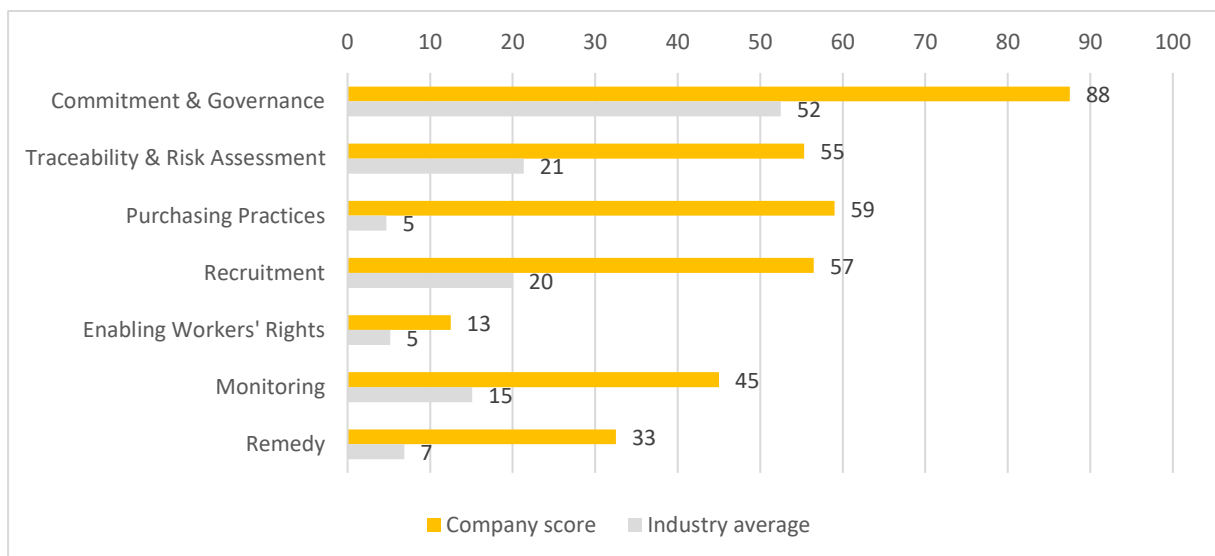


Cisco Systems Inc. (Cisco)

TICKER
 CSCO

MARKET CAPITALISATION
 US\$205 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: [Yes \(Disclosure of Subsidiary\)](#)
OVERALL RANKING
3 out of 45
[2022 Rank:](#) 3 out of 60¹
OVERALL SCORE
51 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST

Yes (Names only, not addresses)

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN²

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

Yes

HIGH-RISK SOURCING COUNTRIES³
 China and Malaysia

SUMMARY

Cisco Systems Inc. (Cisco) ranks 3rd out of 45 companies. Since 2022, the company improved on the themes of Traceability & Risk Assessment, Purchasing Practices, and Recruitment. In particular, the company discloses additional detail on forced labour risks identified across its supply chains, data on its forecasting practices, new recruitment fee remediation examples for suppliers' workers, and training on responsible recruitment for suppliers and sub-suppliers in Taiwan. However, the company did not improve across other themes. As such, the company maintained its rank. Notably, the company has the highest score on the theme of Purchasing Practices. KnowTheChain identified one allegation of forced labour in the company's supply chains, related to alleged Uyghur forced labour. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers. The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Enabling Workers' Rights and Monitoring.

LEADING PRACTICES

Commitment & Governance: Cisco discloses capacity-building with suppliers on its supply chain standards addressing forced labour, via "next-tier supplier management training" which trains suppliers on communicating and implementing the requirements of the supplier code of conduct with their own suppliers. The company discloses evaluation of the effectiveness of this effort, stating that 58 attendees from 36 supplier sites attended this training and that evaluation of the training found that suppliers gained a better understanding of supplier management of lower tiers.

Purchasing Practices: The company discloses forecast visibility has been extended across its hardware products to a rolling 24-month window, with forecast versus actual order discrepancies reviewed on a quarterly basis. It states it has assessed the impacts of factors including supply shortages, forecast accuracy, production goals and lead times on working hour fluctuations at supplier facilities and as such worked with suppliers to increase forecasting visibility.

Recruitment: Cisco discloses ensuring remediation of US\$1.7 million in fee repayments to more than 2,200 workers in Malaysia, Singapore, and Taiwan, encompassing both direct and sub-tier suppliers. The company discloses a case study whereby workers who had already left their employment at its supplier were repaid for recruitment fees after a grievance was reported. In addition, it discloses an example of a fee investigation at a component supplier in Taiwan which found workers had paid fees, and had also paid fees at a previous employer they had transferred from. It outlines the process for itemising fees paid with both current and previous employers and fees charged along the recruitment journey, resulting in the repayment amount due to workers doubling.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company outlines its human rights risk assessment process as well as two impact assessments in Mexico and Thailand, and discloses detail on the forced labour risks identified. The company is further encouraged to disclose examples of how it engages with relevant stakeholders including workers, unions, and civil society organisations to address identified forced labour risks. The company is encouraged to assess

and disclose how it measures the percentage of workers being paid a living wage in its supply chains.

Enabling Workers' Rights: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company is encouraged to disclose examples, covering different supply chain contexts, of how it improved freedom of association and/or collective bargaining for its suppliers' workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

Monitoring: The company discloses its use of the RBA's Validated Assessment Program to monitor suppliers against the standards of its supplier code of conduct, and discloses detail on the findings of its audits at first and sub-tier suppliers. The company is further encouraged to adopt and disclose a supplier monitoring process that includes worker-driven monitoring (i.e. monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), which may help the company detect forced labour risks in its supply chains.

¹ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2025.

² Research conducted through September 2024 or through December 2024, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

³ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2025 ICT benchmark findings report](#).