Doc Number: EDCS-1210115
Last Revision Date: Aug-14-2025
Next Review Date: Aug-15-2027

Global Human Rights Policy

Purpose

"At Cisco, we are committed to developing innovative technology solutions that not only solve our customer's challenges, but also help improve the lives of people around the world. We also believe that long-term, trusting relationships are built on honesty, integrity, and acting ethically. Respect for human rights plays an important role in maintaining these foundational principles. We are committed to respecting and upholding the human rights of all people."
- Chuck Robbins, Chairman and CEO

Cisco's Human Rights Policy formalizes our long-standing commitment to uphold and respect human rights for all people. Human rights are the fundamental rights, freedoms, and standards of treatment belonging to all human beings by virtue of being human. Cisco upholds and respects all internationally recognized human rights as contained in the 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 International Labour Organization (ILO) conventions.

We believe this policy reflects fundamental standards for business conduct and human rights, provides a cornerstone for Cisco to identify and manage its human rights impacts, mitigate risks, and fosters collaborative and transparent engagement with our stakeholders and investors.

Cisco is committed to the UN Guiding Principles on Business and Human Rights (UN Guiding Principles) which include the development of a human rights policy, a framework to assess and mitigate known risks, and mechanisms to report and remedy grievances where they occur. Where we have identified that we have caused or contributed to an adverse human rights impact, we are committed to providing access to and cooperating in remediation for affected individuals, workers, and communities through legitimate processes. Where we identify a direct link to an adverse human rights impact, we are committed to using our leverage, including working with our suppliers on impacts linked to our operations, products, or services where appropriate.

Cisco believes it is critical to develop a formal approach to human rights. Human rights have long been integrated into how Cisco works with supply chain partners, develops employee ethics codes and policies, and creates a safe, inclusive, and diverse workplace. Creating, implementing, and communicating a formal human rights policy, as part of a broader framework for respecting human rights, helps to maintain Cisco's leadership in the IT industry, reduce the potential for negative reputational risks, and presents opportunities for engagement and collaboration with stakeholders, and is consistent with the U.S. government policy prohibiting trafficking in persons (FAR 52.22250). Cisco communicates its human rights commitment by publishing this Global Human Rights Policy online.

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Overview

Cisco is committed to respecting the rights enshrined in the following internationally recognized standards:

- United Nations Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social, and Cultural Rights
- International Labour Organization's (ILO) Core Conventions
- International Labour Organization Violence and Harassment Convention
- Convention on the Elimination of All Forms of Discrimination Against Women
- Convention on the Elimination of All Forms of Racial Discrimination
- Convention on the Rights of Persons with Disabilities
- Convention on the Rights of the Child
- Children's Rights and Business Principles
- Convention on Protection of the Rights of All Migrant Workers and Their Families
- United Nations Declaration on Human Rights Defenders
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

Cisco is a member of the United Nations Global Compact and is a founding member of the Responsible Business Alliance.

Aligned with our dedication to inclusion, diversity and social justice, Cisco is committed to respecting the rights of vulnerable groups, including minoritized religious, political, racial, and ethnic communities; people with disabilities; migrant workers and refugees; women; children; Indigenous and First Nations peoples; LGBTQ+ communities; union members, human rights defenders; and others who are disproportionately exposed to adverse impacts or who have inequitable access to remedy.

We regularly engage stakeholders, including external human rights experts and potentially affected rightsholders, to identify salient human rights issues and in the ongoing development of our human rights program. As part of this engagement, we commit to working with human rights defenders and other key stakeholders to create safe and enabling environments for civic engagement and human rights at local, national, and international levels. We commit to zero tolerance of threats, intimidation, and attacks (both physical and legal) against human rights defenders who raise allegations that Cisco caused, contributed, or is directly linked to human rights impacts.

In our most recent saliency assessment, conducted in FY25, Cisco identified the following human rights issues as most salient: the right to privacy and data security, labor rights, bodily security/psychological impacts, freedom of association, freedom of expression and access to information, access to remedy, right to political participation, right to an adequate standard of living, right to land and a healthy environment. These risks may be more likely to materialize, or to do so with greater severity, in contexts such as conflict-affected areas or situations involving vulnerable or marginalized groups.

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Scope

The scope of Cisco's Human Rights Policy applies to employees, partners, suppliers, and contractors, and supports the human rights of all Cisco stakeholders including end-users.

Cisco's Business and Human Rights (BHR) team is responsible for the day-to-day analysis and mitigation of human rights risks relevant to our business. The BHR team reports up to Cisco's Chief Legal Officer and is staffed by business and human rights specialists who partner with teams across Cisco to manage human rights risks across Cisco's global business.

The BHR team engages with members of Cisco's Executive Leadership team and the Cisco Board of Directors on its progress to maximize human rights benefits, mitigate potential human rights harms, and respect ethical principles in our technology solutions and day-to-day operations.

Policy Statements

Cisco makes the following commitments to respect, support, and promote human rights. We expect our partners and suppliers to make commitments aligned to these standards.

1. Comply with applicable laws and company policies.
2. Adopt a human rights governance structure and responsible business practices consistent with the UN Guiding Principles that promote respect for human rights, including the rights enshrined in the UDHR and eight Core ILO Conventions:
    - Freedom of Association and Protection of the Rights to Organise Convention
    - Right to Organise and Collective Bargaining Convention
    - Forced Labour Convention
    - Abolition of Forced Labour Convention
    - Minimum Age Convention
    - Worst Forms of Child Labour Convention
    - Equal Remuneration Convention
    - Discrimination (Employment and Occupation) Convention
3. Report transparently on corporate support of and performance on human rights.
4. Assess and address Cisco's salient human rights issues, track the effectiveness of the Cisco's response, and transparently report on corporate support of and performance on human rights.
5. Implement policies and processes to identify, prevent, mitigate, and remediate human rights risks and impacts.
6. Engage openly and regularly with stakeholders on issues that impact human rights, including with affected or potentially affected rightsholders or their legitimate representatives.
7. Adopt business policies and practices that protect privacy and data security of Cisco's customers.
8. Prohibit forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons.
9. Contribute to global communities such as by promoting the benefits of increased connection and communication through the use of technologies that support freedom of expression; supporting diversity and employee engagement; and supporting social programs including those focused on critical human needs (food, water, shelter, and disaster relief), education, and economic empowerment.

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10. Contribute to the development of international sector-specific human rights standards.
11. Work with suppliers and partners to uphold these same values and implement similar policies and practices.

Related Policies and Processes

This corporate human rights policy is supported by other Cisco policies including but not limited to policies on privacy, bribery and corruption, health and safety, environmental sustainability, diversity, harassment and other labor related policies. See the links below.

- Cisco Code of Business Conduct
- Cisco Online Privacy Statement
- Ethics@Cisco
- Global Privacy Policy
- Inclusive Language Policy
- Juvenile Labor Policy and Expectations
- Respecting the Rights of Vulnerable Groups Policy
- Responsible Minerals Policy
- Supplier Code of Conduct
- Supplier Ethics Policy

Supporting Documents

- Cisco Supplier Diversity Program
- Cisco Supplier Guide
- Cisco Statement on the Prevention of Slavery and Human Trafficking
- Cisco Purpose Report & ESG Hub
- Human Rights Position Statements
- Cisco Responsible AI Framework
- Social Justice Beliefs and Actions
- Supply Chain Sustainability
- Transparency Report

Definitions

For purposes of this policy, the following definitions apply:

Human Rights	Human rights are the fundamental rights, freedoms, and standards of treatment that are internationally recognized as belonging to all human beings by virtue of being human. Fundamental human rights are found in the United Nations Declaration on Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social, and Cultural Rights, the eight core ILO Conventions, and various covenants and treaties that implement these principles.

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International Labour Organization (ILO)	The International Labour Organization is the international organization under the United Nations responsible for developing and overseeing international labor standards. It is the only United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies/programs promoting decent work for all.
ILO Conventions	The Freedom of Association and Protection of the Rights to Organise Convention, 1948; the Right to Organise and Collective Bargaining Convention, 1949; the Forced Labour Convention, 1930; the Abolition of Forced Labour Convention, 1957; the Minimum Age Convention, 1973; the Worst Forms of Child Labour Convention, 1999; the Equal Remuneration Convention, 1951; and the Discrimination (Employment and Occupation) Convention, 1958.
United Nations Global Compact (UNGC)	The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption. The Global Compact exists to assist the private sector in the management of increasingly complex risks and opportunities in the environmental, social and governance realms, seeking to embed markets and societies with universal principles and values for the benefit of all.
Universal Declaration of Human Rights (UDHR)	The Universal Declaration of Human Rights was proclaimed by the United Nations General Assembly in 1948. It contains 30 human rights that are expected to be universally respected and protected.
Human Rights Defender	As defined by the United Nations, “Human Rights Defender” is a term used to describe people who, individually or with others, act to promote or protect human rights in a peaceful manner. For a full definition of what human rights defenders do, who can be a human rights defender, and standards for human rights defenders, please visit “About Human Rights Defenders” on the United Nations Human Rights Office of the High Commissioner website.

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