

**Company Name** Cisco  
**Industry** ICT (Supply Chain only)  
**Overall Score** 29.2 out of 100

Theme Score	Out of	For Theme
3.3	10	A. Governance and Policies
10.6	25	B. Embedding Respect and Human Rights Due Diligence
5.5	20	C. Remedies and Grievance Mechanisms
4.0	25	D. Performance: Company Human Rights Practices
5.8	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### A. Governance and Policies (10% of Total)

#### A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: Universal Declaration of Human rights (UDHR): The Human Rights policy states that 'Cisco upholds and respects all internationally recognized human rights as contain in the Universal Declaration of Human Rights (UDHR)'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Met: Commitment to the UNGPs: In addition, the HR policy states that it 'is committed to the UN Guiding Principles on Business and Human Rights (UN Guiding Principles)'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: Company has a commitment to the ILO Core: The Company indicates that it 'upholds and respects all internationally recognized human rights as contained in [...], and the eight core International Labour Organization (ILO) conventions'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>Met: Company has a explicit commitment to All four ILO Core: The Company states in its Human Rights Policy that 'Cisco upholds and respects all internationally recognized human rights as contained in the eight core International Labour Organization (ILO) conventions.' The company them list and provides the link to those conventions. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Met: Company expect suppliers to commit to ILO Core: The Company state 'The scope of Cisco's Human Rights Policy applies to all employees, partners, suppliers, and contractors, and supports the human rights of all Cisco stakeholders including internet users.' [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Company explicitly list All four ILO for suppliers: The Company indicates that it 'has adopted the RBA Code of Conduct as Cisco's Supplier Code of Conduct.' The RBA code includes provisions in relation to discrimination, child labour, forced labour. With respect to freedom of association and collective bargaining, this code states that 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.' In addition, they state: 'Cisco upholds and respects all internationally recognized human rights as contained in the eight core International Labour Organization (ILO) conventions.' [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>]</li> </ul>
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commitment to respect H&amp;S of workers: The Code of Business Conduct states that 'we are committed to providing a safe and non-threatening workplace. Employees should be familiar with and follow all security and safety guidelines and report any unsafe conditions, situations, or accidents'. [Code of Business Conduct, 09/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Expect suppliers to commit to H&amp;S of their workers: The Company 'has adopted the RBA Code of Conduct as Cisco's Supplier Code of Conduct.' The RBA Code of Conduct includes health and safety requirements, including the following topics: Occupational Safety; Emergency Preparedness; Occupational Injury and Illness; Industrial Hygiene; Physically Demanding Work; Machine Safeguarding; Sanitation, Food, and Housing; and Health and Safety Communication. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The Company 'has adopted the RBA Code of Conduct as Cisco's Supplier Code of Conduct.' This Code indicates: 'Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.' However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
A.1.3.a.ICT	Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (ICT)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Responsible mineral sourcing: The Conflict Minerals Report (SD form, considered a proxy for policy statements in relation to conflict minerals) states that Cisco 'is committed to sourcing components and materials from companies that share our values [...] our supply chain responsibility practices include the sourcing of minerals used in our products. As we do not directly procure minerals from mines, or the smelters or refiners (SORs) that process them, we work to advance responsible mineral sourcing in the upstream supply chain through our policies and due diligence practices'. The Responsible Minerals policy states that '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 from smelters and refiners that are conformant to the Responsible Minerals Assurance Process'. However, no direct commitment found to responsible sourcing of minerals. The Company indicates that it does not directly procure minerals and therefore it seems that the responsible sourcing of minerals relies on suppliers' requirement. [Responsible Minerals Policy, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Based on OECD Guidance: The Company indicates that it commits to: 'Conduct due diligence to identify and mitigate risks in our supply chain for 3TG, 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'. [Responsible Minerals Policy, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Requires suppliers to commit to responsible mineral sourcing: The Company indicates in its Responsible Minerals Policy: 'Cisco's Expectations of Suppliers include: [...] Maintain a policy to assure that the 3TG 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; [...]'. According to the RBA Code (adopted by the Company as its Supplier Code), suppliers shall 'adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework'. [Responsible Minerals Policy, 2021: <a href="https://www.cisco.com">cisco.com</a>] &amp; [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Commits to follow OECD Guidance for all minerals</li> <li>• Not Met: Suppliers expected to make similar requirements of their suppliers</li> </ul>
A.1.3.b.ICT	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (ICT)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Women's rights: The Company states in its Human Rights Policy that it 'is committed to respecting the rights of vulnerable groups, including [...] women'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Children's rights: The Company states in its Human Rights Policy that it 'is committed to respecting the rights of vulnerable groups, including [...] children'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Juvenile Labor Policy and Expectations, 2020: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Migrant worker's rights: The Company states in its Human Rights Policy that it 'is committed to respecting the rights of vulnerable groups, including [...] migrant workers and refugees'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Expects suppliers to respect at least one of these rights: The Company indicates in its Supplier Ethics Policy that it 'Cisco has adopted the RBA Code of Conduct as Cisco's Supplier Code of Conduct.', the RBA code contains the following commitment to migrant workers rights 'Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including...migrant...and any other type of worker'. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: CEDAW/Women's Empowerment Principles: The Company indicates in its Human Rights Policy that its 'approach to human rights is governed by the following internationally recognized standards: [...] Convention on the Elimination of All Forms of Discrimination Against Women'. However, 'to be governed' is not considered a formal statement of commitment according to CHRB wording criteria. The Company has provided comments to this subindicator (and the next ones). However, these subindicator require a specific formats of wording to qualify as formal commitment to a specific initiative or standard in a consistent way. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Child Rights Convention/Business Principles: The Company indicates in its Human Rights Policy that its 'approach to human rights is governed by the following internationally recognized standards: [...] Convention on the Rights of the Child, Children's Rights and Business Principles'. However, 'to be governed' is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Convention on migrant workers: The Company indicates in its Human Rights Policy that its 'approach to human rights is governed by the following internationally recognized standards: [...], Convention on Protection of the Rights of All Migrant Workers and Their Families'. However, 'to be governed' is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Expecting suppliers to respect these rights</li> </ul>
A.1.4	Commitment to remedy	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: The Company commits to remedy: The HR policy states that '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'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Company expect suppliers to make this commitment: In addition, it indicates: 'We expect our partners and suppliers to make commitments aligned to these standards: [...] Implement policies and processes to identify, prevent, mitigate, and remediate human rights risks and impacts'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>Score 2</li> <li>• Not Met: Collaborating with other remedy initiatives: The company indicates in its Human Rights Policy: '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'. However, it is not clear if the Company would cooperate with judicial and non-judicial mechanisms to provide access to remedy. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Work with suppliers to remedy impact: Also in its Human Rights Policy, the Company states: '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'. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
A.1.5	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Zero tolerance attacks on HRs Defenders (HRDs): The HR policy states that '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'. However, no further evidence found of a commitment to zero tolerance to attacks against human rights defenders in relation to its own operations beyond those that formally complain through grievance mechanisms.</li> <li>• Not Met: Company expect suppliers to make this commitment: The Company indicates through the RBA Code, which is also its supplier code, that 'workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment'. However, no evidence found of expectation of a commitment non-retaliation against anyone who opposes company's activities in relation to human rights (human rights defenders) beyond workers and their representatives. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Code of Conduct - Web, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>Score 2</li> <li>• Not Met: Work with HRD to create safe and enabling environment</li> </ul>

## A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Board level responsibility for HRs: The Company indicates in its Annual Report 2021 that 'The Nomination and Governance Committee of the Board reviews Cisco's policies and programs concerning corporate social responsibility, including ESG matters'. In addition, it discloses information about the its CSR focus areas, including: Inclusion and diversity; Human rights and working conditions in the supply chain; Employee health and safety and labor rights' [Annual Report 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Describe HR expertise of Board member</li> <li>Score 2</li> <li>• Not Met: Speeches/letters by Board members or CEO</li> </ul>
A.2.2	Board responsibility	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board/Committee review HRs strategy: The Company indicates that 'In FY20, we will begin regularly sharing with our Board of Directors how Cisco is responding to identified human rights risks'. However, it is not clear that it has a process already in place to discuss and address human rights issues at Board level or how the Board or a Board committee regularly reviews the Company's salient human rights issues. No new evidence found in latest review. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Examples/trends re HR discussion in the last reporting period</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: How affected stakeholders/HR experts informed discussions</li> </ul>
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Incentives for at least one board member</li> <li>• Not Met: At least one key HR risk, beyond employee H&amp;S</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Performance criteria made public</li> <li>• Not Met: Review of other board performance criteria</li> </ul>
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Board process to review business model and strategy</li> <li>• Not Met: Describe frequency and triggers for reviewing</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Example of actions decided</li> </ul>

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Score of 1 on A.1.2.a: See indicator A.1.2.a</li> <li>• Met: Senior responsibility for HR implementation and decision making: The Company indicates that in 2021 it 'formed a Human Rights Advisory Committee (HRAC), chaired by the Chief Legal Officer and consistent of executives and senior-level employees from critical functions throughout the company'. [2021 Purpose report, 04/2022: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: How it assigns Day-to-day responsibility: The Company indicates that in FY19, it created a new team: 'Business and Human Rights at Cisco (BHR at Cisco). (...) This team sits in our legal department and is staffed by human rights specialists. It's led by Lynn Easterling, Vice President and Deputy General Counsel, who reports to Executive Vice President Mark Chandler. Creating this team within the legal function allows for input on legal, regulatory, and policy decisions related to human rights impacts. BHR at Cisco will continue to leverage the Human Rights Working Group for insights across Cisco functions'. It also states that 'Cisco formally began to put policy into practice when we created our Human Rights Working Group (HRWG). The group includes experts from all parts of the business', including: Supply Chain; Security &amp; Trust; Legal; Engineering; Customer Experience; Office of Inclusion and Collaboration; Government Affairs; Sales &amp; Marketing; Corporate Communications; Investor Relations; Corporate Affairs. 'The purpose of the HRWG group is to: Inform our human rights strategy and policy; Track and share our progress; Champion human rights externally and within their own functions; Consider external perspectives on human rights'. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Day-to-day resources and expertise allocation in own ops: In addition, 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 Human Rights Advisory Committee provides expertise to inform Cisco's overall BHR strategy'. 'The BHR team's purpose is to help prevent and mitigate harms from occurring, and to advise the business on strategies to respond if they do materialize. Our teams work across functions to make these strategies standard practice by incorporating them into policies and decision-making frameworks. As an internal clearinghouse for human rights matters, our dedicated human rights experts answer questions, conduct due diligence to inform business decisions and product development, and train employees who may face human rights challenges in the course of their daily work'. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [2021 Purpose report, 04/2022: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Resources and expertise allocation in the supply chain: The Company indicates that 'the role of Cisco's Supply Chain Organization to support human rights commitments is to set standard and evaluate risk. Assess supplier conformance to those standards and help them improve. Implement targeted initiatives for specific risks. Establish governance and accountability. Engage externally to drive process. The organization works across three program areas: supplier code of conduct and human rights; responsible mineral sourcing; environmental stewardship'. No evidence found, however, in relation to the human resources devoted to these tasks (resources and expertise allocation). It also states that the 'Supply Chain Human Rights governance committee, chaired by the Senior Vice President of Supply chain Operations and comprised of senior supply chain executives, maintains executive oversight of risks and opportunities within the supply chain [...] Supply Chain representatives also participate in Cisco's Human Rights Advisory Committee'. However, this evidence seems to refer to senior management positions. The company has provided additional comments on the senior managers involved. However, this evidence was not found in publicly available sources. [2021 Purpose report, 04/2022: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Senior manager incentives for human rights: The Company indicates in its Annual Report 2021 that 'ESG performance goals are included in the variable cash incentive program' in its executive compensation program. However, no further information describing the ESG indicators / factors considered was found. [Annual Report 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: At least one key HR risk, beyond employee H&amp;S</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Performance criteria made public</li> <li>• Not Met: Review of other senior management performance</li> </ul>
B.1.3	Integration with enterprise risk management	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: HR risks is integrated as part of enterprise risk system: The Company indicates that it formed 'a Human Rights Advisory Committee (HRAC), chaired by our Chief legal Officer and consisting of executives and senior-level employees from critical functions'. It also states on its website that 'we are continuously working to integrating human rights due diligence into our broader enterprise risk management systems. In FY20 we worked cross-functionally to incorporate triggers for human rights due diligence for high-risk products'. [2021 Purpose report, 04/2022: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Human Rights due diligence website, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Provides an example: As indicated above, 'in FY20 we worked cross-functionally to incorporate triggers for human rights due diligence for high-risk products'. We aim to initiate due diligence as early as possible in the development of new products and relationships. For example, Cisco's Secure Development Lifecycle (Cisco SDL) includes a baseline set of controls designed to protect and assess impacts on privacy, starting from the ideation phase. In our supply chain, we prioritize due diligence where the risk of adverse human rights is most significant due to the operating context, products/services involved, and other considerations. [Human Rights due diligence website, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Audit Ctte or independent risk assessment</li> </ul>
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Score of 1 on A.1.2.a: See indicator A.1.2.a</li> <li>• Met: Communicates its policy to all workers in own operations: The Company indicates in its ESG Report 2021: '[our] values and our expectations of employees are captured in Cisco's Code of Business Conduct (COBC). The COBC is a toolkit that anyone at Cisco can reference to make business decisions and resolve potential ethical issues. It includes Cisco's direct efforts in each of our compliance program elements, policy documents, and additional resources.' In addition, in its Annual Report 2021, it indicates: 'Every employee must certify compliance with the code each year to help ensure integrity in the workplace [...] '. The COBC contains the Company's approach to human rights. [ESG Report 2021, 2021: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Annual Report 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Communication of policy commitments to stakeholder: The HR policy states that 'we regularly engage stakeholders, including external human rights experts and potential affected rightsholders, to identify salient human rights issues and in the ongoing development of our human rights program'. It also states that in 2021 'we engaged with more than 20 nongovernmental organizations and expert</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			consultants [...] by doing so we were able to actively adapt our strategies and operations [...] The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. This subindicator looks for evidence of how the Company proactively communicates its policy commitments to affected external stakeholders (not suppliers, which are assessed in b.1.4.b) including local communities where the company is present in order to make them aware of the Company's position. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a> ] & [ESG Reporting hub - Supply chain sustainability, N/A: <a href="https://www.cisco.com">cisco.com</a> ] <ul style="list-style-type: none"> <li>• Not Met: How policy commitments are made accessible to audience</li> </ul>
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.a</li> <li>• Met: Requires suppliers to communicate policy requirements: The Company indicates in the Modern Slavery statement 2021 that 'Suppliers must agree to comply with the Code (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. [...] Our strategy focuses on capability building for our suppliers and employees. We regularly engage across the globe to train on Code fundamentals. This helps us build awareness, propagate best practices, and focus on improvement. For suppliers, the contributions we make to RBA workshops and training content are mutually beneficial, ensuring understanding of policies and standards.' The Company also indicates in its Supplier Ethics Policy: '[...] Cisco has adopted the RBA Code of Conduct as Cisco's Supplier Code of Conduct.[...]. And, in addition, it indicates in its Supplier Guide Book: 'Cisco requires its suppliers to commit to the Code and ensure that these expectations are cascaded throughout the supply chain'. [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: How HR commitments made binding/contractual: The Company indicates that 'Suppliers must agree to comply with the Code (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'. [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Company requires suppliers to cascade down to their suppliers</li> </ul>
B.1.5	Training on Human Rights	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a</li> <li>• Met: How workers are trained on HR policy commitments: The Company indicates that 'protecting human rights, including digital rights, begins within our business. Human rights issues are overseen at the highest levels within Cisco, and we offer training to keep employees current on issues at the intersection of human rights and technology'. Moreover, 'this training empowers employees to incorporate human rights and data privacy considerations beginning with the earliest stages of the product design, sales, and data life cycle. We offer this training biannually to full-time employees and to new employees as they join. As of FY18, 97 percent of required employees completed this training'. In addition, in its MSA 2021: 'For our own employees, our COBC training helps guide our employees to make ethical, professional, and respectful choices. Further, in FY2020, Cisco launched an internal training about human rights in supply chain to raise awareness and educate employees on how they can play a role in helping Cisco to follow through on our human rights commitments. Employees learn how to detect warning signs of serious risks such as forced labor and child labor, how to report if they suspect violations of Cisco's standards, and how they can support work to hold suppliers accountable. These trainings are part of Cisco's internal Education Management System and are required to be taken by employees around the world who are most likely to encounter human rights issues in day-to-day supply chain operations'. [CSR Report 2018, 03/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Trains relevant managers including procurement: The company indicates that 'we require all employees who work in business functions most likely to have direct engagement with human-rights-related business decisions, such as our, sales, services (includes part procurement), and supply chain teams (includes procurement), to undergo training'. [CSR Report 2018, 03/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Score of 2 on A.1.2.a: See indicator A.1.2.a</li> <li>• Met: Meets both requirements under score 1</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Trains suppliers to meet company's HR commitment: The Company reports in its MSA 2021: 'Our strategy focuses on capability building for our suppliers and employees. We regularly engage across the globe to train on Code fundamentals. This helps us build awareness, propagate best practices, and focus on improvement. For suppliers, the contributions we make to RBA workshops and training content are mutually beneficial, ensuring understanding of policies and standards. RBA's Learning Academy provides online trainings on a range of topics, including methods to combat trafficked and forced labor in the supply chain. As part of our audit process, suppliers are directed to training resources related to an audit finding and are expected to complete the training. When appropriate, Cisco also collaborates with RBA members to conduct focused trainings with specific sets of high-risk suppliers and share best practices'. [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Disclose % trained</li> </ul>
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> <li>• Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a</li> <li>• Not Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The Company indicates that its Code of Business Conduct, with other guidelines, mentions the human rights policy, is 'monitored and updated by the Ethics Office'. However, no description of how it monitors the implementation of its human rights policy commitment(s) across its global operations was found. With respect supply chain monitoring, the Company indicates in its ESG Report 2021: 'Cisco evaluates our supply base annually for social and environmental risks using a number of reputable sources. The results of our assessments feed into supplier engagement and audit plans. We use the RBA's Validated Assessment Program (VAP) for audits to assess suppliers' conformance to the Code. While VAP audits are typically conducted on site, COVID-19 continues to hinder auditors' ability to visit supplier sites. Despite the challenges, we conducted 94 audits covering an estimated 233,000 workers in fiscal 2021'. [2019 Code of Business Conduct, 04/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [ESG Report 2021, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Proportion of supply chain monitored: The Company reports that it 'conducted 94 audits covering an estimated 233,000 workers in fiscal 2021'. The ESG reporting hub also states that 'suppliers share their audit results with Cisco through the RBA-ONLINE platform. We require regular audits of manufacturing partners every two years. And each year, we audit at least 25% of component supplier facilities that are deemed high risk according to our annual risk assessment process'. However, it is not clear what proportion of supply chain was monitored, or what proportion of the supply chain do high-risk suppliers represent. [ESG Report 2021, 2021: <a href="https://www.cisco.com">cisco.com</a>] &amp; [ESG Reporting hub - Supply chain sustainability, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Describe how workers are involved in monitoring</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Score of 2 on A.1.2.a: See A.1.2.a</li> <li>• Met: Describes corrective action process: The Company states, in its ESG Report 2021: 'When we uncover nonconformances through audits, we ask suppliers to develop Corrective Action Plans (CAPs) outlining the root cause of issues and how they intend to improve and measure progress. Suppliers must close their CAPs according to Cisco's policies and timelines and provide evidence that they have addressed the root causes of nonconformances. In fiscal 2021, we maintained a 91 percent closure rate of priority and major nonconformances, excluding those related to working hours and social insurance'. [ESG Report 2021, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Disclose findings and number of corrective action: In its 2019 Sustainability Report, the Company indicates that 'During FY19, supplier audits uncovered nonconformities to our Code of Conduct for Freely Chosen Employment. These indicated risks for forced labor or bonded labor. We found workers in China who paid one-time medical exam fees of less than 5 percent of their monthly salary. Cisco's audits also uncovered cases of excessive recruitment fees charged to foreign migrant workers. During FY19, Cisco oversaw suppliers' reimbursement of about \$400,000 in health check and recruitment fees to 2,150 workers'. Also, as for corrective actions involving concerns about nonconformant labor practices and conditions at a supplier's operations, 'Cisco worked to ensure the supplier addressed the nonconformances in a timely manner including the immediate reimbursement of costs and fees paid by workers'. On the other hand, the Company discloses information about the number of audit non-conformances by topic and country from 2017-2021. [Supplier Audit Results, N/A: <a href="https://www.cisco.com">cisco.com</a>] &amp; [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: HR affects selection of suppliers: The company states that 'as part of the supplier qualification process, suppliers must acknowledge that subcontractors, and any other parties they engage to provide services to Cisco, will act in accordance with the Supplier Ethics Policy. We also require our suppliers' suppliers to adhere to the supplier code of conduct'. [CSR Report 2018, 03/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: HR affects on-going supplier relationships: The company indicates that its goal 'is to help our suppliers and the electronics industry build their capacity and increase compliance with international standards. However, when standards are consistently not met, we may discontinue a supplier relationship'. In addition, it indicates in its MSA 2021: 'Cisco also uses supplier scorecards to drive conformance to the Code and accountability throughout the engagement process. It also informs supply chain sourcing and procurement decisions. Suppliers are scored on factors such as audit performance and closing findings on time, including findings for Freely Chosen Employment. Having sustainability metrics alongside cost, quality, and service delivery allows managers to make informed decisions when awarding business to suppliers. When Cisco's standards are not met, we may disqualify the supplier from consideration for future business or terminate the supplier's relationship with Cisco.' [CSR Report 2018, 03/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Describe positive incentives offered to respect human rights: The Company indicates: 'Suppliers are scored on factors such as audit performance and closing findings on time, including findings for Freely Chosen Employment. Having sustainability metrics alongside cost, quality, and service delivery allows managers to make informed decisions when awarding business to suppliers'. [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Working with suppliers to meet HR requirements: It indicates, in its MSA 2021: 'Our strategy focuses on capability building for our suppliers and employees. We regularly engage across the globe to train on Code fundamentals. This helps us build awareness, propagate best practices, and focus on improvement. For suppliers, the contributions we make to RBA workshops and training content are mutually beneficial, ensuring understanding of policies and standards. RBA's Learning Academy provides online trainings on a range of topics, including methods to combat trafficked and forced labor in the supply chain'. [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>] &amp; [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Stakeholder process or systems to identify and engage with workers/communities in the last two years: Although the company provides a list of stakeholders on its website section Stakeholder Engagement and ESG Materiality, it is not clear what the process of identification of these stakeholders was. It does list a series of internal and external stakeholder forums, but no evidence found on how engagement on human rights with affected and potentially affected stakeholders, including workers and local communities in its supply chain, took place in the past two years. [Stakeholder Engagement and ESG Materiality, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Discloses stakeholders that HRs may be affected</li> <li>• Not Met: Provides two examples of engagement with stakeholders</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Analysis of stakeholder views on company's HR issues</li> <li>• Not Met: Describe how views influenced company's HR approach</li> </ul>

## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Identifying risks in own operations: The Company indicates that 'Based on what we learn through the due diligence process, we identify potential risks and opportunities that could arise through our business operations [...] When we conduct human rights due diligence we consult a variety of sources, including: International human rights norms; Relevant laws; Cisco's corporate policies; Cisco's business plans and/or product features; The geopolitical context and human rights landscape in a particular market, informed by credible journalism and reports by human rights organizations, UN Special Procedures, academic institutions, and the U.S. Department of State; We also consult, as appropriate, with potentially affected groups and other relevant stakeholders, including human rights defenders, academics, and others from civil society, with particular consideration for especially vulnerable groups. [Human Rights due diligence website, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Identifying risks through relevant business relationships: In its 2019 CSR, it states that 'In FY17, we completed a Human Rights Impact Assessment. In accordance with its recommendations, we expanded our scope of assessments to include logistics suppliers during FY19'. Furthermore, Cisco 'evaluates our supply base for social and environmental risk factors, inherent risks from operations and production, and exposure to those risks. We rely on reputable sources to assess vulnerabilities and protections in the geographies where suppliers operate. These data sources include: The UN Human Development Index; World Bank Governance Indicators; Other indicators for environmental performance and the presence of forced labor'. In addition, 'We continually conduct due diligence on minerals in our supply chain to ensure their mining and sale is not benefiting armed groups or actors that commit human rights violations'. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: The Company indicates are different issues that can trigger human rights due diligence processes, as described below. that 'our human rights due diligence process draws on both internal and independent human rights expertise. In the past several years, Cisco has increased internal subject-matter expertise through trainings and new hires. We have also engaged Article One to conduct a saliency mapping of risk in our Collaboration and Security BUs'. It also states that when conducting due diligence: 'We also consult, as appropriate, with potentially affected groups and other relevant stakeholders, including human rights defenders, academics, and others from civil society, with particular consideration for especially vulnerable groups'. [Human Rights due diligence website, N/A: <a href="https://www.cisco.com">cisco.com</a>] &amp; [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Triggered by new circumstances: It also states that 'examples of circumstances that could trigger human rights due diligence include: Launch of a new product, offer, or service or a material modification of an existing product, offer, or service; Internal review of policies and procedures that may impact human rights, such as updates to our Global Human Rights Policy, Data Protection &amp; Privacy Policy, Cisco Secure Development Lifecycle, or our procedures for responding to law enforcement demands for customer data; Entry into or exit from a market; Review of a partner's, supplier's or other third party's policies and procedures; Export of regulated products; Acquisition of a new company'. [Human Rights due diligence website, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Describes risks identified: Although the Company refers to Conflict minerals report, evidence related to that topic is assessed under its specific indicators. It also discloses the case of risk identification on Artificial Intelligence and Machine learning. However, the types of impacts are not covered by this benchmark. [Conflict Mineral Report 2020, 2021: <a href="https://www.cisco.com">cisco.com</a>] &amp; [2021 Purpose report, 04/2022: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
B.2.2	Assessing human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Describe process for assessment of HR risks and discloses salient HR issues: The Company indicates that 'When we conduct human rights due diligence we consult a variety of resources, including International human rights norms; Relevant laws; Cisco's corporate policies; Cisco's business plans and/or product features; The geopolitical context and human rights landscape in a particular market, informed by credible journalism and reports by human rights organizations, UN Special Procedures, academic institutions, and the U.S. Department of State; We also consult, as appropriate, with potentially affected</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>groups and other relevant stakeholders, including human rights defenders, academics, and others from civil society, with particular consideration for especially vulnerable groups'. 'We have also engaged Article One to conduct a saliency mapping of risk in our Collaboration and Security BUs, and we are active members of Business for Social Responsibility (BSR)'. [Human Rights due diligence website, N/A: <a href="https://www.cisco.com">cisco.com</a>]</p> <ul style="list-style-type: none"> <li>• Met: How process applies to supply chain: The Company's supply chain website indicates that 'we evaluate our supply base annually for social and environmental risks factors, inherent risks from operations and productions, and exposure to those risks. We rely on reputable sources to assess vulnerabilities and protections in the geographies where suppliers operate. Reputable sources and data include: The UN Human Development Index World Bank Governance Indicators; Indicators for forced labor such as the US State Dept. Trafficking in Persons Report; Indicators for environmental health and performance. Our assessment methodology includes criteria for assessing the presence of vulnerable workers such as foreign migrant workers, young workers, and student workers. The inclusion of these factors has helped increase our due diligence focus on protecting vulnerable workers. We also incorporate suppliers' previous audit performance and repeated nonconformances in this methodology. The results of this assessment feed into our due diligence, audits and assessments, and supplier engagement plans' [Human Rights due diligence website, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Public disclosure of the results of HR assessment: The latest human rights policy, published in December, 2021, states: '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. Salient issues Cisco has identified include those related to privacy (e.g., through encryption, data localization and sovereignty, surveillance by governments, the internet of things, big data analytics, artificial intelligence), freedom of expression, the right to equal protection against discrimination, health and safety, the right to freely chosen employment, young workers and child labor, ethical sourcing of minerals, pollution prevention and environmental sustainability, and promoting reskilling for the future of work'.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Meets all requirements under score 1</li> <li>• Not Met: How it involved affected stakeholders in the assessment: The Company indicates that, as part of the due diligence 'We also consult, as appropriate, with potentially affected groups and other relevant stakeholders, including human rights defenders, academics, and others from civil society, with particular consideration for especially vulnerable groups'. However, this subindicator looks for specific affected stakeholder engagement conducted. Evidence seems to refer to general approach, and this looks at the process by which it was actually made. The Company consulted with experts, as described above. However, this looks for evidence of how it specifically engaged affected stakeholders. [Human Rights Policy, 12/2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
B.2.3	Integrating and acting on human rights risks and impact assessments	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Action Plans to mitigate risks: The Purpose report that through its business and human rights program 'we work to identify potential human rights issues related our supply chain, product design and use, and business relationships. The BHR team's purpose is to help prevent and mitigate harms from occurring and to advise the business on strategies to respond if they do materialize. Our teams work across functions to make these strategies standard practice by incorporating them into policies and decision-making frameworks. The Human Rights Advisory Committee helps the BHR team by 'identifying gaps, needs, and areas for focus based on their knowledge and what is happening across the Company'. It is not clear, however, how this articulates actions plans taking a salient-issue approach, as additional evidence found seems to refer to actions taken as consequence of non-compliances found, rather than taking a proactive approach to prevent or mitigate issues identified as salient. [2021 Purpose report, 04/2022: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Description of how global system applies to supply chain: The Company indicates in its risk assessment section of the supply chain sustainability section of the website that: 'Our assessment methodology includes criteria for assessing the presence of vulnerable workers such as foreign migrant workers, young workers, and student workers. The inclusion of these factors has helped increase our due diligence focus on protecting vulnerable workers. We also incorporate suppliers' previous audit performance and repeated nonconformances in this methodology.</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>The results of this assessment feed into our due diligence, audits and assessments, and supplier engagement plans'. However, no further description found, including how it systematically addresses in a proactive way risks and impacts identified in supply chain, beyond compliance monitoring through audits. The Company reports supplier onboarding process and actions: 'if risks are identified, we follow up to determine if impacts need to be addressed prior to scaling business with the supplier'. However, this subindicator looks for evidence to process to prevent and mitigate risk from a risk based approach (working hours, forced labour, wages, etc.) rather than individual suppliers' specific issues. The Company provides additional evidence of action plans (in both supply chain sustainability and human rights in the supply chain websites) in different topics such as working hours, emergency preparedness and safety hazards, forced labour, young workers, etc.. However, these refer to corrective action plans following the identification of non-compliance. This subindicator looks for a proactive approach of work conducted to improve performance, not an individual response for an individual supplier following a non-compliance. If some of these actions are taken in a preventive way and not following non-compliances from specific suppliers, no evidence was found to support that. [ESG Reporting hub - Supply chain sustainability, N/A: <a href="https://www.cisco.com">cisco.com</a>] &amp; [ESG HUB human rights in the supply chain, N/A: <a href="https://www.cisco.com">cisco.com</a>]</p> <ul style="list-style-type: none"> <li>• Met: Example of actions decided on at least 1 salient HR issues: The Company indicates that 'in FY19, Cisco did not observe any cases of young workers at risk or any cases of underage child labor. However, audits identified suppliers who did not have written procedures to address underage child labor if children were to be discovered working on site. In these cases, Cisco works with suppliers to close gaps. We help them strengthen their management systems so they can responsibly resolve these issues if they occur'. This indicator looks for wider actions to mitigate or prevent risks. Despite current example is related to the audit process, it seems to be a programme carried out to improve generally, rather than correct wrongdoings. The Company also provides examples of action taken in CSR report in relation to During fiscal 2020, we assessed three Cisco business units— Security, Collaboration, and Internet of Things—for salient human rights issues. [...] The saliency mapping resulted in new insights and led to recommendations including additional training, adherence to global products standards and prohibiting any customization designed to increase censorship and ensuring seamless compliance with all laws limiting product sales due to human rights implications. These findings and recommendations will be integrated into Cisco's human rights approach, and the work will continue as we apply this process to additional business units'. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [2020 CSR report, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Involve stakeholders in decisions about actions: Although the Company reports, in its feedback to CHRB, engagement with experts and stakeholders. No specific evidence found on how it engaged with affected stakeholders in order to decide action plans to be taken to tackle salient issues.</li> </ul>
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: System for tracking or monitor if actions taken are effective: The Company indicates that 'We'll continue to evaluate our effectiveness at addressing human rights impacts and will integrate what we learn as we continue to improve'. Moreover, 'In FY19, we assessed the effectiveness of our CAP (Corrective Action Plans) management. We found an inconsistency in how we define closure rate. Before, if a previous finding was still open at the time of an audit, it was closed and reflected as a new finding in the new audit. This essentially restarted the time suppliers had to resolve it. Now, we've revised our definition to account for repeat findings in successive audits. This new approach more accurately reflects persistent issues. We'll report our findings in this way going forward'. However, no description found of a system for tracking the actions taken in response to human rights risks and impacts assessed and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results. Indicator looks for wider actions to mitigate risks faced, rather than outcomes of specific actions in specific suppliers. Evidence found seems to focus in system design to track specific non-compliances as part of the audit process. No new evidence found in latest review. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Lessons learnt from checking system effectiveness: In FY19, 'we assessed the effectiveness of our CAP management. We found an inconsistency in how we define closure rate. Before, if a previous finding was still open at the time of an audit, it was closed and reflected as a new finding in the new audit. This essentially restarted the time suppliers had to resolve it. Now, we've revised our</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			definition to account for repeat findings in successive audits. This new approach more accurately reflects persistent issues. We'll report our findings in this way going forward'. However, this evidence seems to refer to management processes rather than effectiveness of actual measures. In order to be awarded this indicator, the Company needs to provide an example of the specific conclusions reached and actions taken or to be taken in relation to a salient human rights issue. No new evidence found in latest review. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a> ] Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Involve stakeholders in evaluation of actions taken</li> </ul>
B.2.5	Communicating on human rights impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Provides two examples of comms with stakeholders: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. This subindicator looks for evidence of specific cases in which the Company engages with affected stakeholders or those representing them in response to a specific human rights impacts or concerns raised by them. [ESG HUB human rights in the supply chain, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Describe challenges to effective comms and how it is working to address them</li> </ul>

### C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: In its Code of Business Conduct, the company discloses various channels to report a concern. The Online option explicitly states that it is for Cisco employees, as well as for other non-employees and anonymous reporting. Moreover, on its website, it indicates: 'Employees, customers, partners, vendors, suppliers, service providers, shareholders, and every other stakeholder or third party have a responsibility to promptly speak up about any issues or concerns they believe, in good faith, may constitute a violation of the Code of Business Conduct or any other Cisco policy. There are multiple ways to contact the Ethics Office: Using the Ethics Webform, externally hosted by NAVEX Global. The Ethics Webform is a way to submit an ethics case directly to the appropriate Cisco management who will promptly address the matter. Individuals have the option to remain anonymous when reporting concerns'. [2019 Code of Business Conduct, 04/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Share Your Concerns - Cisco, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Channel is available in all appropriate languages and workers aware: The company indicates that 'the multi-lingual EthicsLine is available 24 hours a day, seven days a week, worldwide, with country-based, tollfree phone numbers'. In addition, the Company reports in its MSA 2021: '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 level'. [2019 Code of Business Conduct, 04/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Describe how workers in the supply chain have access to grievance mechanism: The Company also indicates in its Supplier Ethics Policy: '[...] Cisco has adopted the RBA Code of Conduct as Cisco's Supplier Code of Conduct.[...]. The RBA Code of Conduct requires an 'effective grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement'. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: Expect Suppliers to convey expectation to their own suppliers: The RBA Code of Conduct requires an 'effective grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement.' And it also requires that 'At a minimum, Participants shall also require its next tier suppliers to acknowledge and implement the Code'. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>]</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Grievance mechanism for community: On its website, it indicates: 'Employees, customers, partners, vendors, suppliers, service providers,</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
	receive complaints or concerns from external individuals and communities		<p>shareholders, and every other stakeholder or third party have a responsibility to promptly speak up about any issues or concerns they believe, in good faith, may constitute a violation of the Code of Business Conduct or any other Cisco policy. There are multiple ways to contact the Ethics Office: Using the Ethics Webform, externally hosted by NAVEX Global. The Ethics Webform is a way to submit an ethics case directly to the appropriate Cisco management who will promptly address the matter. Individuals have the option to remain anonymous when reporting concerns'. [Share Your Concerns - Cisco, N/A: <a href="https://www.cisco.com">cisco.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes accessibility and local languages and stakeholder awareness: The website for reporting ethics concerns includes contact numbers specific to each country (assuming local language response). However, no information was found describing how the Company ensures external stakeholder awareness by proactively communicating these mechanisms. [Share Your Concerns - Cisco, N/A: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Non-employee grieving channel, N/A: <a href="https://www.cisco3b.tnwreports.com">cisco3b.tnwreports.com</a>]</li> <li>• Not Met: Communities access mechanism direct or through suppliers: The Company also indicates in its Supplier Ethics Policy: '[...] Cisco has adopted the RBA Code of Conduct as Cisco's Supplier Code of Conduct.[...]' The RBA Code of Conduct requires an 'effective grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement'. No evidence found of the Company requiring to make the mechanism extensive to suppliers' external stakeholders. [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Expect supplier to convey expectation to their own suppliers</li> </ul>
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Engages users to create or assess system</li> <li>• Not Met: Examples (at least two) of how they do this</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Engages with potential or actual users on the improvement of the mechanism</li> <li>• Not Met: Provides user engagement example (at least two) on improvement</li> </ul>
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Response timescales and how complainants will be informed</li> <li>• Not Met: Describe support (technical, financial,etc) available for equal access by complainants</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe types of outcome to complainant through use of mechanism</li> <li>• Not Met: Escalation to senior/independent level: The company indicates that 'Our Ethics Office reports all cases to: The Audit Committee of the Board of Directors; The Executive Compliance Committee; Independent auditors; The U.S. Securities and Exchange Commission (for violations that could affect our business or finances)'. However, it is not clear that these cases are reported in senior levels or to external parties to make decisions on the complaint, in case complaint outcome is not satisfactory for the complainant. No new evidence found in latest documents. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
C.5	Prohibition of retaliation for raising complaints or concerns	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Public statement prohibiting retaliation: The Company states in its COBC: 'Cisco does not tolerate retaliation against an employee for a question or report of misconduct made honestly and in good faith. Retaliating against an individual who asks a question or reports a COBC violation is in itself a COBC violation'. In addition, in its CSR 2018, it indicated that it does 'not tolerate retaliation against individuals raising good faith reports of misconduct or allegations of policy violation'. As indicated in previous indicators, mechanisms are open to anyone. No further evidence covering other stakeholders found in the latest review. [CSR Report 2018, 03/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [2019 Code of Business Conduct, 04/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Practical measures to prevent retaliation: The company indicates that 'you may also share concerns anonymously through the Ethics Web Form, or the multi-lingual EthicsLine phone service'. However, 'some countries do not allow such concerns to be reported anonymously. Details of these restrictions are provided in the country-specific dialling instructions where they apply'. Not clear how practical measures are implemented to prevent retaliation in such cases. No further evidence found in the latest review. [2019 Code of Business Conduct, 04/2019: <a href="https://www.cisco.com">cisco.com</a>] &amp; [Share Your Concerns - Cisco, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Company indicate it will not retaliate against workers/stakeholders</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: According the RBA Code, the Company requires its suppliers to put in place 'Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Participants should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.' However, no mention to external stakeholders was found. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>]</li> </ul>
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Complainants not asked to waive rights</li> <li>• Not Met: Company does not require confidentiality provisions</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Will work with state based non judicial mechanisms</li> <li>• Not Met: Example of issue resolved (if applicable)</li> </ul>
C.7	Remedying adverse impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Describes how remedy has been provided: The Company indicates that 'We found workers in China who paid one-time medical exam fees of less than 5 percent of their monthly salary. Cisco's audits also uncovered cases of excessive recruitment fees charged to foreign migrant workers. During FY19, Cisco oversaw suppliers' reimbursement of about \$400,000 in health check and recruitment fees to 2,150 workers'. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Changes to systems, processes and practices to stop similar impact</li> <li>• Not Met: Describe approach to monitoring implementation of agreed remedy</li> <li>• Not Met: Approach to learning from incident to prevent future impacts</li> </ul>
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Number grievances filed, addressed or resolved and outcome achieved: According its ESG Report 2021, in FY21, the Ethics Office received 1,190 inquiries. However, it is not clear the number of grievances about human rights issues filed and addressed or resolved. [ESG Report 2021, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How lessons from mechanism improve management system</li> <li>• Not Met: Evaluation of the channel/mechanism and changes made as result</li> <li>• Not Met: Describes procedures to address delays of outcomes agreed with stakeholders</li> </ul>

## D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Discloses living wage requirements in supplier code or contracts: The Company also indicates in its Supplier Ethics Policy: '[...] Cisco has adopted the RBA Code of Conduct as Cisco's Supplier Code of Conduct.[...]' In the RBA Code of Conduct, it is stated: 'Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.' However, no evidence found of the Company indicating that it pays living wages which covers not only basic needs of employee and its family but also provides some discretionary income. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Improving living wage practices of suppliers</li> <li>• Not Met: Assessment of number affected by payment below living wage</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.4.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Avoids business model pressure on HRs (purchasing practices)</li> <li>• Not Met: Practices adopted to pay suppliers in line with agreed timeframes</li> <li>• Not Met: Review own operations to mitigate negative impact</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Examples of how it assessed, addressed and change purchasing practices</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): Although the Company discloses a world map pointing out country locations of manufacturing sites, logistic hubs and global repair sites, it is not clear if it identifies the location of both direct and indirect suppliers (including components). [Supply chain sustainability, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Discloses names and locations of significant parts of SP and why: Cisco discloses its Supplier List for FY 2021: 'Below is an alphabetical list of Cisco Contract Manufacturers and strategic Original Design Manufacturers and Component Suppliers in the top 80% of spend in FY21. This list may include suppliers with whom Cisco no longer has an active relationship.' However, no address of suppliers found. [Supplier List, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities</li> </ul>
D.4.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Child Labour rules in codes or contracts: In its Juvenile Labor Policy and Expectations, it indicates that 'Suppliers must have a policy prohibiting the use of Child Labor and institute effective management system procedures that prevent children from being employed. Suppliers must have an adequate process for verifying age and identification including visual verification of a government recognized photographic identification document. (...) Suppliers must have procedures that facilitate the immediate remediation and protection of the well-being of children, in case they are found working onsite'. Moreover, 'This document outlines Cisco's policies and minimum requirements for Suppliers to uphold the human rights of children, juvenile or young workers, students, interns, and apprentices. (...) Suppliers are expected to ensure that they comply with employment laws and legal remediation procedures dictated by the jurisdictions where they operate, including when the mandatory applicable law imposes stricter or more onerous obligations on Suppliers than this policy. In cases where the law is silent or allows practices that violate Cisco policies, Suppliers are expected to follow this policy'. [Juvenile Labor Policy and Expectations, 2020: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: How working with suppliers on child labour: The Company indicates that 'in FY19, Cisco did not observe any cases of young workers at risk or any cases of underage child labor. However, audits identified suppliers who did not have written procedures to address underage child labor if children were to be discovered working on site. In these cases, Cisco works with suppliers to close gaps. We help them strengthen their management systems so they can responsibly resolve these issues if they occur'. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by child labour in supply chain</li> <li>• Not Met: Analysis of trends in progress made: The Company discloses information about audit non-conformances by topic including young labour from 2017-2021. However, no trend analysis was found. [Supplier Audit Results, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
D.4.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Debt and fees rules in codes or contracts: The Company requires its suppliers to comply with the RBA Code of Conduct. The RBA Code of Conduct indicates: 'Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. [...] Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.' [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: How working with suppliers on debt &amp; fees: The Company has provided different sources of feedback to CHRB regarding this subindicator, including the modern slavery statement, the supply chain risk assessment website, and specific actions regarding freely chosen employment. Although these sources describe comprehensively the system that the Company has to identify specific risks in suppliers, monitoring compliance with company's policies and actions taken to address non-compliances, this subindicator looks for evidence of proactive actions taken to prevent or mitigate the risk of forced labor linked to debt &amp; fees, such as specific capability building, sharing tools or resources to improve their system, etc. Even if those actions are described in the sources provided, they seem to be applied once non-conformances have been found. This subindicator looks for actions taken when the Company realises that these risks can manifest in specific contexts, groups of suppliers or geographies, and implement them in order to prevent the risk from happening or mitigating the risk even in uncovered cases. [ESG HUB human rights in the supply chain, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Assessment of the number affected by payment of recruitment fees: The Company indicates on its website of supply chain sustainability that 'We evaluate our supply base annually for social and environmental risk factors, inherent risks from operations and production, and exposure to those risks. We rely on reputable sources to assess vulnerabilities and protections in the geographies where suppliers operate'. On the website: human rights in our supply chain, it adds: 'as part of our remediation work, Cisco oversaw suppliers' reimbursement of more than US\$200,000 in health check and recruitment fees to more than 4000 workers during 2021. In addition to audits, we conducted a targeted risk assessment of suppliers who employ vulnerable populations such as migrant workers, young workers, and student workers'. [ESG Reporting hub - Supply chain sustainability, N/A: <a href="https://www.cisco.com">cisco.com</a>] &amp; [ESG HUB human rights in the supply chain, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Analysis of trends in progress made: The Company discloses information about audit non-conformances by topic including freely chosen employment from 2017-2021. However, no trend analysis was found on this particular topic (debts and fees). [Supplier Audit Results, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
D.4.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Requirement for suppliers to pay workers in full and on time in codes or contracts: The Company requires its suppliers to comply with the RBA Code of Conduct, which requires: 'For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed'. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How working with supply chain to pay workers regularly and on time</li> <li>• Not Met: Assessment of the number affected by failure to pay directly</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.4.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Free movement rules in codes or contracts: The Company requires its suppliers to comply with the RBA Code of Conduct. The RBA Code of Conduct indicates: 'There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers' dormitories or living quarters.[...] All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents.' [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Met: How working with suppliers on free movement: The Company describes in its MSA preventative actions to ensure that non-conformances do not reoccur and to reduce future risk. 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. [Modern Slavery Statement 2021, 2022: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by retaining docs or restricting movement</li> <li>• Not Met: Provides analysis of trends demonstrating progress: The Company discloses information about audit non-conformances by topic including freely chosen employment from 2017-2021. However, no trend analysis was found on this particular topic (freedom of movement). [Supplier Audit Results, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
D.4.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: FoA &amp; CB rules in codes or contracts: The Company requires its suppliers to comply with the RBA Code of Conduct. The RBA Code of Conduct indicates: 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.' However, it is not clear whether the Company is requiring to respecting those rights in all contexts, as it indicates 'in conformance with local law'. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: How working with suppliers on FoA and CB</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP</li> <li>• Not Met: Provides analysis of trends demonstrating progress: The Company discloses information about audit non-conformances by topic including freedom of association from 2017-2021. However, no trend analysis was found. [Supplier Audit Results, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
D.4.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Sets out clear Health and Safety requirements: The Company requires its suppliers to comply with the RBA Code of Conduct. The RBA Code of Conduct includes health and safety requirements, including the following topics: Occupational Safety; Emergency Preparedness; Occupational Injury and Illness; Industrial Hygiene; Physically Demanding Work; Machine Safeguarding; Sanitation, Food, and Housing; and Health and Safety Communication. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period</li> <li>• Not Met: Fatalities disclosures for lasting reporting period</li> <li>• Not Met: Occupational disease rates for the last reporting period</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How working with suppliers on H&amp;S: The Company indicates that 'to address the frequent audit findings in adequate emergency preparedness, fire safety, and providing reasonable accommodations for pregnant and nursing mothers, Cisco will pilot an on-site spot check program. Cisco employees who regularly visit supplier factories will be trained to check for visible evidence of supplier conformance to these requirements. The goal is to get additional insight into supplier performance beyond audits and prevent recurring nonconformances. Cisco will work with suppliers to address any management systems gaps and promote continuous improvement'. Also, 'In FY19, 31 unique courses were completed by staff at 18 factories. The factory managers at those sites, (...), collectively completed more than 130 assigned courses, which included fire safety, health and safety management systems'. Finally, 'Suppliers struggled to conduct risk assessments related to chemical handling and containing and storing chemicals to prevent exposure to workers (...). In FY19, Cisco became a pilot partner of the Clean Electronics Production Network (CEPN). CEPN is a multistakeholder network with the goal to address workers' exposure to toxic chemicals during electronics manufacturing. In FY20, Cisco will pilot CEPN's Qualitative Exposure Assessment (QEA) tool with select component suppliers to identify what controls are in place to address chemical exposure risks. Cisco will use the results of that assessment to engage component suppliers to mitigate risks'. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Assessment of the number affected by H&amp;S issues in the SP</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Provide analysis of trends in progress made: The Company discloses information about audit health and safety non-conformances by topic (Occupational safety, Emergency preparedness, Occupational injury and illness, etc.) from 2017-2021. However, no trend analysis was found. [Supplier Audit Results, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
D.4.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Women's rights in codes or contracts: The Company requires its suppliers to comply with the RBA Code of Conduct. The RBA Code of Conduct indicates: 'Participants should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on (...), gender, sexual orientation, gender identity and expression (...) in hiring and employment practices such as wages, promotions, rewards, and access to training'. Also, 'there is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment'. Finally, 'Reasonable steps must also be taken to remove pregnant women and nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers' However, no requirement to suppliers to provide pay equal pay for equal work, and to have measures to ensure equal opportunities throughout all levels of employment was found. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>]</li> <li>• Not Met: How working with suppliers on women's rights: The Company provides an example of how it following an audit of a specific supplier it registered 23 major and priority non conformances, and how followed corrective actions plans, including one related to job hazard assessment of risk for safety of pregnant and nursing mothers: 'the Cisco team provided guidance and examples of best practices for conducting this type of assessment that the supplier could adapt to their production context'. However this seems to be a reaction corrective action following an uncovered non-compliance. This subindicator looks for proactive actions taken to improve suppliers performance generally in relation to this topic. [ESG HUB human rights in the supply chain, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment on the number affected by discrimination or unsafe working conditions</li> <li>• Not Met: Provide analysis of trends in progress made</li> </ul>
D.4.9.b	Working hours (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Working hours in codes or contracts: The Company requires its suppliers to comply with the RBA Code of Conduct. The RBA Code of Conduct indicates: 'Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.' However, no evidence found of references to international standards and national laws or standard weekly hours. [RBA Code of Conduct 7.0, 2021: <a href="https://www.responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: How working with suppliers on working hours: In its audits in FY19, the Company found that for some suppliers 'More than 60 hours were worked in a workweek, with overtime exceeding local law. In addition, workers did not receive at least one day off every seven days'. The action plan taken was to 'Establish limits and procedures for approving overtime; Recruit and cross-train more workers; Strengthen shift and production planning; Improve production efficiency and automation'. However, no evidence found of proactive work carried out on general basis to improve practices. Current evidence seems to focus in actions taken following non-compliances found in specific suppliers. No new evidence found in latest documents. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by excessive working hours</li> <li>• Not Met: Provide analysis of trends in progress made: The Company discloses information about audit non-conformances by topic including working hours from 2017-2021. However, no trend analysis was found. [Supplier Audit Results, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.10.a	Responsible mineral sourcing: Arrangements with suppliers and smelters/refiners in the mineral resource supply chains	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Due diligence in accordance with OECD Guidance in supplier contracts: The Company requires its suppliers to comply with the RBA Code of Conduct. The RBA Code of Conduct requires: 'Participants shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework'. The Company indicates that 'Suppliers must agree to comply with the Code (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'. [RBA Code of Conduct 7.0, 2021: <a href="https://responsiblebusiness.org">responsiblebusiness.org</a>] &amp; [Supplier Ethics Policy, 2019: <a href="https://cisco.com">cisco.com</a>]</li> <li>• Met: Works with smelters/refiners and suppliers to build capacity: The company indicates that 'in 2019, Cisco contributed financially to the RMI's Upstream Due Diligence Smelter Fund. RMI has expanded its RMAP audit practice to extend beyond the Covered Countries to include due diligence on all CAHRAs. The fund will support SORs that are making the due diligence transition in locations where there is not currently an existing upstream due diligence mechanism. Our intention with our contribution is to maintain the high level of SOR participation in RMAP; to support the application of RMAP assessment protocols beyond the Covered Countries and into other high-risk areas toward the goal of producing a more holistic due diligence program; and to offset the due diligence cost of sourcing responsibly from CAHRAs in order to support peaceful economic activity in those regions'. It also indicates that 'to improve our suppliers' due diligence capabilities, Cisco produced a 3TG Supplier Survey guide that provides additional background information about responsible sourcing issues and best practices for conducting due diligence'. Finally, it also reports that 'we are currently engaged in a pilot program at a large-scale mine site in Peru, and this pilot program is expected to yield insights regarding the ways in which the sourcing information obtained by means of the application of blockchain technology can be used by downstream companies to enhance sourcing due diligence and by mining communities to drive economic growth'. [2019 Conflict Mineral Report, 27/05/2020: <a href="https://cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Contractual requirement to disclosure smelter/refiner information: In addition, the Company indicates in its Responsible Minerals Policy: 'We require suppliers to: [...] Respond to Cisco inquiries for due diligence information, and promptly implement corrective actions identified and requested by Cisco.' As described on the Company's website, Responsible minerals policy (among others) are 'incorporated in your purchase agreement with Cisco'. [Supplier Ethics Policy, 2019: <a href="https://cisco.com">cisco.com</a>] &amp; [Direct supplier legal resources, N/A: <a href="https://cisco.com">cisco.com</a>]</li> <li>• Not Met: Contractual requirement covers all minerals</li> </ul>
D.4.10.b	Responsible mineral sourcing: Risk identification and responses in mineral supply chain	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Risk identification and disclosure in line with OECD Guidance: The Company discloses its process to identify and assess risk in the supply chain which involves in-scope supplier identification, in-scope supplier CMRT data collection, in-scope supplier CMRT analysis and research, in-scope supplier tracking and monitoring and in-scope supplier smelter analysis and RCOI determination. However, no further description found, including risks identified. The Report describes the risks derived from sourcing from non-conformant SORs, including 'all risks identified in Annex II of the OECD guidance, including forced labor, the worst forms of child labor, gross human rights violations, war crimes, direct or indirect support to non-state armed groups and security forces, bribery and money laundering'. It also states that 'in 2021, by reviewing information gathered from the RMI and independent research, Cisco determined that six SORs in the supply chains of our suppliers were designated high-risk'. [Conflict Mineral Report 2020, 2021: <a href="https://cisco.com">cisco.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Identification of smelter/refiners and OECD Guidance: The company indicates that it 'to determine how and where 3TG is used in our supply chain, we identify suppliers that have 3TG-qualifying components, which involves excluding suppliers utilizing component classes that do not contain metals, such as component classes containing only software, plastic materials or paper materials, and suppliers utilizing components that we otherwise have reason to believe do not contain 3TG. The remaining suppliers are categorized as "In-Scope Suppliers." [...] Cisco's In-Scope Suppliers identified 315 unique SORs, up from 296 unique SORs in the previous reporting year. Of such 315 unique SORs, 237 are conformant with the applicable RMAP standard (collectively, "Conformant" smelters and refiners), and 15 are "Active" according to the RMI, meaning that they are engaged in the RMAP, but a conformance determination has not yet been made (collectively, "Active" smelters and refiners)'. [Conflict Mineral Report 2020, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Discloses smelters/refiners judged in line with OECD Guidance: The Company discloses a list of SORS. However, no evidence was found in relation to those that are not classified as 'conformant' [Conflict Mineral Report 2020, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Risk identification and disclosure covers all minerals: The Company indicates that 'Demand is increasing for accountability and transparency regarding human rights in global mineral supply chains. This extends beyond the DRC and beyond 3TG to minerals like cobalt. Cisco is committed to addressing these issues by extending our existing due diligence practices. In FY20, Cisco will initiate our first Cobalt Supplier Survey, using the RMI's Cobalt Reporting Template (CRT) to survey lithium-ion battery suppliers'. However, it is not clear the risk identification process cover all minerals. No new evidence found in latest review. [2019 CSR Report, 12/2019: <a href="https://www.cisco.com">cisco.com</a>]</li> </ul>
D.4.10.c	Reporting on responsible sourcing of minerals	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Describes mineral risk management plan for supply chain: The Company indicates that 'we intend to take the following steps to improve our due diligence measures and to further mitigate the risk that the 3TG contained in our products could benefit armed groups in the Covered Countries': Policy Management; Due Diligence Plan; Collaboration and Community; Advancing Mineral Supply Chain Transparency; Communicating Impact. Each of these steps are described in the Report. It also states that it 'maintains a risk management plan and metrics for mitigation efforts'. The management and evaluation of the due diligence processes regarding 3TG is overseen by the Supply Chain Human Rights Governance Committee, which is 'notified of identified risks in our supply chain following the completion of the CMRT data collection processes'. Based on the data, 'we determine risk mitigation procedures including working with suppliers on a strategy to remove non-conformant SORs (Smelters or Refiners). It also monitors RMAP participation status of SORs as its status may change. Improvement efforts also include annual reviews of responsible minerals policy, expansion of due diligence to cobalt, enhancing 'in-scope supplier communication and engagement' to improve data accuracy and completeness. Finally, as indicated above, 'Cisco contributed financially to the RMI's Upstream Due Diligence Smelter Fund'. RMI has expanded audit practice to include due diligence on all CAHRAs (Conflict affected and high risk areas). [2019 Conflict Mineral Report, 27/05/2020: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Monitoring, tracking and whether better risk prevention/mitigation over time: The company indicates that 'we track and monitor the completion of CMRTs by In-Scope Suppliers using internal tools. We escalate missing CMRTs to our Global Supplier Management Team in an effort to reach closure. Our policy is to conduct follow-up communications with In-Scope Suppliers whose CMRTs report SORs that are not RMAP "Conformant" (as defined hereinafter) or "Active" (as defined hereinafter), including conducting meetings with them to discuss progress toward removing non-Conformant SORs from their supply chains'. However, no evidence found of a description of the processes to monitor and track performance of risk prevention and mitigation measures. [Conflict Mineral Report 2020, 2021: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>• Not Met: Disclose better risk prevention/mitigation over time</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>Met: Suppliers and stakeholders engaged in risk management strategy: The Company that it collaborates 'with peer companies and other stakeholders through active participation in the RMI. We were involved in the RMI Smelter Engagement Team, which works to increase participation in the RMAP; the RMI Mining Engagement Team, which seeks to identify ways to share data from upstream mining companies with downstream manufacturers; and the RMI Artisanal and Small-scale Mining (ASM) Team, which focuses on driving performance improvements and mitigating the risks associated with artisanal and small-scale mining. We anticipate deepening our involvement in these groups and engaging on other issues relevant to our minerals sourcing strategy'. It also states that 'Cisco's involvement as a member (of the European Partnership for Responsible Minerals, or ERPM) of the supply chain pillar included participation in the Upstream Working Group. Over the last year, this working group has been conducting research to determine how the organization can best support in-region projects that advance responsible mineral sourcing. One EPRM-funded project that Cisco has supported directly is Sustainable Trade in Artisanal Gold (STAG), which directly aids Burkinabe miners' efforts to improve their livelihoods through mineral resources. STAG aims to establish a commercially viable pathway to market for responsibly sourced artisanal gold. The first step in that path is to implement a standard for responsible mining at the participating mine sites that will ensure gold is extracted in accordance with our expectations for protecting human rights and the environment. The implementation of that standard will be recognized by due diligence systems like RMAP as a way to validate ASM gold sources, which will enable these ASM miners to gain access to the global market for responsibly mined gold. In addition to providing financial support, Cisco is committed to participating in STAG's Downstream Progressive Due Diligence Lab, which will promote ASM sourcing and due diligence among midstream and downstream actors in the supply chain. We are proud to be part of this project alongside EPRM, RMI, RESOLVE, Artisanal Gold Council, and AG Sarl'. [ESG HUB human rights in the supply chain, N/A: <a href="https://www.cisco.com">cisco.com</a>]</li> <li>Not Met: Risk management and response processes cover all minerals</li> </ul>

## E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> <li>Area: Discrimination</li> <li>Headline: Cisco sued by California regulator for caste-based discrimination</li> <li>Story: On June 30, 2020, California's Department of Fair Employment and Housing sued Cisco Systems, accusing it of discriminating against an Indian-American employee and allowing him to be harassed by two managers because he was from a lower Indian caste than them.</li> </ul> <p>The lawsuit, filed in federal court in San Jose, states that the employee has been a principal engineer at Cisco's San Jose headquarters since October 2015 and that he was born at the bottom of caste hierarchy as a Dalit. Former Cisco engineering managers Sundar Iyer and Ramana Kompella also are defendants in the lawsuit, which accuses them of harassment for internally enforcing the caste hierarchy. According to the lawsuit, the employee reported Iyer to human resources in November 2016 for outing him as a Dalit to colleagues. Cisco allegedly determined caste discrimination was not illegal and issues continued through 2018. Cisco reassigned and isolated the employee, rejected a raise and opportunities that would have led to one and denied two promotions.</p> <p>[Reuters, 01/07/2020, "California accuses Cisco of job discrimination based on Indian employee's caste" : <a href="https://www.reuters.com">reuters.com</a>] [Department of Fair Employment &amp; Housing, 30/06/2020, "DFEH Sues Cisco Systems, Inc. And Former Managers For Caste-Based Discrimination": <a href="https://dfeh.ca.gov">dfeh.ca.gov</a>] [Hindustan Times - 01/07/2020 "California state sues Cisco for caste-based workplace bias"-: <a href="https://www.hindustantimes.com">hindustantimes.com</a>]</p>
E(1).1	The company has responded publicly to the allegation	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Public response: In response to the allegation, Cisco spokeswoman Robyn Blum said the network gear maker followed its process to investigate employee concerns in this case and would "vigorously defend itself" against the lawsuit. "Cisco is committed to an inclusive workplace for all," she said. "We were fully in compliance with all laws as well as our own policies." [Reuters, 01/07/2020,</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>"California accuses Cisco of job discrimination based on Indian employee's caste": <a href="https://www.reuters.com">reuters.com</a></p> <p>Score 2</p> <ul style="list-style-type: none"> <li>Met: Detailed response: The Company stated that: "At Cisco, we are committed to a culture of trust and transparency where we encourage all of our team members to speak up when they have any type of concern. We have zero tolerance for discrimination and take all complaints of unfair treatment very seriously. While caste is not currently protected under U.S. discrimination laws, we support legislative efforts to ensure a fair and equal workplace for all. In this case, we thoroughly and fully investigated the employee's concerns and found that he was treated fairly, highly compensated, and afforded opportunities to work on coveted projects. If we had found any discrimination or retaliation, we would have remediated it. We welcome and encourage our employees to share their experiences on how to strengthen our foundation of an inclusive culture and will continue to do everything we can to promote fairness for all". [The Wire, 10/03/2021, "California's Legal Ground in Battling Caste Discrimination Takes Centre Stage in Historic Cisco Case": <a href="https://www.thewire.in">thewire.in</a>]</li> </ul>
E(1).2	The company has investigated and taken appropriate action	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Engaged with stakeholders: The company states that "We thoroughly examined G.'s concerns" [Cisco Blogs, 03/11/2020, "Protecting Our People" : <a href="https://blogs.cisco.com">blogs.cisco.com</a>]</li> <li>Met: Identified cause: The Company stated that: "In this case, we thoroughly and fully investigated the employee's concerns and found that he was treated fairly, highly compensated, and afforded opportunities to work on coveted projects". [The Wire, 10/03/2021, "California's Legal Ground in Battling Caste Discrimination Takes Centre Stage in Historic Cisco Case": <a href="https://www.thewire.in">thewire.in</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not Met: Identified and implemented improvements: The Company stated that it didn't find any problem related with the allegation. However, Cisco stated: "If we had found any discrimination or retaliation, we would have remediated it". [The Wire, 10/03/2021, "California's Legal Ground in Battling Caste Discrimination Takes Centre Stage in Historic Cisco Case": <a href="https://www.thewire.in">thewire.in</a>]</li> <li>Not Met: Stakeholder input to steps taken: There is no evidence suggesting that the views of affected stakeholders were taken into account in the improvement of the company policies.</li> </ul>
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Not Met: Provided remedy: The Company stated that it didn't find any problem related with the allegation. However, Cisco stated: "If we had found any discrimination or retaliation, we would have remediated it". [The Wire, 10/03/2021, "California's Legal Ground in Battling Caste Discrimination Takes Centre Stage in Historic Cisco Case": <a href="https://www.thewire.in">thewire.in</a>]</li> <li>Not Met: Evidence for lack of Impact or link</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not Met: Remedy satisfactory to stakeholders</li> <li>Not Met: Remedy delivered</li> <li>Not Met: Independent remedy process used</li> </ul>
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> <li>Area: Forced labour; discrimination</li> <li>Headline: Cisco among companies accused of using suppliers linked to forced labour in China</li> <li>Story: On March 1st, 2020, the Australian Strategic Policy Institute (ASPI) released a report called "Uyghurs for sale" that named Cisco among 83 other companies benefiting from the use of potentially abuse labour transfer programmes. According to the report, more than 80,000 Uighur residents and former detainees from the north-western region of Xinjiang, China, have been transferred to factories, implicating global supply chains. It is alleged that Muslim minorities are thought to be working in forced labour conditions across the country. The ASPI report alleged that workers live in segregated dormitories, are required to study Mandarin and undergo ideological training. The workers were transferred out of Xinjiang between 2017 and 2019, claiming that people are being effectively "bought" and "sold" by local governments and commercial brokers.</li> </ul> <p>The ASPI used open-source public documents, satellite imagery, and media reports, the institute identified 27 factories in nine Chinese provinces that have used labourers. The research found that workers were transferred to work several</p>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>factories including Hubei Yihong Precision Manufacturing. According to the report, Hubei supplies directly several companies including: GoerTek, Kyocera, Cisco, Panasonic among others.</p> <p>ASPI researchers stated: "This report exposes a new phase in China's social re-engineering campaign targeting minority citizens, revealing new evidence that some factories across China are using forced Uighur labour under a state-sponsored labour transfer scheme that is tainting the global supply chain". The report calls on companies mentioned to "conduct immediate and thorough human rights due diligence on its factory labour in China, including robust and independent social audits and inspections."</p> <p>[SCMP, 02/03/2020, "Big name brands accused of using Uygur 'forced labour' by Australian think tank": <a href="http://scmp.com">scmp.com</a>] [Australian Strategic Policy Institute, 01/03/2020, "Uyghurs for sale": <a href="http://aspi.org.au">aspi.org.au</a>] [The Guardian, 01/03/2020, "China transferred detained Uighurs to factories used by global brands – report": <a href="http://theguardian.com">theguardian.com</a>] [Financial Times, 01/03/2020, "Xinjiang forced labour reported in multinational supply chains": <a href="http://ft.com">ft.com</a>]</p>
E(2).1	The Company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Public response: The company did not respond to the allegations when contacted by the Australian Strategic Policy Institute (ASPI) prior to publishing its report. However, the company responded publicly to the allegations following a joint communication by UN Special Rapporteurs. This response is just a presentation of the company's policies and commitments and does not acknowledge the allegation. [Australian Strategic Policy Institute, 01/03/2020: <a href="http://ad-aspi.s3.ap-southeast-2.amazonaws.com">ad-aspi.s3.ap-southeast-2.amazonaws.com</a>] [Cisco response to joint communication by UN Special Rapporteurs dated 12/03/21 (OTH 76/2021), 10/05/2021: <a href="http://spcommreports.ohchr.org">spcommreports.ohchr.org</a>] [o: ]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Detailed response: The company's response to the joint communication by UN Special Rapporteurs provides general information and does not address the allegations of potentially benefitting from the forced labour of Uyghur workers and/or its alleged link to Hubei Yihong Precision Manufacturing. [Cisco response to joint communication by UN Special Rapporteurs dated 12/03/21 (OTH 76/2021), 10/05/2021: <a href="http://spcommreports.ohchr.org">spcommreports.ohchr.org</a>]</li> </ul>
E(2).2	The Company has appropriate policies in place	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Engaged with stakeholders</li> <li>• Not Met: Identified cause</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Identified and implemented improvements</li> <li>• Not Met: Stakeholder input to steps taken</li> </ul>
E(2).3	The Company has taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Provided remedy</li> <li>• Not Met: Evidence for lack of Impact or link</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Remedy satisfactory to stakeholders</li> <li>• Not Met: Remedy delivered</li> <li>• Not Met: Independent remedy process used</li> </ul>
E(3).0	Serious allegation No 3		<ul style="list-style-type: none"> <li>• Area: Discrimination</li> <li>• Headline: Cisco Will Pay Millions to Settle Compensation Bias Claims</li> <li>• Story: Following allegations of pay discrimination at Cisco System's San Jose branch the United States Department of Labor's Office of Federal Contract and Compliance Programs (OFCCP) conducted an audit of Cisco Systems covering 2011 to 2013. The OFCCP claims that the company paid women, black, and Hispanic employees less than comparable male and white employees.</li> </ul> <p>On 16 March, 2020, the claims were settled through an Early Resolution Conciliation Agreement (ERCA) that requires the company to pay lost wages and interest to affected employees. The company will also have to provide pay-equity adjustments over the next five years.</p> <p>[Bloomberg Law, 16/03/2020, "Cisco Will Pay Millions to Settle Compensation Bias Claims (2)": <a href="http://news.bloomberglaw.com">news.bloomberglaw.com</a>] [HR Unlimited Inc., 01/04/2020, "Pay Equity Best Practices: Learning from the Cisco Case": <a href="http://hrunlimitedinc.com">hrunlimitedinc.com</a>] [US Department of Labor, 16/03/2020, "UPDATED: U.S. DEPARTMENT OF LABOR AND</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			CISCO SYSTEMS INC. ENTER AGREEMENT TO RESOLVE ALLEGED PAY DISCRIMINATION IN SAN JOSE": <a href="https://www.dol.gov">dol.gov</a> ]
E(3).1	The Company has responded publicly to the allegation	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Public response: There is no evidence to suggest that the company responded publicly when the allegations were first made. However, the company made a public response after settling the claims with the United States Department of Labor's Office of Federal Contract and Compliance Programs. [Cisco, 12/03/2020, "Executive Platform - Cisco's Commitment to Our People": <a href="https://blogs.cisco.com">blogs.cisco.com</a>] [Bloomberg Law, 16/03/2020: <a href="https://news.bloomberglaw.com">news.bloomberglaw.com</a>] [San José Spotlight, 18/03/2020, "San Jose: Cisco to pay \$4.75M for salary discrimination claim": <a href="https://sanjosespotlight.com">sanjosespotlight.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Detailed response: The response addresses all aspects of the allegation.</li> </ul>
E(3).2	The Company has appropriate policies in place	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Engaged with stakeholders: The investigation was undertaken by the United States Department of Labor's Office of Federal Contract and Compliance Programs (OFCCP). However, there is no evidence to suggest that the OFCCP was mandated by affected stakeholders as their legitimate representative to investigate the allegations since the claim arose as part of an OFCCP audit.</li> <li>• Not Met: Identified cause: There is no evidence to suggest that the company has identified the cause of the alleged pay discrimination.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Identified and implemented improvements: The company states that it has implemented practices to assess pay equity in its United States operations: "Each year, for the past five years, we review pay equity in our second fiscal quarter then make the necessary adjustments for employees in our third fiscal quarter." The company states further, "... in 2016 Cisco built an internal pay parity framework using analytics to identify factors and root causes influencing pay equality and proactively monitor disparities over time." [Cisco, 12/03/2020: <a href="https://blogs.cisco.com">blogs.cisco.com</a>]</li> <li>• Not Met: Stakeholder input to steps taken: The company states, "Since 2011, we have changed many of our practices. One of the biggest changes we've made is to have open and transparent conversations about what's working and not working." However, there is no information available describing how affected stakeholders' views influenced the company's actions. [Cisco, 12/03/2020: <a href="https://blogs.cisco.com">blogs.cisco.com</a>]</li> </ul>
E(3).3	The Company has taken appropriate action	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Provided remedy: The United States Department of Labor's Office of Federal Contract and Compliance Programs states that it, "is satisfied that Cisco Systems Inc. has pursued an early resolution conciliation agreement, and addressed compensation equity nationwide".</li> <li>• Not Met: Evidence for lack of Impact or link</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Remedy satisfactory to stakeholders: There is no evidence available to suggest that the remedy provided was not satisfactory.</li> <li>• Met: Remedy delivered: There is no evidence available to suggest that the remedy provided was not delivered as agreed.</li> <li>• Not Met: Independent remedy process used</li> </ul>

## Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

The Benchmark is made available on the express understanding that it will be used solely for general information purposes. The material contained in the Benchmark should not be construed as relating to accounting, legal, regulatory, tax, research or investment advice and it is not intended to take into account any specific or general investment objectives. The material contained in the Benchmark does not constitute a recommendation to take any action or to buy or sell or otherwise deal with anything or anyone identified or contemplated in the Benchmark. Before acting on anything contained in this material, you should consider whether it is suitable to your particular circumstances and, if necessary, seek professional advice.

The CHRB is part of the World Benchmarking Alliance ('WBA'). The material in the Benchmark has been put together solely according to the CHRB methodology and not any other assessment models in operation within any of the project partners or EIRIS Foundation as provider of the analyst team.

No representation or warranty is given that the material in the Benchmark is accurate, complete or up-to-date. The material in the Benchmark is based on information that we consider correct and any statements, opinions, conclusions or recommendations contained therein are honestly and reasonably held or made at the time of publication. Any opinions expressed are our current opinions as of the date of the publication of the Benchmark only and may change without notice. Any views expressed in the Benchmark only represent the views of WBA, unless otherwise expressly noted.

While the material contained in the Benchmark has been prepared in good faith, neither WBA nor any of its agents, representatives, advisers, affiliates, directors, officers or employees accept any responsibility for or make any representation or warranty (either express or implied) as to the truth, accuracy, reliability or completeness of the information contained in this Benchmark or any other information made available in connection with the Benchmark. Neither WBA nor any of its agents, representatives, advisers, affiliates, directors, officers and employees undertake any obligation to provide the users of the Benchmark with additional information or to update the information contained therein or to correct any inaccuracies which may become apparent (save as to the extent set out in CHRB appeals procedure). To the maximum extent permitted by law any responsibility or liability for the Benchmark or any related material is expressly disclaimed provided that nothing in this disclaimer shall exclude any liability for, or any remedy in respect of, fraud or fraudulent misrepresentation. Any disputes, claims or proceedings this in connection with or arising in relation to this Benchmark will be governed by and construed in accordance with Dutch law and shall be subject to the exclusive jurisdiction of the Courts of Amsterdam.

As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

#### COPYRIGHT

Our publications and benchmarks are the product of the World Benchmarking Alliance. Our work is licensed under the Creative Commons Attribution-Non Commercial-No Derivatives 4.0 International License. To view a copy of this license, visit [creativecommons.org](https://creativecommons.org)