

# Cisco Statement on the Prevention of Modern Slavery and Human Trafficking

At Cisco (which includes Cisco Systems, Inc. and its subsidiaries), labor and human rights are a top priority. We are committed to treating everyone who works at or with Cisco with dignity and respect. We explicitly prohibit human trafficking, child labor, and the use of involuntary labor within our supply base, and this extends to forced, bonded, or indentured labor, involuntary or exploitative prison labor, and other forms of modern slavery.

We are committed to working with industry partners and our supply chain to drive high standards in the industry. By collaborating with other thought leaders across the industry, we can increase our positive impact.

This statement is designed to meet Cisco's reporting obligations under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act<sup>1</sup>, the Australian Modern Slavery Act 2018 (Cth)<sup>2</sup>, the UK Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010. Cisco provides this statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently this includes Cisco Systems Canada Co. pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act; Cisco International Limited, AppDynamics UK Ltd., AppDynamics International Ltd., IMI Mobile Europe Limited and IMI Mobile Limited pursuant to the UK Modern Slavery Act of 2015; and Cisco Systems Australia Pty Limited which is the only reporting entity for the purpose of the Australian Modern Slavery Act 2018 (Cth). Cisco and its subsidiaries share the same core business operations and supply chains, policies prohibiting modern slavery, and supporting processes further described in this statement. The below statement covers Cisco's fiscal year ended July 29, 2023 ("FY2023").

This statement communicates Cisco's policies and practices to respect human rights, how we identify and address potential impacts, and how we mitigate risks. Cisco upholds and respects human rights as contained in the United Nations (UN) Universal Declaration of Human Rights (UDHR); the International Covenant on Civil and Political Rights (ICCPR); the International Covenant on Economic, Social and Cultural Rights (ICESCR); and the eight Core Labour Conventions developed by the International Labour Organization (ILO), including Conventions No.29 and No.105 on the elimination of all forms of forced or compulsory labour. Cisco's approach is informed by the documents identified above, anchored to the framework set forth in the UN Guiding Principles on Business and Human Rights (UNGPs), and includes ongoing engagement of potentially impacted stakeholders or their legitimate representatives.

## About Cisco's Structure and Business Operations<sup>3</sup>

Cisco is a multinational company incorporated in Delaware and headquartered in San Jose, California, United States of America. We conduct business operations globally and conduct business from more than 400 offices worldwide.

Cisco designs, manufactures (through partners), and sells networking and other products related to the communications and information technology industry and provides services associated with these products and their use. We had approximately 84,900 full-time employees as of

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<sup>1</sup> For the purpose of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, Cisco Systems Canada Co. ("Cisco Canada") is the only 'entity' under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act and makes this statement as a single statement pursuant to section 11. For the purpose of the relevant approval and signing requirements, this modern slavery statement has been approved by the governing body of Cisco Canada and has been signed by a director (see page 8).

<sup>2</sup> For the purpose of the Australian Modern Slavery Act 2018 (Cth), Cisco Systems Australia Pty Limited ("Cisco Australia") is the only 'reporting entity' under the Australian Modern Slavery Act 2018 (Cth) and makes this statement as a single statement pursuant to section 13. This modern slavery statement has addressed all of the mandatory criteria for modern slavery statements set out in section 16 of the Australian Modern Slavery Act 2018 (Cth). For the purpose of the relevant approval and signing requirements, this modern slavery statement has been approved by the principal governing body of Cisco Australia and has been signed by a responsible member (see page 8).

<sup>3</sup> For the purpose of the Australian Modern Slavery Act 2018 (Cth), Cisco Australia conducts business for Cisco in Australia as a subsidiary. It has a number of direct and indirect subsidiaries (see footnote number 4). Cisco Australia's principal activities are to market, distribute and sell ICT products and services including networking, collaboration, security, wireless and mobility, data center, IoT, video, analytics, and products, services and solutions in Australia. For the purpose of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, Cisco Canada conducts business for Cisco in Canada as a subsidiary. Cisco Canada's principal activities are to market, distribute and sell ICT products and services including networking, collaboration, security, wireless and mobility, data center, IoT, video, analytics, products, services and solutions in Canada.

July 29, 2023. We conduct significant sales and customer support operations in countries around the world. We sell our products and services both directly and through a variety of channels with support from our salesforce.

## About Our Supply Chain Network<sup>4</sup>

We source from a global network of suppliers and partners. The major elements of our materials supply chain are briefly described below. Our [Supplier List](#) provides more insight on the [global suppliers](#) with which we partner.

- Contract Manufacturing partners: a select group of suppliers that produce finished Cisco products;
- Component suppliers: a wide group of suppliers, often contracted directly by Cisco to provide parts to our manufacturing partners according to our specifications; and
- Logistics service providers that transport components and finished products.

## Cisco's Policies

Cisco's policies and approach to preventing involuntary labor and human trafficking have been developed based on international labor and human rights standards, as well as best practices across the global business community. These policies apply to the whole Cisco group and all local subsidiaries, including Cisco Australia<sup>5</sup> and Cisco Canada, are expected to adhere to them. These policies establish our baseline expectations as well as communicate our values and help promote trust and collaboration as a key underpinning of our many business and stakeholder relationships. Cisco's specific policies include:

- [Global Human Rights Policy](#): Our commitment to upholding and respecting human rights is stated in our Global Human Rights Policy. Our approach is governed by international human rights frameworks, including the UDHR, ICCPR, ICESCR, the ILO core labor standards, and is aligned to the UNGPs. A dedicated Business and Human Rights (BHR) team is responsible for implementation of this policy, which we review on a regular basis. Our Human Rights Advisory Committee (HRAC) advises the BHR team on issues related to Cisco's support of and respect for human rights. Our HRAC includes leadership from functions across the business.
- [Code of Business Conduct \(COBC\)](#): Our COBC is a crucial part of our company culture that provides employees with a clear understanding of our core values and the high standards for ethical conduct by which we conduct our business, including respect for human rights.
- [Supplier Code of Conduct](#): Cisco has adopted the Responsible Business Alliance (RBA) Code of Conduct as its own (the "Supplier Code of Conduct"). The Supplier Code of Conduct (available in more than 20 languages) prohibits workers from paying fees for their employment at any time, as outlined in the [Definition of Fees](#). The Supplier Code of Conduct defines Cisco's requirement for suppliers to implement management systems to protect workers' rights and prohibit forced labor. The Supplier Code of Conduct prohibits the use of forced, bonded (including debt bondage) and indentured labor, involuntary or exploitative prison labor, slavery, or trafficking of persons, and prohibits unreasonable restrictions on workers' freedom of movement as well as child labor. Cisco suppliers are required to acknowledge the Supplier Code of Conduct as part of doing business with Cisco. Furthermore, the Supplier Code of Conduct is a foundational element of our Supplier Ethics Policy (outlined below). Our Supplier Code of Conduct aligns with the ILO Indicators of Forced Labour so that when supplier sites are assessed for Supplier Code of Conduct conformance, indicators such as deception during

<sup>4</sup> At a local level, Cisco Australia's suppliers include Cisco's global affiliates that supply Cisco products to Cisco Australia, as well as a range of indirect procurement suppliers such as cleaning service providers, IT equipment suppliers, marketing firms and professional service firms, among other suppliers. Cisco Canada's suppliers include Cisco's global affiliates that supply Cisco products to Cisco Canada, as well as a range of indirect procurement suppliers such as cleaning service providers, IT equipment suppliers, marketing firms and professional service firms, among other suppliers.

<sup>5</sup> **Consultation:** Cisco Australia and its direct and indirect subsidiaries, being Cisco Systems Capital (Australia) Pty Limited, Meraki Networks Australia Pty Limited, BroadSoft Australia Pty Limited, Zomojo Pty Ltd and Exablaze Pty Ltd (collectively, "**Cisco Australian Subsidiaries**"), operate in the same sector and are expected to use the same global policies and processes (including those set out in this Statement). During the reporting period for this modern slavery statement, Cisco Australia has worked to ensure that its personnel consult with the personnel of the Cisco Australian Subsidiaries to ensure alignment between Cisco Australia and the Cisco Australian Subsidiaries on modern slavery reporting requirements in Australia, the identification and assessment of modern slavery risks in the Cisco Australia supply chain, the approach taken by Cisco Australia to address and mitigate those modern slavery risks, and ultimately the preparation of this modern slavery statement. Cisco Australia also consulted with Cisco in order to develop this modern slavery statement as well as working with Cisco to implement the global approach locally. In taking a group-wide approach Cisco consulted with all of the entities covered by this modern slavery statement, including Cisco Australia, to ensure that the modern slavery statement satisfies all of the mandatory criteria of each respective jurisdiction, including the Australian Modern Slavery Act 2018 (Cth).

recruitment, identity document retention, wage withholding, debt bondage, abusive conditions, and restriction of movement are examined.

- [Respecting the Rights of Vulnerable Groups Policy](#): This policy sets forth principles for protecting the most vulnerable individuals in our supply chain and guiding our suppliers and partners to do the same. The policy includes specific expectations for prohibiting all forms of forced labor and respecting the rights of vulnerable groups, including children, and those most vulnerable to forced labor risks.
- [Supplier Ethics Policy](#): Our Supplier Ethics Policy requires Cisco suppliers and their employees to conduct themselves with the highest standards of honesty, fairness, and personal integrity. Suppliers must ensure that their employees, subcontractors, agents, and third parties assigned to provide services or products to Cisco act consistently with this policy. This policy also is incorporated within standard terms and conditions for Cisco's [global affiliates that supply Cisco's products](#) and Cisco's [indirect procurement suppliers](#). Furthermore, suppliers acknowledge and commit to the Supplier Code of Conduct when they agree to the Supplier Ethics Policy.
- [Juvenile Labor Policy and Expectations](#): Our Juvenile Labor Policy and Expectations require suppliers to uphold the human rights of children, juvenile or young workers, students, interns, and apprentices. Cisco commits to uphold the eight ILO Core Conventions, including Convention 182 on the Worst Forms of Child Labour (1999) and Convention 138 on Minimum Age (1973). Pursuant to the policy, Cisco suppliers must have procedures that facilitate the immediate remediation and protection of the well-being of children, in case they are found working onsite. Cisco's priority is to ensure that any solution must improve the child's situation and that the child is not made more vulnerable to abuse.
- [Responsible Minerals Policy](#): Cisco's Responsible Mineral Policy aligns with our long-standing commitment to uphold and respect human rights for all people, including those who work in our supply chain. Our goal is to work collaboratively through the supply chain to source minerals consistent with our values around human rights. Pursuant to this policy, Cisco commits to conduct due diligence to identify and mitigate risks in our supply chain for relevant minerals following the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs), including all risks identified in Annex II of the OECD guidance which include forced labor and the worst forms of child labor. Cisco requires our suppliers to maintain policies and programs to do the same.

[Cisco EthicsLine](#) is a publicly available multilingual ethics and business conduct reporting tool which allows anonymous reporting of alleged illegal or unethical behavior. It is available 24 hours a day, seven days a week, worldwide. Cisco believes our employees, customers, partners, suppliers, shareholders, and stakeholders have a responsibility to speak up promptly about any conduct or circumstances they believe, in good faith, may constitute a violation of the Code of Business Conduct, the Supplier Code of Conduct, or any other Cisco policy.

## Risks of Modern Slavery and Human Trafficking

Due to the extensive nature of our materials supply chain network, business is conducted with suppliers in a variety of global contexts, including in countries where local law may not exist or may not be enforced effectively to protect populations vulnerable to forced labor, child labor or human trafficking risks. Due to constraints in local labor markets, suppliers may deploy workforce strategies to recruit foreign or domestic migrant workers using labor recruitment agencies. As a result, workers could potentially be subject to conditions that may contribute to forced labor such as debt bondage, by paying excessive recruitment fees; passport withholding; a lack of transparency of terms and conditions in their contracts if those contracts are not in their own language or are not fully explained before they commence employment; and lack of legal protections in the countries where they work or migrated from.

Our supply chain network also includes a complex mineral supply chain. Like many companies in the electronics industry, our products contain various minerals necessary for functionality. Cisco does not directly procure minerals from mines, or from the smelters or refiners that process them. However, some mine operations can pose serious human rights risks, including forced labor, child labor and other risks for the workers and communities at the beginning of the electronics supply chain.

In addition to outlining Cisco's expectations for suppliers to uphold human rights through policy, Cisco undertakes a variety of actions to address and mitigate these risks.

## Cisco's Actions

Cisco takes multiple approaches to protect workers from forced labor, child labor, slavery and human trafficking in our own business and materials supply chain. We take the following activities with our direct material suppliers:

- **Verification:** We evaluate and address risks of human trafficking and slavery through conformance to the Supplier Code of Conduct and using a risk-based approach. When new suppliers are onboarded, Cisco assesses for modern slavery risks, which includes an assessment of whether the supplier employs vulnerable workers (for example, foreign migrant workers and young workers). If risks are identified, we follow up to determine if impacts need to be addressed prior to scaling business with the supplier.

For existing suppliers and supplier entities that are integrated through mergers and acquisitions, Cisco follows its standard programs and due diligence processes, as follows: Cisco conducts an annual risk assessment by evaluating the supply base on social and environmental risk factors. This evaluation includes indicators for forced labor, young workers, and human trafficking risks in addition to the potential presence of vulnerable worker groups. The outputs of the risk assessment identify which suppliers we will ask to demonstrate their conformance to the Code, using RBA's [assessment tools](#), such as the Supplier Self-Assessment Questionnaire (SAQ), Validated Audit Process (VAP), or its equivalent. Cisco assesses the effectiveness of the risk assessment process and continuously works to improve the process, including an annual review to maintain relevance to our operations with updated risk indicators, newly available data, and accounts for lessons learned over the past year. We also regularly convene or attend teleconferences, webinars, and other meetings so that we may better understand and monitor risks associated with labor recruitment practices.

- **Audits:** We conduct third-party supplier audits using the VAP, or its equivalent, or review audit reports through the RBA's audit sharing system and conduct unannounced audits as necessary. The audit process includes on-site inspections, document reviews, and worker and management interviews. We report aggregated results of these audits in our [ESG Hub](#).
- **Certification:** Suppliers must agree to comply with the 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. This creates legally enforceable obligations, including in cases where the law is silent or allows practices that violate Cisco policies. We require suppliers to acknowledge the Supplier Code of Conduct at the onset of the relationship.
- **Accountability:** Non-conformance with the Supplier Code of Conduct is taken very seriously. Cisco works with suppliers to develop corrective action plans, identify the root cause of the non-conformance, and strives to ensure that corrective actions are implemented in the shortest possible timeline. Corrective actions may include the immediate return of passports or facilitating reimbursement of paid recruitment fees within 90 days of discovery. Corrective actions are followed by 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. Multiple teams collaborate to hold suppliers accountable and to help ensure actions are completed by specified deadlines. Cisco's approach is to drive continuous improvement with suppliers and engage them with short and long-term improvement plans, as needed. To help make lasting improvements, Cisco will monitor and coach suppliers across multiple years, as needed.

Cisco uses supplier scorecards to help measure and manage suppliers' conformance to Cisco's environmental and human rights requirements. Scorecards factor into Cisco's supply chain business processes for sourcing and procurement decisions and are discussed with suppliers during business reviews. Suppliers are scored on factors such as audit performance and closing nonconformances on time, including nonconformances for the prohibition of forced labor. Having Environmental Social and Governance (ESG) 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.

Additionally, our Supply Chain ESG Committee is a committee comprised of senior members of management that helps assure progress against our priorities, including forced labor due diligence. This committee establishes management oversight of human rights risks and opportunities within the supply chain. The committee oversees the integration of human rights policies and priorities into business operations and regularly reviews due diligence results including audit nonconformances, forced labor allegations, and minerals supply chain risks. The committee convenes our Senior Vice President of Supply Chain Operations and other management representing Global

Manufacturing Operations, Global Supplier Management, Services and Logistics, Technology and Quality, Product and Component Operations, Supply Chain Transformation, and Legal.

As well as conducting its own standard due diligence, Cisco investigates and addresses allegations brought to our attention from internal and external channels, such as [Cisco EthicsLine](#). Issues detected outside of the Verification and Audit processes outlined above are tracked through our incident management system and assessed against our policies and priorities. We assess for human rights risks and impacts and determine the severity of the violation. When impacts are identified, we follow the same corrective action, preventative action, accountability and reporting mechanisms, and closure timelines that we follow in our regular due diligence processes.

Furthermore, 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 levels.

- **Training:** Our strategy includes capability building for our suppliers and employees. We regularly engage suppliers across the globe to train on Code fundamentals. This helps us build awareness, propagate best practices, and focus on continuous improvement. For suppliers, the contributions we make to RBA workshops and [training](#) content are mutually beneficial, ensuring understanding of policies and standards, and supporting the uptake of tools and resources for identifying, addressing, and mitigating risks. RBA's Learning Academy provides online trainings on a range of topics, including methods to combat trafficking and forced labor in the supply chain. As part of our audit process, suppliers are directed to training resources related to an audit nonconformance and are expected to complete the training. When appropriate, Cisco also collaborates with RBA members to conduct focused trainings with high-risk suppliers and share best practices. For our own employees, our COBC training helps guide our employees to make ethical, professional, and respectful choices. Further, beginning in FY2020, Cisco launched an internal training about human rights issues that can be found 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. This training covers 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 help hold suppliers accountable. These trainings are part of Cisco's internal Education Management System and are required to be taken every two years by employees of Supply Chain Operations and other employees around the world who are most likely to encounter human rights issues in day-to-day supply chain operations.

Cisco provides additional details and annual updates about our supplier engagement process and actions regarding forced labor, in our [ESG Reporting Hub](#).

### Actions taken during Fiscal Year 2023

Each year, we use audits as a tool to engage suppliers to assess their conformance to the Supplier Code of Conduct to identify and address any gaps in its implementation. During FY2023, we continued to see supplier audits uncover nonconformities to our Supplier Code of Conduct expectation for the prohibition of forced labor. These nonconformities indicated risks for forced labor or bonded labor. These nonconformities ranged in severity.

The most common nonconformities we identified related to workers paying small fees pertaining to the recruitment process, such as small one-time fees for health examinations, deposits, or transportation fees often amounting to less than five percent of the worker's monthly salary. These fees were sometimes reimbursed after commencement of employment. Our teams continue to work with suppliers to develop models in which employers pay healthcare providers directly for health examinations, eliminating the need for workers to be reimbursed.

Less often, we identified risks of bonded labor, a type of forced labor. Workers become bonded by debt when they are forced to work in order to repay loans or excessive fees to labor brokers. These nonconformities involved foreign migrant workers paying excessive recruitment fees equivalent to a month of their gross wages or more. As part of our normal processes, we take two main corrective actions to address bonded labor risks: drive suppliers to absorb recruitment fees previously passed onto workers and remediate and facilitate reimbursement of affected workers, irrespective of whether the charging of such fees is legal in the relevant jurisdiction. An overview of the number of RBA nonconformances found related to forced labor can be seen in our published [audit data](#) with their [geographic distribution](#).

In addition to supplier audits to drive conformance to the Supplier Code of Conduct, we conduct, as needed, additional targeted surveys of suppliers who are identified as having risks of forced labor, such as suppliers hiring migrant or young workers in high-risk geographic locations. We

recently strengthened our human rights due diligence processes during acquisitions in an effort to focus this analysis at the earliest stages. Our survey assesses the suppliers' recruitment policies and practices and awareness of forced labor due diligence. Even if the practice of charging recruitment fees is permitted under local law, we make it clear to suppliers that we expect them to have processes to implement "no fees" policies, conduct due diligence on their labor agents, and ensure freedom of movement for workers.

Upon discovery of the practice of charging prohibited recruitment fees, we work to address these issues. We do so by working with the supplier to stop the practice and investigate further. This includes identifying fees workers may have paid to labor agents, pre-departure and upon arrival, accounting for recurring fees deducted from their paychecks, and pushing suppliers to engage in dialogue with workers regarding fees that may have been paid to other intermediaries or for travel. A thorough investigation is important in helping the supplier determine the actual cost of recruitment moving forward and the amounts to be reimbursed to workers as remediation. We use, and plan to continue using, [RBA Advisory Services](#) to conduct some aspects of these investigations. RBA Advisory Services include conducting interviews with relevant labor agencies in both origin and destination countries, as well as with onsite human resources management teams, and with affected workers. These interviews help determine how much and at what point during the migration journey workers paid fees, in addition to uncovering conditions that workers were subjected to during the recruitment process. Suppliers work with RBA personnel to develop and implement a reimbursement plan. As part of corrective actions, Cisco requires suppliers to adopt comprehensive "no fees" policies and procedures to prevent future workers from paying fees during the recruitment process. When these policies are adjusted, workers are trained and informed about the "no fee" policies in a language they can understand. This training is also integrated into the recruitment process for future workers. At the end of this process, a third-party audit is conducted to validate that the affected workers were adequately remediated. During FY2023, we drove more than US\$2.2 million in fee reimbursements to 1,865 workers for recruitment fees occurring in these five countries: India, Taiwan, Malaysia, China, and Japan.

In terms of additional actions taken upon discovering the practice of charging prohibited recruitment fees, we engage in knowledge sharing on this topic by promoting training among our peers and supply base in Taiwan on how to identify forced labor risks within the local context. In FY 23, 36 participants from 23 suppliers attended these training sessions.

We continuously publish case studies about our work to address forced labor as part of our commitment to continuous improvement and with the intent to share our learnings with others. See case studies [here](#).

## Sourcing Minerals Responsibly

To help address the human rights risks in our complex mineral supply chain, Cisco has implemented a comprehensive due diligence process. The Cisco Responsible Minerals Program aligns to the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs. Details about this program including due diligence strategy, efforts to hold suppliers accountable, and results of our work can be found in our calendar year 2022 [Conflict Minerals Report](#).

## Commitment to Leadership Through Collaboration and Transparency

We are actively involved in advancing industry-wide responsible practices through our engagement in the [RBA](#), a nonprofit alliance of leading companies dedicated to respecting the rights and promoting well-being of workers and communities engaged in the global electronics supply chain. Cisco is a founding member of the RBA and contributes to the development and periodic revision of the RBA Code of Conduct and guidance. Cisco also participates in RBA's [Responsible Labor Initiative](#), a multi-stakeholder initiative focused on ensuring the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted. During FY2023, Cisco joined the [RLI Steering Committee](#) which is responsible for the strategic guidance and direction of the RLI and reports to the RBA Board of Directors. Through our participation, we aim to collaborate with peers to strengthen collective impact and drive solutions at scale to address forced labor risks in global supply chains.

Cisco also participates in the [Responsible Minerals Initiative](#) (RMI) and leverages its tools and programs to advance responsible sourcing.

We are committed to transparently communicating our actions. For further information on Cisco's work to maintain a socially responsible supply chain, refer to our [ESG Reporting Hub](#)



## Assessing Cisco's Effectiveness

Cisco has measures to assess the effectiveness of its actions including tracking the number of internal trainings on human rights in supply chains that we have rolled out and the number of corrective action plans and preventative actions we have developed and implemented with our suppliers. We communicate our program metrics in our ESG Reporting Hub and also summarize these metrics in the chart below:

Initiative	Indicator	FY22	FY23
<b>Supplier Code of Conduct</b>			
RBA Initial Audits	# Conducted by supplier type - Manufacturing Partner Facilities	12	13
	# Conducted by supplier type - Component Supplier Facilities	107	154
	# Conducted by supplier type - Logistics Service Provider Facilities	2	2
Workers covered by RBA Audits <sup>6</sup>	# of workers covered - Male	181,061	217,209
	# of workers covered - Female	215,887	229,473
	# of workers covered - Foreign Migrant Workers	18,676	20,926
	# of workers covered - Total	396,948	446,682
Supplier Corrective Action Plans	Closure rate of priority and major nonconformances <sup>7</sup>	92%	99%
Prohibition of Forced Labor	Total Fee Reimbursements (US\$) facilitated by Cisco	\$1.7 million	\$2.2 million
	# of workers reimbursed at non-conformant supplier's facilities	2,817	1,865
Internal Company Training (Bi-annual)	% of Cisco Supply Chain Operations employees who completed human rights training	100%	N/A
Supplier Training	# of attendees for RBA Code supplier training (newly onboarded suppliers)	more than 31	More than 16
	# of sites for RBA Code supplier training (newly onboarded suppliers)	20	13
	# of attendees for Cisco next-tier supplier management training	89	58
	# of sites for Cisco next-tier supplier management training	more than 60	more than 36
	# of supplier sites attended Forced Labor Training <sup>8</sup>	5	23

<sup>6</sup> The RBA is an industry standard scheme which allows suppliers of multiple customers to demonstrate conformance to a single responsible business conduct standard. Number of workers represent the total supply chain workers in the entire supplier facility audited.

<sup>7</sup> Excluding nonconformances for working hours and social insurance - [Read more here.](#)

<sup>8</sup> FY22 training provided by Responsible Business Association Responsible Labor Initiative; FY23 training provided by Work Better Innovations [Forced Labor Education Project.](#)

## Approval and Signing

The Environmental, Social, and Public Policy Committee of the Board of Directors of Cisco Systems, Inc., which is our principal governing body, has approved this Statement and has delegated authority to the Chief Legal Officer to sign the Statement on behalf of the Board of Directors.



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Name: Dev Stahlkopf  
Title: Executive Vice President, Chief Legal Officer and Chief Compliance Officer  
Date: January 18, 2024

## Approval and Signing for the Australian Modern Slavery Act 2018 (Cth)

### Principal Governing Body Approval

This modern slavery statement was approved by the board of Cisco Systems Australia Pty Limited in their capacity as principal governing body of Cisco Systems Australia Pty Limited as defined by the Australian Modern Slavery Act 2018 (Cth) on January 17, 2024.

### Signature of Responsible Member

This modern slavery statement is signed by a responsible member of the board of Cisco Systems Australia Pty Limited as defined by the Australian *Modern Slavery Act 2018* (Cth).



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Name: Marcus Breaden  
Title: Director, Cisco Systems Australia Pty Limited  
Date: January 18, 2024

## Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

### Governing Body Approval

This modern slavery statement was approved by the board of Cisco Systems Canada Co. in their capacity as governing body of Cisco Systems Canada Co. on January 11, 2024.

### Signature of Board Member

This modern slavery statement is signed by a member of the board of Cisco Systems Canada Co.



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Name: Evan B. Sloves  
Title: Director, Cisco Systems Canada Co.  
Date: January 18, 2024

Last Revision Date: January 2024, for Cisco's fiscal year ended July 29, 2023