Cisco Statement on Working Hours

Cisco is committed to respecting and complying with all applicable local laws and regulations regarding working hours in every country where we operate. This commitment is made with employee wellbeing in mind. We recognize that legal requirements vary globally, including limits on maximum working hours, overtime compensation, and rest periods. Where local laws set maximum working hours, Cisco adheres to those limits. In jurisdictions where laws do not cap hours, Cisco ensures employees receive appropriate compensation for overtime work and manages this in accordance with local regulations and collective agreements, including payment of overtime or double time as required.