

Cisco Responsible Minerals Policy

Background

Electronic products contain various minerals necessary for functionality including tantalum, tin, tungsten, and gold (referred to as “3TG”). 3TG are sometimes known as “conflict minerals”¹ because of concerns about their mining and sale contributing to armed conflict and human rights abuses in the Democratic Republic of the Congo (DRC). In the U.S., the Dodd-Frank Wall Street Reform and Consumer Protection Act (“Dodd-Frank Act”) requires publicly traded companies to report annually on the presence of conflict minerals originating in the DRC or adjoining countries in the products they manufacture or contract to manufacture.

Concerns about human rights abuses and other risks related to the extraction of minerals beyond 3TG, such as cobalt, and in geographies beyond the DRC are driving an increased demand for greater accountability and transparency in global mineral supply chains.

Cisco’s Commitment

Cisco’s Responsible Mineral Policy aligns with our long-standing commitment to uphold and respect human rights² for all people, including those who work in our supply chain. Cisco does not directly procure minerals from mines, or the smelters or refiners that process them, but we influence upstream supply chain actors through our policies and practices. Our goal is to work collaboratively through the supply chain to source minerals consistent with our values around human rights, business ethics, labor, health and safety practices, and environmental responsibility. We believe this can be done while continuing to source responsibly from the DRC, other high-risk regions, and artisanal and small-scale mines.

To reach our goal, Cisco commits to:

- Promote mineral procurement practices that support peaceful economic and community development in conflict-affected and high-risk areas (CAHRAs);
- Require our supply chain to source 3TG and cobalt from smelters and refiners that are conformant to the [Responsible Minerals Assurance Process \(RMAP\)](#) or other cross-recognized standards and that have not otherwise been designated as high-risk by Cisco;
- Conduct due diligence to identify and mitigate risks in our supply chain for 3TG and cobalt, following the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#), including all risks identified in Annex II of the OECD guidance, some of which include any forced labor³, worst forms of child labor³, gross human rights violations, war crimes, direct or indirect support to non-state armed groups and security forces, bribery, and money laundering;
- Forge partnerships with industry coalitions including the [Responsible Minerals Initiative \(RMI\)](#), governments, and civil society stakeholders to address these concerns and develop new solutions for responsible sourcing.

¹ Conflict minerals are defined by the United States Securities and Exchange Commission in Section 1502 of the Dodd-Frank Act as cassiterite, columbite-tantalite, gold, wolframite, or their derivatives, or any other minerals or their derivatives determined by the Secretary of State to be financing conflict in the Covered Countries, which include the DRC or an adjoining country.

² [Cisco Global Human Rights Policy](#).

³ See the International Labour Organization’s [Worst Forms of Child Labour Convention, 1999](#).

Cisco's Expectations of Suppliers

To support our ethical procurement practices and continue supporting economic activity in CAHRAs, we have developed a set of due diligence and stakeholder engagement activities aligned to the guidelines prepared by the OECD. We require in-scope suppliers to:

- Source 3TG and cobalt only from smelters and refiners validated as conformant to the [Responsible Minerals Assurance Process](#) (RMAP) third-party assessment program or other cross-recognized standards and have not otherwise been designated as high-risk by Cisco;
- Maintain a policy to assure that the 3TG and cobalt in the products they manufacture do not directly or indirectly contribute to significant adverse human rights impacts in CAHRAs including in the DRC, such as armed conflict, forced and child labor, and environmental degradation.
- Establish their own OECD-aligned due diligence program to achieve responsible mineral supply chains;
- Respond to Cisco inquiries for due diligence information, and promptly implement corrective actions identified and requested by Cisco.

If these requirements are not met, Cisco will proactively work with the supplier to further develop their capabilities in responsible mineral due diligence to ensure alignment to Cisco's supplier requirements. Cisco will terminate relationships with suppliers that do not make substantive and prompt efforts to comply with our policy.

Please use the [Cisco EthicsLine](#) to share concerns about the content or execution of the policy:
<https://www.cisco.com/c/en/us/about/corporate-social-responsibility/ethics-office/ethicsline.html>

Americas Headquarters
Cisco Systems, Inc.
San Jose, CA

Asia Pacific Headquarters
Cisco Systems (USA) Pte. Ltd.
Singapore

Europe Headquarters
Cisco Systems International BV Amsterdam,
The Netherlands

Cisco has more than 200 offices worldwide. Addresses, phone numbers, and fax numbers are listed on the Cisco Website at www.cisco.com/go/offices.

Cisco and the Cisco logo are trademarks or registered trademarks of Cisco and/or its affiliates in the U.S. and other countries. To view a list of Cisco trademarks, go to this URL: www.cisco.com/go/trademarks. Third-party trademarks mentioned are the property of their respective owners. The use of the word partner does not imply a partnership relationship between Cisco and any other company. (1110R)