US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Cisco Systems

Indicator	Finding - 2025	Source	Source Link	Yes/No Change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	Cisco's Human Rights Policy formalizes our long-standing commitment to uphold and respect human rights for all people. Human rights are the fundamental rights, freedoms, and standards of treatment belonging to all human beings by virtue of being human. Cisco upholds and respects all internationally recognized human rights as contained in the 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 International Labour Organization (ILO) conventions... ...Cisco is committed to the UN Guiding Principles on Business and Human Rights (UN Guiding Principles) which include the development of a human rights policy, a framework to assess and mitigate known risks, and mechanisms to report and remedy grievances where they occur. [Global Human Rights Policy] Cisco recognizes that certain vulnerable groups are disproportionately susceptible to adverse Human Rights impacts. In this context, Cisco commits to the following guiding principles and to	Global Human Rights Policy Respecting the Rights of Vulnerable Groups Policy	https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf https://www.cisco.com/c/dam/en_us/about/supplier-information/respecting-the-rights-of-vulnerable-groups-policy-external.pdf	No Change	
Human rights policy - ILO Core Labor Standards	See above				
Forced labor & prison labor	Prohibit forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons.	Global Human Rights Policy	https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf	No Change	
Human rights defenders & civic space	We commit to zero tolerance of threats, intimidation, and attacks (both physical and legal) against human rights defenders who raise allegations that Cisco caused, contributed, or is directly linked to human rights impacts. We commit to working with human rights defenders... to create safe and enabling environments for civic engagement and human rights at local, national, and international levels.	Global Human Rights Policy	https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf	No Change	
Gender equality and women's empowerment	Cisco is committed to respecting the rights enshrined in the following internationally recognized standards:...• Convention on the Elimination of All Forms of Discrimination Against Women ...Aligned with our dedication to inclusion, diversity and social justice, 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. [Global Human Rights Policy] Cisco recognizes that certain vulnerable groups are disproportionately susceptible to adverse Human Rights impacts. In this context, Cisco commits to the following guiding principles and to working collaboratively through the supply chain to advance these principles in practice. Defining vulnerable groups. We consider vulnerable groups to include: minoritized religious, political, racial and ethnic communities; marginalized populations; migrant workers; women; children; people with disabilities; LGBTQ+ communities; mining communities; Human Rights defenders; and any other groups of individuals who are disproportionately exposed to adverse impacts or who have inequitable access to remedy. Further guidance on vulnerable groups is provided below. Respecting the rights of vulnerable groups. Our commitment includes the implementation of a framework toassess and mitigate known risks, and mechanisms to report and remedy grievances where they occur. We conduct due diligence to identify and assess actual and potential adverse impacts and aim to cease, prevent, and mitigate adverse Human Rights impacts. To help us meet	Global Human Rights Policy Respecting the Rights of Vulnerable Groups Policy	https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf https://www.cisco.com/c/dam/en_us/about/supplier-information/respecting-the-rights-of-vulnerable-groups-policy-external.pdf	No Change	

Indigenous Peoples	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....	Global Human Rights Policy	https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf	No Change
Natural resources				
Responsible mineral sourcing	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. Cisco does not directly procure minerals from mines, or the smelters or refiners that process them, but we influence upstream supply chain actors through our policies and practices. Our goal is to work collaboratively through the supply chain to source minerals consistent with our values around human rights, business ethics, labor, health and safety practices, and environmental responsibility. We believe this can be done while continuing to source responsibly from certain high-risk regions, and artisanal and small-scale mines.	Cisco Responsible Minerals Policy	https://www.cisco.com/c/dam/en_us/about/citizenship/environment/docs/responsible-minerals-policy.pdf	No Change
Conflict minerals	Require our supply chain to source 3TG and cobalt from smelters and refiners that (i) are conformant to the Responsible Minerals Assurance Process (RMAP) or other cross-recognized standards; (ii) align with regulatory requirements in all markets where Cisco does business, including conducting screening for compliance with applicable trade and customs laws; and (iii) have not otherwise been designated as high-risk by Cisco; Conduct due diligence to identify and mitigate risks in our supply chain for 3TG and cobalt, following the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, including all risks identified in Annex II of the OECD guidance, some of which include any forced labor, 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	Cisco Responsible Minerals Policy	https://www.cisco.com/c/dam/en_us/about/citizenship/environment/docs/responsible-minerals-policy.pdf	No Change
No deepsea mining	No evidence			No Change
Land rights	No evidence			No Change
Free, Prior, and Informed Consent (FPIC)	No evidence			No change
Technology				
Responsible AI	Cisco's Responsible AI Principles and approach described below form the foundation of our AI governance framework – to build safe and trustworthy AI. We have translated each principle into concrete working practices that appear in italics after each description. Realizing AI's significant promise while adhering to standards for transparency, fairness, accountability, privacy, security, and reliability is an ongoing mission at Cisco.	Core Principles for Responsible Artificial Intelligence	https://www.cisco.com/c/dam/en_us/about/doing_business/trust-center/docs/cisco-responsible-artificial-intelligence-principles.pdf	No Change
Human rights policy - freedom of expression and information and privacy	In our most recent saliency assessment, conducted in FY25, Cisco identified the following human rights issues as most salient: the right to privacy and data security, labor rights, bodily security/psychological impacts, freedom of association, freedom of expression and access to information, access to remedy, right to political participation, right to an adequate standard of living, right to land and a healthy environment. [Global Human Rights Policy] At Cisco, we are strongly committed to an open global Internet. We build our products to promote the free flow of information, privacy, and freedom of expression. . . Cisco will continue to follow certain internal rules that it has adhered to for decades with respect to its products to ensure that our business activities will not undermine the right of access to information and the right of freedom of expression [Webpage - Cisco's position on government use of technology to curtail freedom of expression]	Global Human Rights Policy Webpage - Cisco's position on government use of technology to curtail freedom of expression	https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf https://www.cisco.com/c/m/en_us/about/csr/esg-hub/trust/freedom-of-expression.html#:~:text=typing%20to%20search:-,Cisco's%20position%20on%20government%20use%20of%20technology%20to%20curtail%20freedom,with%20which%20th	No Change
Living wage				

Living wage, own operations	In order to uphold and respect the human rights of all people, including employees and those who work for and with our suppliers and contractors, Cisco is taking steps to deepen our understanding of living wage within our own operations and supply chains. For example, Cisco has formed an internal cross-functional working group that is monitoring and assessing methodologies and standards on living wage, and we have taken steps to educate representatives of key internal functions on this concept. Cisco also engages in industry efforts such as the RBA Living Wage Taskforce and is a corporate sponsor of the Anker Research Institute. Through these engagements, Cisco is committed to understanding common approaches, documenting best practices, and promoting harmonization.	Human Rights in the Supply Chain	https://www.cisco.com/c/m/en_us/about/csr/esg-hub/supply-chain/human-rights.html	Yes Change	Understanding the application of living wage to our own operations and supply chains is an important part of Cisco's long-standing commitment to uphold and respect human rights for all people. Cisco continues to advance our living wage strategy for our own operations and supply chains through an internal cross-functional working group. To this end, we have strengthened our efforts by assessing external methodologies and developing internal procedures. Cisco also continues to engage in industry efforts, such as the RBA Living Wage Taskforce, and provide corporate sponsorship to the Anker Research Institute. Cisco is committed to internally implementing processes for analyzing living wage and its applications to our business as well as externally promoting harmonization as this field continues to develop.
Living wage in supply chain	See above				See Above
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	Supplier site assessments include forced labor indicators, such as deception during recruitment, identity document retention, wage withholding, debt bondage, abusive conditions, and restriction of movement. [Human rights in the supply chain] Cisco makes the following commitments to respect, support, and promote human rights. We expect our partners and suppliers to make commitments aligned to these standards.... Assess and address Cisco's salient human rights issues, track the effectiveness of the Cisco's response, and transparently report on corporate support of and performance on human rights.[Global Human Rights Policy] 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. Similarly, in 2018, we incorporated security, privacy, and human rights principles into AI design, leveraging the existing Cisco SDL. In our supply chain, we prioritize due diligence where the risk of adverse human rights impacts is most significant due to the operating context, products/services involved, and other considerations... ...Our human rights due diligence process draws on both internal and independent external human	Human rights in the supply chain Global Human Rights Policy Webpage - Human rights due diligence	https://www.cisco.com/c/m/en_us/about/csr/esg-hub/supply-chain/human-rights.html https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf https://www.cisco.com/c/m/en_us/about/csr/esg-hub/trust/due-diligence.html	Change in language in Human rights in the supply chain source. No changes to other sources.	Supplier site assessments identify key risk indicators, such as unethical recruitment, identity document retention, wage withholding, poor working conditions, debt bondage, and restriction of movement. [Human Rights in the Supply Chain]
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	See conflict minerals				
Affected stakeholder engagement	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 vulnerable groups. [Webpage - human rights due diligence] 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. [Global Human Rights Policy]	Webpage - Human rights due diligence Global human rights policy	https://www.cisco.com/c/m/en_us/about/csr/esg-hub/trust/due-diligence.html https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf	No Change	
Human rights requirements in supplier code/requirements	Cisco expects its suppliers to operate in accordance with the RBA Code of Conduct, which includes provisions covering responsible management in labor, health & safety, environment, and ethics. [Supplier Code of Conduct] The RBA Code of Conduct is a set of social, environmental and ethical industry standards. The standards set out in the Code of Conduct reference international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and many more. [Webpage - RBA Code of Conduct]	Supplier Code of Conduct RBA Code of Conduct	https://www.cisco.com/c/en/us/about/csr/impact/environment/supplier-code-of-conduct.html https://www.responsiblebusiness.org/code-of-conduct/	No Change	
Access to remedy					

Grievance mechanism for own employees	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." [Webpage - Ethics Concerns] "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. Sending an email directly [...]. Making a call through the EthicsLine, also hosted by NAVEX. The EthicsLine is available 24 hours a day, seven days a week. Issues are documented by a highly trained interview specialist and disseminated to appropriate Cisco management who will promptly address the matter. Interpreters are available to assist with the interview if deemed necessary by the caller. Callers have the option to remain anonymous when reporting concerns, although some countries do not allow such concerns to be reported anonymously. Details of these restrictions are provided in the country-specific dialing instructions	Webpage - Ethics Concerns Webpage - Ethics Point	https://www.cisco.com/c/m/en_us/about/csr/esg-hub/trust/ethics.html https://secure.ethicspoint.com/domain/media/en/gui/66327/index.html	No change to original sources. Adding additional source.	We all have a responsibility to speak up when something doesn't feel right — even if we don't have all of the details. If you see or suspect a violation of our Code or Cisco policy, speak up. You can report concerns anonymously where permitted by law to the Cisco EthicsLine. Your report will be handled promptly, efficiently, and with every effort to maintain confidentiality. [Cisco's Code of Business] https://s21.q4cdn.com/812015656/files/doc_downloads/code-of-conduct-new/FY26COBC_English.pdf
Grievane mechanism for workers - supply chain	See above				
Grievance mechanism for external individuals & communities	See above				
Governance and staffing					
Board and/or C-Suite-level oversight	The BHR team also regularly reports to Cisco's Executive Leadership team and the Cisco Board of Directors on its progress to maximize human rights benefits, mitigate potential human rights harms, and respect ethical principles in our technology solutions and day-to-day operations.	Global human rights policy	https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf	No Change	
Senior level responsibility for human rights	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 BHR team reports up to Cisco's Chief Legal Officer and is staffed by business and human rights specialists who partner with teams across Cisco to manage human rights risks across Cisco's global business. Cisco's Human Rights Advisory Committee, a cross-functional team of executives and senior-level employees, provides oversight and advice on Cisco's overall human rights management strategy.	Global human rights policy	https://www.cisco.com/c/dam/assets/csr/pdf/Human-Rights-Policy.pdf	No Change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Incuded in FY24 Purpose Report	FY24 Purpose Report	https://www.cisco.com/c/dam/m/en_us/about/csr/esg-hub/_pdf/purpose-report-2024.pdf	FY25 Purpose Report	https://www.cisco.com/c/dam/m/en_us/about/purpose/reporting-hub/_pdf/purpose-report-2025.pdf
Transparency Report	Includes data through June 2024	Transparency Report	https://www.cisco.com/c/m/en_us/about/trust-center/transparency-report.html#/	Yes Change	Includes Data from 2025
Memberships					
RBA	Yes	RBA	https://www.responsiblebusiness.org/about/members/	No Change	
RMI	Yes	RMI	https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/	No Change	
GNI	No	GNI	https://globalnetworkinitiative.org/who-we-are/members/	No Change	
IRMA	Yes	IRMA	https://responsiblemining.net/members-partners/#irma-member-list	No Change	
WEPs (signatory)	Philippines and Australia subsidiaries	WEPs	https://www.weps.org/companies	No Change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	We support the CSDDD and call on European decision makers to do so as well.	CSDDD Business Statement signatory	CSDDD_Business_Statement_2024.pdf	no change	

Anti-bribery and anti-corruption policy	Cisco and its affiliated entities worldwide (Cisco) are committed to doing business with integrity and according to the highest anti-corruption standards. All Cisco employees, partners, and suppliers are expected to conduct themselves with honesty, fairness, and high ethical standards, abiding by all anti-corruption/anti-bribery laws and avoiding even the perception of impropriety." [Anti-Corruption and Anti-Bribery Policy, 1] "Consistent with laws around the world, we at Cisco do not promise, offer, give, accept, or authorize the giving or receiving, directly or indirectly, of a bribe or "anything of value" [...] to or from ANYONE to improperly influence any act or decision, to obtain or retain business, or to secure any other improper advantage for Cisco." [Anti-Corruption and Anti-Bribery Policy, 2]	Anti-Corruption and Anti-Bribery Policy	https://www.cisco.com/c/dam/en_us/about/doing_business/legal/docs/anti-corruption-bribery-policy.pdf No Change

//END//