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**Dante Pesce**  
**Chair-Rapporteur of the Working Group on the issue of human rights and transnational corporations and other business enterprises**

**Karima Bennoune**  
**Special Rapporteur in the field of cultural rights**

**Fernand de Vareennes**  
**Special Rapporteur on minority issues**

**Ahmed Shaheed**  
**Special Rapporteur on freedom of religion or belief**

**Tomoya Obokata**  
**Special Rapporteur on contemporary forms of slavery, including its causes and consequences**

**Nils Melzer**  
**Special Rapporteur on torture and other cruel, inhuman or degrading treatment or punishment**

**Siobhán Mullally**  
**Special Rapporteur on trafficking in persons, especially women and children**

Dear Special Procedures Mandate Holders,

Thank you for your letter to Cisco CEO Chuck Robbins on the issue of supply chain forced labor. As Cisco's head of Supply Chain Operations, I am pleased to respond.

Cisco has a longstanding commitment to uphold and respect human rights for all people. We strive to identify and manage our human rights impacts, mitigate risks, and maximize opportunities for human rights to flourish. We take our responsibility to respect human rights very seriously, and as risks come to light we conduct due diligence consistent with our [Global Human Rights Policy](#) and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

A statement of our human rights commitment is available publicly in our [Global Human Rights Policy](#), in which we commit to respect human rights as contained in the International Bill of Human Rights and the International Labour Organization's (ILO) eight Core Conventions. Our employees, contractors, partners,



and suppliers are expected to adhere to the commitments made in this policy and are held accountable to them. On an ongoing basis, we seek to identify salient human rights issues, including the right to freely chosen work, to inform the development of our human rights program. Cisco also recognizes the evolving nature of these issues, and we continually welcome input, seek engagement, and learn new approaches to further develop Cisco's commitment to human rights.

Our [Supplier Ethics Policy](#) and [Supplier Code of Conduct](#) reflect our pledge to uphold the human rights of people who work in our supply chain. Specifically, our Supplier Code of Conduct, which is the [Responsible Business Alliance's](#) (RBA) Code of Conduct, is aligned to the ILO's Indicators of Forced Labour and prohibits the use of forced labor and trafficking in persons, as well as other practices including requiring excessive work hours, failing to pay wages due, inhumane treatment, and discrimination and harassment. Our suppliers must also have effective grievance mechanisms and policies and procedures on non-retaliation against workers and whistleblowers, and they must require their next-tier suppliers to adopt the RBA Code of Conduct.

We aim to source components and materials from companies with shared values around human rights. Cisco's Supply Chain Human Rights Governance Committee maintains executive oversight of human rights risks within our supply chain. This committee oversees the integration of human rights policies and priorities into business operations. It also regularly reviews our progress on our human rights priorities.

Consistent with the UNGPs, we conduct due diligence to identify, prevent, mitigate, and address human rights impacts throughout our business operations and within the communities in which we operate. This includes due diligence of our suppliers to assess their conformance to our policies such as the Supplier Code of Conduct. Our [Statement on the Prevention of Slavery and Human Trafficking](#) outlines the specific due diligence, monitoring, and evaluation we perform. For our direct materials suppliers, we conduct annual risk assessments that identify suppliers to be audited pursuant to the RBA [Validated Audit Process](#), including whether vulnerable workers may be at risk of experiencing forced labor conditions. We also conduct regular surveys of our suppliers to assess our connection to potential human rights impacts. We maintain supplier scorecards to continuously monitor suppliers' performance to our expectations which include factors such as RBA audit performance and upholding human rights within their operations. In addition to abiding by our Supplier Code of Conduct in their own operations, our suppliers are required to monitor their own suppliers to ensure compliance with the Code.

We educate our employees in our supply chain organization on how to detect warning signs of salient human rights risks, including the right to freely chosen employment, and how to report incidents that may require further action. We also offer training to suppliers on our Code of Conduct, including on the Code's forced labor provisions. Cisco employees, workers in our supply chain, and other stakeholders and third parties can report conduct that may constitute a violation of the Supplier Code of Conduct using our [EthicsLine](#), which is anonymous and publicly available in multiple languages 24 hours a day, seven days a week, worldwide.

When we become aware of a potential violation of our Supplier Code of Conduct or Supplier Ethics Policy, we take action to investigate, assess, mitigate and remedy human rights impacts. Some concrete examples of actions we have taken are described in our latest [Corporate Social Responsibility report](#). If



we are not able to satisfactorily address an issue with a supplier, we may terminate the supplier relationship.

In addition to engaging directly with our suppliers, we also collaborate with industry peers through the RBA and its Responsible Labor Initiative, a multi-industry, multi-stakeholder initiative focused on ensuring the rights of workers vulnerable to forced labor. Our participation in these industry initiatives helps drive consistent expectations for due diligence and remediation, as appropriate, across the industry.

Cisco's purpose is to power an inclusive future for all and we are committed to treating everyone who works at or with Cisco with dignity and respect. Thank you for the opportunity to respond to your letter on this important matter.

Sincerely,



John Kern  
Senior Vice President, Supply Chain Operations