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. Various international regulatory frameworks and initiatives have been established to address these issues, necessitating comprehensive measures to ensure responsible sourcing and ethical practices across the entire supply chain.

Cisco's Commitment

Cisco's Responsible Mineral Policy, aligned to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas and UN Guiding Principles for Business and Human Rights (UNGPs), reflects our long-standing commitment to uphold and respect human rights[2] 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 certain high-risk regions, and artisanal and small-scale mines.

To reach our goal, Cisco commits to:

- Promote mineral procurement practices that support peaceful economic, community development, and environmental responsibility in conflict-affected and high-risk areas (CAHRAs);
- Require our supply chain to source 3TG, cobalt, and other minerals that are reported to be in our supply chain from smelters and refiners that (i) are conformant to generally accepted third-party international standards[4] for responsible minerals sourcing when such standards are available; (ii) align with regulatory requirements in all markets where Cisco does business, including conducting screening for compliance with applicable trade and customs laws; and (iii) have not otherwise been designated as high-risk by Cisco;
- Conduct due diligence to identify and mitigate risks for 3TG, cobalt, and other minerals that are reported to be in our supply chain, 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 labor[3], worst forms of child labor[3], 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, 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.

[4] Contact Cisco Responsible Minerals team for more information on accepted standards

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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, cobalt, and other minerals that are reported to be in our supply chain only from smelters and refiners that (i) are validated as conformant to generally accepted third-party international standards for responsible mineral sourcing when such standards are available; (ii) align with regulatory requirements in all markets where Cisco does business, including conducting screening for compliance with applicable trade and customs laws; and (iii) have not otherwise been designated as high-risk by Cisco;
- Maintain a policy to assure that the 3TG, cobalt, and other minerals that are high-risk from a human rights and/or environmental perspective in the products they manufacture do not directly or indirectly contribute to significant adverse human rights impacts in CAHRAs, 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

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