks of Forced Labor and Modern Slavery:**

Non-conformance with the Supplier Code of Conduct relating to forced labor and modern slavery are taken very seriously. Cisco works with suppliers to develop corrective action plans, identify the root cause of the non-conformance, and strives to ensure that corrective actions are implemented in a timely manner. Corrective actions may include the timely return of passports or reimbursements. Corrective actions are followed by preventative actions to reduce future risk of recurrence of non-conformances. Such actions may include ensuring the facility has a policy in place and workers are aware of the policy, and that contracts are clear and in a language workers can understand. Multiple teams collaborate to hold suppliers accountable and to help ensure actions are completed by specified deadlines.

Cisco's approach is to drive continuous improvement with suppliers and engage them with short and long-term improvement plans, as needed. To help make lasting improvements, Cisco will monitor and coach suppliers across multiple years, as is appropriate.

If bonded labor, a type of forced labor, is identified, we engage directly with our suppliers to facilitate appropriate backward-looking remedies that address past impacts and forward-looking remedies to avoid causing further harm or prevent harm to other workers.

Remediation measures may include, but are not limited to, the following actions:

1. Immediate Cessation of Recruitment Fees:
  - Instruct suppliers to promptly discontinue the practice of allowing recruitment or related fees to be charged to workers.
2. Implementation of the Employer Pays Principle:
  - Direct suppliers to develop and implement policies and procedures to mitigate forced labor risks and to ensure that all recruitment fees are borne by the employer, not the worker. This includes amending agreements and contracts with labor brokers, amending terms and conditions in worker contracts, and instituting a process for assessing labor brokers so that only ethical recruiters are used.
  - Request suppliers to provide Cisco with updated policies and documented evidence demonstrating that these changes have been communicated to all workers.
3. Completion of an RBA-Approved 3<sup>rd</sup> Party Fee Investigation
  - For fees exceeding one month's wage, require suppliers to engage an RBA-approved third party to conduct an on-site investigation to assess the scale and scope of impacted workers and the amount of fees paid by both current and recently departed workers.
  - Workers are interviewed with the goal of identifying fees they paid along their recruitment journey from the country of departure to the destination country of employment, recurring fees deducted from their paychecks, or fees paid to other intermediaries or for travel.
4. Submission of Fee Reimbursement Plan
  - Support suppliers in developing a fee reimbursement plan and ensure it is submitted to, and approved by, the RBA.
5. Oversight of Worker Reimbursement
  - Cisco monitors the supplier's implementation of a reimbursement plan to ensure, verify, and monitor the timely repayment of recruitment fees to current workers, as well as to departed workers who left within six months of the fees being identified.
6. Validation of Remediation
  - Request suppliers provide signed acknowledgments from affected workers confirming their understanding of the reimbursement, the amounts received, and that all relevant fees have been included. Additional supporting documentation, such as pay slips and bank transfer records, may also be requested.
  - If warranted, require subsequent RBA audits to confirm that affected workers have been adequately remediated.

Cisco is committed to upholding the Employer Pays Principle, aiming to ensure that all recruitment-related costs are borne by the employer, not the worker. This approach is central to protecting vulnerable workers and promoting ethical recruitment practices across our supply chain. Our teams actively work with suppliers to implement employer payment of these fees directly, rather than having employers reimburse these fees to workers after the harm has already occurred.

#### **Responsible Sourcing and Supplier Engagement:**

Cisco uses supplier scorecards to help measure and manage suppliers' conformance to Cisco's human rights and environmental requirements. Scorecards factor into Cisco's supply chain business processes for sourcing and procurement decisions and are discussed with suppliers during business reviews. Suppliers are scored on factors such as audit performance and closing nonconformances on time, including nonconformances for the Prohibition of Forced Labor or Young Workers. Having social and environmental metrics alongside cost, quality, and service delivery enables sourcing managers to factor social and environmental performance into strategic business decisions.



Within the supplier scorecard, we have set baseline social and environmental expectations for suppliers sites that support Cisco business. The supplier scorecard also includes Red Lines which are unacceptable nonconformances to our expectations that require urgent resolution. Red Lines refer to, but are not limited to, unresolved forced labor risks, unresolved issues that pose imminent risks to workers health, safety or well-being and having the presence of high-risk smelters or refiners reported to be in Cisco's supply chain. With this information, sourcing managers can influence or motivate suppliers to meet performance expectations and drive resolution of identified issues.

#### **Facilitating Access to Remedy:**

As well as conducting its own standard due diligence, Cisco investigates and addresses allegations brought to our attention from internal and external channels, such as [Cisco EthicsLine](#). Issues detected outside of the Verification and Audit processes outlined above are tracked through our incident management system and assessed against our policies and commitments. We investigate further to assess the validity of allegations, assess for human rights risks and impacts and determine the severity of the violation. If impacts have occurred, we implement corrective actions that aim to stop the harm of workers and prevent future harm to workers according to the closure timelines that we follow in our regular due diligence processes. When possible, we work to provide access to remedy.

[Cisco EthicsLine](#) is a publicly available multilingual ethics and business conduct reporting tool which allows anonymous reporting of alleged illegal or unethical behavior. It is available 24 hours a day, seven days a week, worldwide. Cisco believes our employees, customers, partners, suppliers, shareholders, and stakeholders have a responsibility to speak up promptly about any conduct or circumstances they believe, in good faith, may constitute a violation of the COBC, the Supplier Code of Conduct, or any other Cisco policy. Anyone can raise concerns if they become aware of possibly unlawful or unethical conduct or suspect there has been a violation of Cisco's COBC or any company policies. Information on accessing EthicsLine and the rules of procedure are publicly available in written Cisco policies and on Cisco's EthicsLine webpage. Issues are documented by a highly trained impartial interview specialist and disseminated to appropriate Cisco management who will promptly address the matter as per the publicly posted written rules of procedure. EthicsLine is available in more than 20 languages and interpreters are additionally available to assist with the interview if deemed necessary by the caller. Cisco has a strict nonretaliation policy, meaning that employees who report business conduct violations in good faith cannot be subject to any adverse employment action, including separation, demotion, suspension, or loss of benefits because of the report. Cisco's Global Reporting and Anti-Retaliation Policy is on the Cisco website and further details Cisco's protection of whistleblowers. Cisco respects the confidentiality of stakeholders who report business conduct violations.

Furthermore, for our own employees, we require compliance with our COBC, and employees certify compliance annually. Our COBC describes how to raise concerns, which are tracked at both regional and corporate levels.

Cisco provides additional details and annual updates about our supplier engagement process and actions regarding forced labor, in our [Purpose Reporting Hub](#).

## **Actions taken during Fiscal 2025**

- **Due Diligence Results:** Each year, we audit suppliers to assess their conformance to the Supplier Code of Conduct and identify and address any gaps. Risks for child labor are assessed under the Young Workers provision whereas risks to forced labor are assessed under the Prohibition of Forced Labor provision to our Supplier Code of Conduct. When nonconformances are identified, we address them according to the steps outlined in our Supplier Code of Conduct and policies. This includes removing impacted workers from harm, addressing impacts, and remediating where applicable.

Cisco did not identify cases of underage child labor (workers under the age of 15) in FY 2025. One instance of nonconformance related to young workers was identified, involving a group of apprentice and trainee workers who were employed for more than six months and received stipends below the applicable minimum wage threshold in the jurisdiction where the workers were employed. In response, we initiated a Corrective Action Plan (CAP) to address this issue, which is currently progressing toward timely closure.

Our FY 2025 audits also uncovered nonconformances to our Supplier Code of Conduct for the Prohibition of Forced Labor in multiple tiers of our supply chain, including manufacturing partners, components suppliers, and sub-tier. These nonconformances ranged in severity from Priority to Major to Minor.

Most Major and Minor nonconformances in the Prohibition of Forced Labor category were related to workers paying small recruitment fees, often amounting to less than 5% of their monthly wages. Less often, we saw Priority level findings, some of which identified risks of bonded labor, a type of forced labor. Typically, this involved foreign migrant workers who paid excessive recruitment fees equivalent to a month or more of their gross wages.

Notably, we facilitated over US\$1.6 million in fee reimbursements to 7,146 workers across our direct and sub-tier suppliers in Malaysia, Singapore, Taiwan, Vietnam, and China for recruitment fees. Meanwhile, 100% of forced labor Priority Nonconformances are closed or in progress of being remediated. An overview of the number of RBA nonconformances found related to forced labor can be seen in our published [audit data](#), including [geographic distribution](#).

Each year, we aim to continuously improve our due diligence processes based on what we have learned. Recently, forced labor risks have most frequently emerged during assessments of new components suppliers, new facility locations, and extend our reach into our sub-tier suppliers with whom we do not have direct contractual relationships. Accordingly, we have strengthened our due diligence during our new supplier and new site onboarding processes and during acquisition integration processes. By identifying, addressing, and remediating risks before launching or scaling business with a supplier, we aim to prevent harm to workers and ensure that essential remediation actions are implemented at a point when we have leverage, the period before awarding business to a supplier or facility. Importantly, during FY 2025, no forced labor risks were identified at prospective supplier sites prior to production.

To further strengthen our efforts, we launched a comprehensive sub-tier due diligence survey with all Cisco manufacturing partners in FY 2025, based on the OECD due diligence framework. Cisco designed the survey, collected and reviewed survey responses, conducted manufacturing partner interviews, and evaluated their policies and practices for potential forced labor risks in alignment with the OECD framework. When significant risks were identified, Cisco provided tailored support, including targeted training, information sharing, and peer-to-peer learning to promote collaboration among partners. Additionally, the survey captured valuable information on labor agencies, which will help strengthen our ongoing efforts to map labor migration patterns and corridors.

We are dedicated to raising awareness of international expectations around human rights due diligence, forced labor due diligence, and building the capabilities of suppliers to address these issues more broadly and deeper within the supply chain. This prevents risks in our own supply chain and propagates international standards so that they are followed throughout the industry for the betterment of all electronics workers.

- **Stakeholder Engagement:** We are committed to meaningfully engaging with supply chain stakeholders to support our understanding of, and response to, the interests and concerns of potentially affected parties where our supply chain operates. Proactive engagement can help us identify and mitigate risks, drive continuous improvement, and build trust across our supply chains. Aligned with the UNGPs, we have developed guiding principles to inform our engagements with stakeholders, to ensure we abide by principles of transparency, focus, respect, and inclusion in our interactions.

A key pillar of our strategy relates to worker and rightsholder proxy engagement, which includes the following FY 2025 initiatives:

- **Engagement with Migrant Worker Shelters:** In FY 2025, we met with two migrant worker shelters in Taiwan to gain local insights into contextual challenges and systemic risks faced by migrant workers in this region. The insights from these engagements are informing our forced labor risk assessment and prevention strategies regarding migrant workers in Taiwan. We also shared our learnings with peers to help drive industry solutions at scale.
- **Dialogue with Trade Union:** We engaged with trade union representatives at one of our manufacturing partner sites in Vietnam to learn about their engagement with workers. We intend to maintain a regular dialogue with the union across years to stay informed on potential worker concerns and emerging issues.

Through these and other efforts, we strive to engage rightsholders and their legitimate proxies to ensure our initiatives are focused and impactful. See more about our approach [here](#).

- **Training:** Over the past four years, we have delivered comprehensive forced labor training to our supply base. This two-day program emphasizes expectations under the Supplier Code of Conduct and provides participants with practical tools for forced labor due diligence, such as the Responsible Recruitment Due Diligence Toolkit. Although we initially planned to deliver this training again in FY 2025, we have rescheduled it for early fiscal 2026 to maximize participation and engage a broader group of suppliers.



- **Monitoring and Evaluation:** In FY 2025, we launched internal effectiveness reviews to evaluate both process- and impact-oriented metrics across our due diligence areas every quarter. We prioritized these metrics based on the significance of their impact, giving particular consideration to their effects on rightsholders, and each metric's ability to drive actionable improvements. Our approach reflects a strong commitment to continuous improvement, as we regularly refine our reviews to capture the most meaningful and effective indicators across all due diligence areas.
- **Success Stories:** As part of our dedication to continuous improvement and industry learning, we regularly publish case studies highlighting our efforts to address forced labor. [See case studies here.](#)

## Sourcing Minerals Responsibly

To help address the human rights risks in our complex mineral supply chain, Cisco has implemented a comprehensive due diligence process. The Cisco Responsible Minerals Program aligns to the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs. Details about this program including due diligence strategy, efforts to hold suppliers accountable, and results of our work can be found in our calendar year 2024 [Conflict Minerals Report](#).

## Assessing Cisco's Effectiveness

Cisco has measures to assess the effectiveness of its actions including tracking the number of internal trainings on human rights in supply chains that we have rolled out and the number of corrective action plans and preventative actions we have developed and implemented with our suppliers. We communicate our program metrics in our [Purpose Reporting Hub](#) and also summarize these metrics in the chart below:

Initiative	Indicator	FY24	FY25
<b>Supplier Code of Conduct</b>			
RBA Initial Audits	# Conducted by supplier type - Manufacturing Partner Facilities	19	15
	# Conducted by supplier type - Component Supplier Facilities	128	153
	# Conducted by supplier type - Logistics Service Provider Facilities	0	1
	# Conducted by supplier type - Sub-Tier Facilities	16	10
	% of manufacturing partner facilities audited <sup>7</sup>	100%	94%
Workers covered by RBA Audits <sup>8</sup>	# of workers covered - Male	238,638	216,415
	# of workers covered - Female	251,273	219,943
	# of workers covered - Foreign Migrant Workers	27,168	35,242
	# of workers covered - Total	489,911	436,358
Supplier Corrective Action Plans (CAPs)	Closure rate of Priority and Major nonconformances <sup>9</sup>	99%	99%
	% of in-scope CAPs reviewed by Cisco <sup>10</sup>	100%	100%
Prohibition of Forced Labor	Total Fee Reimbursements (US\$) facilitated by Cisco	\$1.75 million	\$1.69 million
	# of workers reimbursed at non-conformant supplier's facilities	2,290	7,146
	# of priority nonconformances identified for Prohibition of Forced Labor	7	8
	% of Prohibition of Forced Labor Priority nonconformances <sup>11</sup> closed or in progress of being remediated	100%	100%
	# of supplier sites identified with forced labor risks prior to production	3	0

<sup>7</sup> We aim to audit 100% of manufacturing facilities. According to industry standards, RBA Audits are valid for 2 years from the date of the Initial audit.

<sup>8</sup> The RBA is an industry standard scheme which allows suppliers of multiple customers to demonstrate conformance to a single responsible business conduct standard. Number of workers represents the total supply chain workers in the entire supplier facility audited.

<sup>9</sup> Excluding nonconformances for working hours and social insurance – [read more here.](#)

<sup>10</sup> Corrective Action Plans are opened for any audit that does not achieve all the following criteria: RBA Gold Recognition, full conformance with Prohibition of Forced Labor and Young Workers requirements in the RBA Code, and No Major nonconformances to the rest of the Code.

<sup>11</sup> Forced Labor nonconformances are those identified from RBA VAP Audits under Prohibition of Forced Labor.

Internal Company Training (Bi-annual)	% of Cisco Supply Chain Operations <sup>12</sup> employees who completed human rights training	100%	NA
Supplier Training	# of people from suppliers who attended training*		520
	# of supplier facilities whose representatives attended training*		178
	Average improvement in awareness of training topics post-training*		14%
	# of attendees for Cisco next-tier supplier management training	197	272
	# of sites for Cisco next-tier supplier management training	91	125
	# of supplier sites attended Forced Labor Training	19	NA <sup>13</sup>
	# of sub-tier suppliers attended Forced Labor Training	12	NA <sup>13</sup>
Grievances	# of human rights concerns received/brought to our attention <sup>14</sup>	4	8
	% of cases under investigation or closed	100%	100%

\* new metric reported starting FY 2025

## Commitment to Leadership Through Collaboration and Transparency

We engage in industry collaboration and multistakeholder partnerships to collectively prevent harm to people and ecosystems, communicate clear and consistent standards across the industry, and design solutions that influence better outcomes for rightsholders and the environment. Cisco is an active participant in the Responsible Business Alliance (RBA), of which it was a founding member, a member of the RBA Board of Directors, and Responsible Minerals Initiative (RMI) and Responsible Labor Initiative (RLI) Steering Committees. Learn more about the stakeholders we engage with to drive impact.

We are committed to transparently communicating our actions. For further information on Cisco's work to maintain a socially responsible supply chain, refer to our [Purpose Reporting Hub](#).

<sup>12</sup> The Cisco Supply Chain Operations organization includes employees responsible for sourcing and procurement, supplier management, planning, manufacturing, logistics, quality, and more.

<sup>13</sup> FY25 training has been postponed until early FY26 to maximize participation and engage a broader group of suppliers.

<sup>14</sup> Grievances are received through various internal and external channels, with the majority coming via Cisco EthicsLine and external alerts from NGOs and the Responsible Business Alliance (RBA).

## Approval and Signing

The Board of Directors of Cisco Systems, Inc., which is our principal governing body, has approved this Statement and has delegated authority to the Chief Legal Officer to sign the Statement on behalf of the Board of Directors.



Name: Dev Stahlkopf

Title: Executive Vice President, Chief Legal Officer

Date: 15 January 2026

## Approval and Signing of Joint Statement for the Australian Modern Slavery Act 2018 (Cth)

### Principal Governing Body Approval

This modern slavery statement was approved by the board of Cisco Systems Australia Pty Limited in accordance with Section 14 of the Australian Modern Slavery Act of 2018 (Cth) in their capacity as principal governing body of Cisco Systems Australia Pty Limited as defined by the Australian Modern Slavery Act 2018 (Cth) on 12 January 2026

### Signature of Responsible Member

This modern slavery statement is signed by a responsible member of the board of Cisco Systems Australia Pty Limited as defined by the Australian *Modern Slavery Act 2018* (Cth).



Name: Marcus Breaden

Title: Director, Cisco Systems Australia Pty Limited

Date: 12 January 2026

### Principal Governing Body Approval

This modern slavery statement was approved by the board of Splunk Services Australia Pty Ltd in accordance with Section 14 of Australian Modern Slavery Act 2018 (Cth) in their capacity as principal governing body of Splunk Services Australia Pty Ltd as defined by the Australian Modern Slavery Act 2018 (Cth) on 12 January 2026

### Signature of Responsible Member

This modern slavery statement is signed by a responsible member of the board of Splunk Services Australia Pty Ltd as defined by the Australian *Modern Slavery Act 2018* (Cth).



Name: Marcus Breaden

Title: Director, Splunk Services Australia Pty Ltd.

Date: 12 January 2026

## Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

### Governing Body Approval

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular Section 11(4) thereof, this modern slavery statement was approved by the board of Cisco Systems Canada Co. in their capacity as governing body of Cisco Systems Canada Co. on January 13, 2026.

### Signature of Board Member

This modern slavery statement is signed by a member of the board of Cisco Systems Canada Co.



Name: Carol Deborah (Debbie) Chin

Title: Director

Date: 13 January 2026

### Governing Body Approval

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular Section 11(4) thereof, this modern slavery statement was approved by the board of Accedian Networks Inc. in their capacity as governing body of Accedian Networks Inc. on January 13, 2026.

### Signature of Board Member

This modern slavery statement is signed by a member of the board of Accedian Networks Inc.



Name: Carol Deborah (Debbie) Chin

Title: Director

Date: 13 January 2026

### Governing Body Approval

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular Section 11(4) thereof, this modern slavery statement was approved by the board of IMIImobile Canada ULC in their capacity as governing body of IMIImobile Canada ULC on January 13, 2026.

### Signature of Board Member

This modern slavery statement is signed by a member of the board of IMIImobile Canada ULC



Name: Carol Deborah (Debbie) Chin

Title: Director

Date: 13 January 2026

### Governing Body Approval

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular Section 11(4) thereof, this modern slavery statement was approved by the board of Splunk Services Canada ULC in their capacity as governing body Splunk Services Canada ULC on January 13, 2026.

### Signature of Board Member

This modern slavery statement is signed by a member of the board of Splunk Services Canada ULC

A handwritten signature in blue ink, appearing to read "Carol Deborah (Debbie) Chin".

---

Name: Carol Deborah (Debbie) Chin

Title: Director

Date: **13 January 2026**

Last Revision Date: January 2026, for Cisco's fiscal year ended July 26, 2025.