

2023

# UK Gender Pay Gap Report



At Cisco, we are committed to our purpose of powering an inclusive future for all. We champion diversity, equity, and inclusion (DE&I) in everything we do. They aren't just buzzwords for us, but are deeply embedded in our culture.

In so many ways, our business only works as part of a wider ecosystem, and we know that aspects of DE&I, along with our impact and responsibility to drive them, must sit at the centre. Which is why we continue to promote the issues important to us beyond our own organisation, to help enact real change.

Our inaugural Inclusion Summit at the end of 2023, was a key initiative from our community to help address the change needed. We believe that it was one of the first of its kind in the technology industry, with customers and partners across the UK invited to highlight and discuss topics that help or hinder inclusion in their organisations – from intersectionality, neuro-inclusion, diversity in recruitment and much more.

However, driving an inclusive future needs to start with us. We are proud of the ways in which we are recognised by the industry as a Great Place to Work, but

more importantly by our people. It stems from wanting to do the right thing for our employees. Empowering them to share their ideas, experience a sense of pride in their work, and have access to opportunities to grow and thrive at every level.

Across the UK and Ireland, we have 17 active Inclusive Communities, made up of people from different backgrounds and abilities. 35% of our employees actively participate in at least one community, with many being members of multiple. These are places where diverse groups of employees connect, build powerful new relationships, explore their unique passions and talents, innovate, and excel.

One of the most active Inclusive Communities is Women of Cisco. Its vision is to create a community with opportunities for women to network, develop leadership skills, and serve as agents for change. The Women of Cisco team recently launched a webinar series titled 'Let's Talk About It', where employees (both men and women) discussed more sensitive topics and shared personal stories ranging from endometriosis and menopause, to baby loss and grief.

Similarly, at one of our quarterly Community All Hands meetings last year, we hosted

an open and frank panel discussion to confront some more challenging lived experiences in the workplace, through the lens of feedback received from Women of Cisco. By encouraging difficult conversations at work, we want to break the stigma, and empower our people to bring their true selves to work. We also put our understanding of employees' needs into action by, last year, introducing an assisted fertility benefit and menopause programme, supporting women at different stages of their personal lives. And already this year, we've launched an Adult Caregivers Network in the UK – which crucially to date we've seen more women engage in.

The reason I highlight these initiatives, is that we know that life doesn't stop at the office door. For our employees to be able to be the best versions of themselves, we have to see the whole person; because there is inevitably more to life that we either want to celebrate or might need support with.

With our purpose always guiding us on our journey, we will continue to address gaps and create a place where everyone can thrive.



**David Meads**

Chief Executive,  
Cisco UK & Ireland

*\* To align with UK government reporting requirements, data in this report refers to the traditional sex categories of male and female. Cisco respects that gender is on a non-binary spectrum, based on the employee's self-identification, and reporting in this manner should not be interpreted as our position on the issue. We confirm that per regulatory requirements, our gender pay gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting.*

## What is the UK Gender Pay Gap Report?

The Gender Pay Gap Reporting (GPGR) legislation requires employers in the UK with 250 or more employees to publish calculations annually showing the pay gap between their employees who identify as men and women.

## What does the UK Gender Pay Gap measure?

The UK Gender Pay Gap is a basic calculation of the percentage difference between average hourly earnings for men and women, regardless of the work they do. Earnings include base pay, allowances and any other bonus and incentive pay, paid 6 April 2022 – 5 April 2023.

## What isn't measured?

The pay gap is not a measurement of equal pay. It is one basic measure across all jobs, not a measure of the differences in pay between men and women doing similar work. Consequently, a company may have a gender pay gap in this report even if it pays those who identify as men and women fairly in similar roles that are paid more in the marketplace, including technical and engineering roles.



## Cisco's innovative framework for compensation fairness

Understanding the many factors influencing differences in pay, and the fairness and inclusivity of an organisation's compensation system is complex.

At Cisco, we've built an innovative framework to test our complex compensation system and its overall health. Our regular reviews look at key factors that influence an equitable talent environment, with the goal of designing and delivering fair and equitable pay throughout the entire employment life cycle.

# Delivering on Cisco's longstanding commitment to compensation fairness

Whilst the Gender Pay Gap shines a light on macro differences in pay and representation, Cisco's detailed fairness reviews show that our people are paid fairly for the specific jobs they do. Since we have a higher representation of men in the higher paying roles, gaps are negatively amplified using the Gender Pay Gap Report (GPGR) methodology.

Cisco has made an ongoing commitment to fair and equitable pay for similar work, regardless of gender. Our approach to pay parity is based on a more holistic and comprehensive methodology, which takes into consideration variables that impact pay. Beginning in 2017, Cisco has completed an annual analysis to assess gender pay differences in each country. Our model compares employees doing similar work (same location, same grade, and similar job) and uses both quantitative and qualitative analysis to ensure fair pay.

We have now completed our sixth cycle of pay review in the UK, all of which revealed a healthy and fair pay practice. Our 2023 fairness review resulted in no salary adjustments being made as there were no identified gaps requiring adjustments.

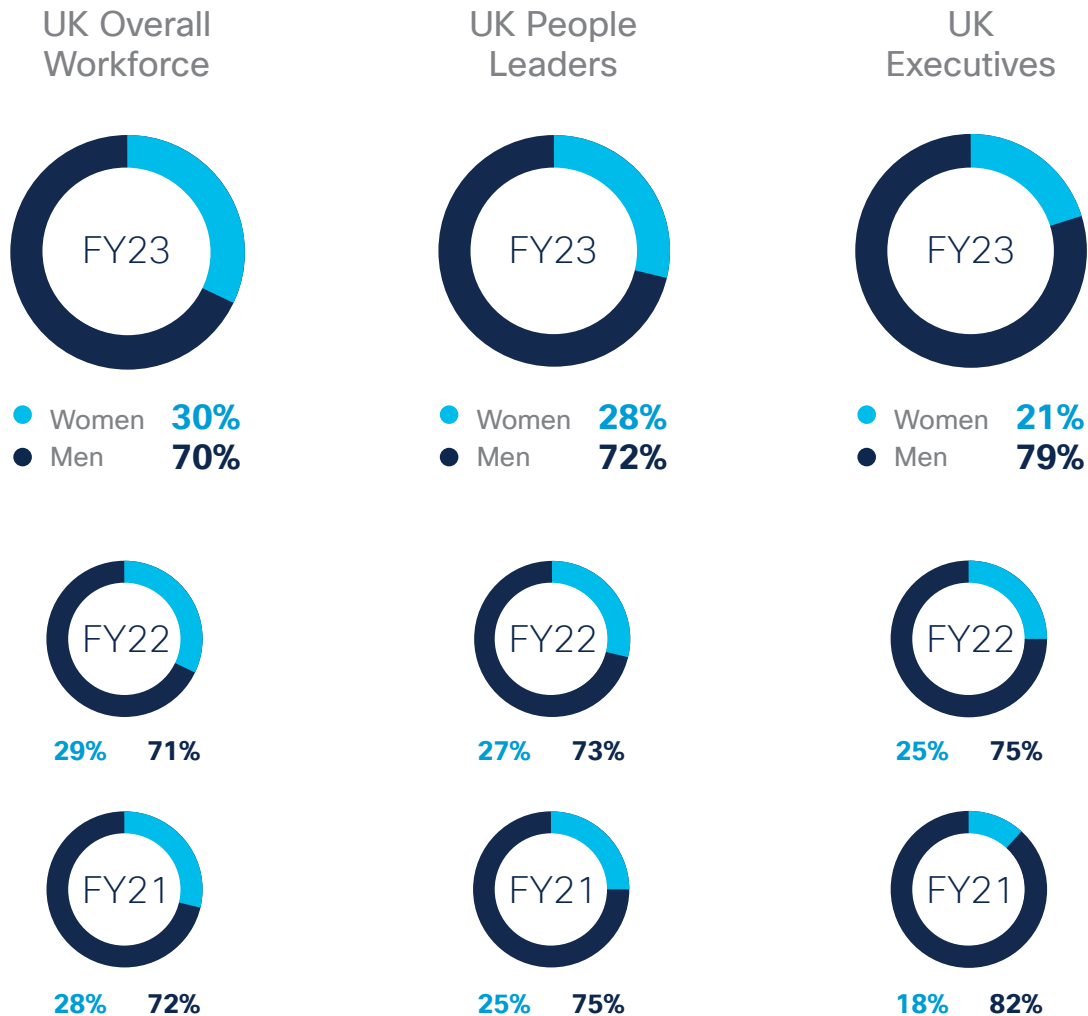
In our fiscal 2021, we expanded our approach to Fair Pay beyond base salary to include additional forms of compensation fairness such as promotion, bonus, and stock decisions made in our reward programmes.

During our most recent compensation rewards programme, we have completed pay fairness reviews for bonus pay-outs, stock and promotions and made adjustments where necessary.

Because our workforce is constantly changing, pay parity is an ongoing commitment. We regularly analyse data across Cisco and, where necessary, make upward adjustments to ensure fairness.



# Workforce Snapshot FY23



## Understanding the market for diverse talent

As a tech company, Cisco faces some well-known challenges in growing gender diversity, especially in higher paid technical roles. According to LinkedIn, Sales (Systems) Engineers and Network Engineers in the London metro area are respectively, only 11%\* and 15%\* women.

Compared to our aspirations for accelerating gender diversity within these positions, the talent market is quite small. Gaining a better understanding of this market is a critical step in finding uncommon solutions to an issue that is common within our industry.

Cisco has developed a suite of real-time leadership tools and business intelligence that are transforming our understanding of the talent market across job family and geography. This will allow us to shift our talent strategy to create new pipelines of diverse talent.

\*LinkedIn data pulled from LinkedIn Insights in January 2024

# 2023 UK Gender Pay Gap Data & Insights

## Compared to 2022, we report:

- 1 A decrease in our mean gender pay gap from **18.4% to 17.1%**
- 2 A decrease in our median gender pay gap from **19% to 15.9%**
- 3 A decrease in our mean gender bonus pay gap from **33.1% to 31.1%**
- 4 A slight increase in our median gender bonus pay gap from **53.1% to 55.6%**

## Proportion of Men & Women in Each Pay Quartile

	Women	Men	Women 2023 vs 2022	Women 2023 vs 2021
Upper	22.3%	77.7%	+2.5%	+3.7%
Upper Middle	24.6%	75.4%	-0.6%	+2.4%
Lower Middle	31.7%	68.3%	+2.4%	+3.6%
Lower	39.9%	60.1%	-0.6%	-0.4%

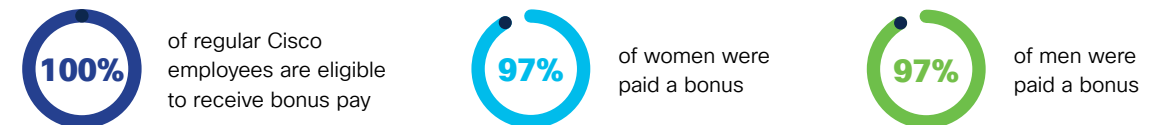
\* The percentages of men and women employees within quartile pay bands, calculated by dividing our total full-pay workforce into four equal parts.

## Cisco Hourly & Bonus Pay Gap Data

	2023	2022	2021
Mean gender pay gap	17.1%	18.4%	15.3%
Median gender pay gap	15.9%	19%	18.7%
Mean gender bonus gap	31.1%	33.1%	29%
Median gender bonus gap	55.6%	53.1%	52%

\* For the purposes of this analysis, a bonus is defined as any cash payment over and above the base salary.

## Bonus Pay Distribution



\*Percentage of women & men who were paid a bonus in the relevant 12 months period. Eligibility for bonus is determined by factors such as start date.



# Understanding the Data

A pay gap identified through the GPGR process shows a very broad overview of a gender pay comparison across the organisation without consideration of the actual work performed by the employees of their level or work history in and out of Cisco. Whilst gender pay gaps identified via GPGR can be effective at placing a spotlight on an important industry and cultural issue, additional factors must be considered to better understand whether men and women within an organisation are paid fairly for doing similar work.

This year's report showed positive progress, as evidenced by a decrease of our mean and median gender pay gaps, as well as our median gender bonus gaps compared to last year's reporting (there was a slight increase in our median gender bonus pay). Through our own internal analysis, we attribute this to a fluctuation in people movement at the mid-level grades, and higher paid senior leadership levels, which in turn led to increased women representation in the lower-middle and upper pay bands.

Significantly, our overall representation of women has increased, and can be partly attributed to the highest percentage of women hiring in Cisco UK in the past 3 gender pay gap reporting periods. The proportion of women hired during this period increased or remained the same across all grading levels (except one) when compared to the last reporting period.

Cisco interprets the gaps identified through this reporting process as indicators of a well-known challenge - a gap between the numbers of men and women in higher paying jobs. Addressing this gap is a key area of focus.

Cisco's detailed fairness reviews continue to show that our people are paid fairly for the specific jobs they do.

## Accelerating the Pace

At Cisco, our commitment to inclusion inspires us to act boldly and deliberately to accelerate fairness, inclusion, and equitable access to opportunity. In 2023, we have seen both progress and new possibilities arise. In the UK, accelerating solutions for full spectrum diversity and addressing gender gaps across the board are top priorities, particularly within key sales and technical positions.

Our industry and workplaces are evolving rapidly with elements influencing hiring practices such as hybrid work and employee selectivity. These factors accelerate the need to understand all factors in the attraction and retention of talent.

As part of this, the company has placed a strong focus on building inclusion into the hybrid workplace. At Cisco, we believe “Work is not a place you go. It’s what you do.” – Francine Katsoudas, Cisco Executive Vice President and Chief People, Policy & Purpose Officer. We are working in a way that is more flexible, more innovative and more inclusive.

The hybrid work model which offers employees and teams more autonomy in choosing how and where they do their work has allowed Cisco to think deeply about our preferred work styles, team dynamics, and individual wellbeing to create an inclusive, positive environment for all. Not only do we believe this will benefit our existing employees, but it will also widen our applicant talent pools and help in curbing attrition by providing much needed support and flexibility.

### Hiring:

Women representation, as a percentage of the total employee base, has grown consistently over the past 4 years. At the start of FY24, Cisco’s UK workforce was 30.4% women. The main driver has been a consistent focus on hiring a more diverse workforce, one we intend to build upon. To deliver on our commitment to addressing the gender gap, we are shifting mindsets when it comes to searching for and interviewing candidates.

Our mindset is evolving to focus less on hiring quickly, and more on taking the time to conduct an extensive search to unlock a wider candidate pool, and to be even more conscious about diverse interview and candidate slates. This can be evidenced in the recent accolade awarded to our UK and Ireland Women of Cisco Inclusive Community for Best Diversity Recruitment Initiative of the Year 2023 – awarded by CRN Women and Diversity in Channel Awards.

Additionally, the growth we are seeing in women in People Leader roles is significant, with our greatest representation to date. We believe the growth of women in the organisation and People Leader roles are key indicators of success in breaking through the challenges we see in the IT industry.

Our growth has been fuelled largely by strong hiring which has been consistent at about

30% women over the past five years. In 2023 specifically, women were 36% of Cisco’s hiring in the UK in the timeframe from 5 April 2022 to 5 April 2023.

This trend represents a movement toward a more diverse and inclusive workplace, one we intend to build on even further.

### Attrition:

External research on attrition highlights the stress and domestic workload both women and men face as carers. This stress is beginning to be reflected in their career perspectives and physical and mental well-being. To support our employees who are carers, we provide a range of benefits that reflect the demand on modern families:

- Critical Time Off – with up to 4 weeks paid leave for unforeseen absence, and separate to annual leave
- Flexible work packages
- A free carer concierge service to support employees caring for the elderly or those with complex needs
- Back-up care for child or adult dependants
- Employee and Family Assistance Programme which is universally available and provides 24/7 access to counselling

### Promotions:

In our most recent rewards programme, women were as likely as men to receive a promotion in the UK. Cisco’s promotion parity initiatives, as well as many other successful leadership development programmes to help women develop in their careers, have proven to be highly effective over time.

2023 marked the 10-year anniversary of Cisco’s top global women’s leadership programmes originating in EMEA – DARE and Jump. DARE, an introductory solution for women early in career focuses on self-discovery and professional development for emerging leaders, with more than 900 active alumni. Jump, with over 1700 global alumni, supports promotion and retention for women in leadership roles.

Importantly, feedback around programmes such as Jump indicates that these contribute to women employees having a strong desire to stay at Cisco, and the ability to earn promotions throughout their career, highlighting the impact they can have.





# Let's Talk About It

At Cisco, we are committed to encouraging open dialogues about sensitive and sometimes overlooked topics. We believe that such conversations not only strengthen trust, but also empower us to pinpoint the necessary support for creating an even safer environment for our employees. Our goal is to cultivate a workplace where everyone feels at ease sharing their personal experiences.

This is evident in the webinars organised by our Women of Cisco UK and Ireland Inclusive Community called 'Let's Talk About It'. These sessions revolve around topics suggested by our employees themselves, reflecting the issues they feel are of significant importance to them. The subjects covered in these sessions are diverse, and encompass sensitive matters such as women's health (including menopause), endometriosis, infertility, surrogacy, miscarriage, baby loss, depression & anxiety, physical health issues of black, brown, and other women

from minority/marginalized groups, sober curiousness, choosing to be child free, and neurodiversity.

These topics do not exclusively pertain to women and can resonate with a broad range of our employees, whether these have affected loved ones or friends. The decision to conduct these sessions as a regular series of hour-long webinars, and continue to provide them into 2024, further enhances the impact of these in fostering an inclusive environment.

In these sessions, Women of Cisco leverage Cisco UK's strategic wellbeing partnerships with Pavelka (our Cisco wellbeing initiative) and Bupa (Cisco UK's health insurance provider), as well as engaging with charities such as Tommy's (the largest UK pregnancy and baby loss charity) to provide expert insights into the various topics discussed. This approach ensures that the sessions remain highly engaging and personal, incorporating shared stories from our Cisco

community wherever individuals feel comfortable doing so.

The true strength of these sessions lies in their ability to facilitate a free exchange of personal experiences and stories. Our employees are encouraged to share the uncomfortable, with this openness aiming to foster a sense of solidarity and understanding, further helping create a supportive environment for all.



This series has enabled us to have honest and real conversations on critical topics that impact our employees. It has fostered a safe environment for us to learn, understand, empathise and support, whilst increasing understanding of these issues. This series has led to a deeper understanding for managers around women's health issues, and when this deeper awareness is present, it becomes a catalyst to change and an allyship vehicle that enriches our inclusive culture."



**Alpa Tankaria**  
Distribution Marketing Manager UKI and Women of Cisco UKI Co-lead

# Service and Success

Cisco recognises that each person brings their own unique talents, and when these talents are combined with a passion or a mission, we can make a huge difference.

Annette O'Connor is an Emerging Talent Lead within our People & Communities team, working closely with early-in-career talent to match their unique skills with fulfilling roles within the Cisco ecosystem. Alongside this, Annette also serves as a reserve soldier in the British Army's Royal Corps of Signals. She explained: "Service in the army tests your mental and physical resolve, which is essential for deployment on overseas or UK operations. The importance of teamwork and communication, which are fundamental in any organization, resonates strongly in my dual roles of Cisco manager and army signaller and has shaped the foundation of my management style as a Leader in Cisco"

At Cisco, we encourage our employees to follow their passions, both inside and outside of work, to foster an environment where employees can pursue their passions both professionally and personally. For Annette, this ethos has empowered her to leverage

her leadership and coaching skills in her day job with Cisco, and in her reservist role by supporting community engagement & recruitment events for the British Army. She adds: "The army teaches you the importance of teamwork, tenacity and patience. It's important to have structure and direction so you can ensure everyone is focused on the job at hand. These are things that create highly effective teams and drive us toward success."

Our commitment to supporting serving veterans and their families has been recognised with the prestigious Employer Recognition Scheme Gold Awards under the Armed Forces Covenant. This accolade recognises our organisation's endeavours to support our employees who are part of the Veteran Enablement & Troop Support (VETS) network through our policies, benefits and Inclusive Community involvement. This support includes paid leave for Reservists and Cadet Force Adult Volunteers, and critical time off for spouses of serving Armed Forces Personnel during periods of upheaval.

Annette also co-leads the charity pillar for VETS, and as part of her role, alongside another Royal Signals Reservist and a VETs ally, organises charity events and giving back opportunities for Cisco staff across the UK. Recent charity initiatives include work alongside The Poppy Factory - supported by Cisco's Chief Diversity, Equity, and Inclusion Officer, Gloria Goins - and Walking with the Wounded, in which she led a team of Cisco VETs and allies on a 28km hike through the Lake District. These initiatives demonstrate how developing skills, coupled with commitment, teamwork and passion can really make a difference.



**Annette O'Connor**

Emerging Talent Leader & Royal Signals Reservist Soldier



As a Woman in Tech, it's important to remember that you don't need to be technical to work in this industry. Throughout my journey into a leadership role, I have been able to craft new skills to help me in my roles. One piece of stand-out advice that has remained a fundamental part of my development toolkit was on the importance of having a mentor or coach. Whether in tech or any industry, their impartial perspective can significantly contribute to career growth and overall success.



# Diversity, Equity and Inclusion in our UK & Ireland Cisco Ecosystem



Our UK Inclusion Summit proved to be a transformative platform to share our DE&I strategy, which accelerates and amplifies Cisco's business goals. It also connected our people across the globe in our work to build a conscious culture of belonging & respect.

**Gloria Goins**  
Chief Diversity, Equity, and Inclusion Officer

At Cisco, diversity, equity, and inclusion are essential in fuelling our purpose to power an inclusive future for all. But we know that our true impact lies in what we make happen in our ecosystem, not just in our own organisation. By leveraging Cisco's technology, we have the opportunity to enact real change.

As a key Cisco principle in taking a bold step, we decided to create a platform for discussion and action with our inaugural Inclusion Summit for customers and partners across the UK. The event included compelling internal and external industry keynote speakers exploring personal stories, insights around global and local DEI strategies, and tackled issues of intersectionality, neuro-inclusion, diversity in recruitment and communicating with purpose. The Summit encouraged true engagement, and started

the dialogue on how to embrace individual unique identities and be the force that empowers an inclusive future for all.

As part of our contribution towards building a world that celebrates the uniqueness of every individual, we have set a goal and expectation for 100% of all UK Sales interviews to have a Diverse Interview Panel (DIP). These are interview panels that include members who are gender diverse and in FY23, 96% of interviews within the UK Sales organisation were DIPs.

Our Diverse Interview Training is another critical success factor in empowering all interviewers to conduct and assess consistent quality interviews and to avoid bias. In Cisco UK, no one can conduct interviews without it. So far, 636 UK leaders and 1358 interviewers have taken the training this year, which we believe has led to more informed decisions, a better candidate experience and an increased number of successful hires.

Additionally, a recent best practice incorporated by Women of Cisco in UK and Ireland, was the introduction of a new board role - Inclusive Hiring Advisor. This role was designed to enhance proximity and accountability within our hiring campaigns between the business and our inclusive communities. Ultimately, the creation of this role aligns to our commitment of raising the bar, identifying new opportunities, taking bold actions, and continuing to make a tangible difference for women in IT.

Bold steps such as these provide us with an opportunity to create a lasting impact across our ecosystem and we believe it's incredibly important in helping to continue the conversation. We remain committed to our mission of powering an inclusive future for all and will continue to champion diversity, equity, and inclusion in everything we do.

# Championing every family within Cisco

Here at Cisco, we support our people in whatever they may be facing, with benefits that can make a real difference in their lives and the lives of the people they love. As part of that, we recognise that no two families are the same, and provide benefits that offer solutions designed to support every family, whatever their goals or circumstances.

In April 2022, we introduced our assisted fertility benefit in the UK which entitles all employees to access family planning services including harvesting, freezing, and storage for eggs, sperm, and embryos, IVF services, and fostering/ adoption services.

It was during a Cisco Women of Impact webinar series, which discussed the assisted fertility benefit in detail, that Chloe Taghavi, Small Business Sales Territory Manager, decided to reach out for support. After two and a half years

of trying to conceive, it was only during a conversation with her manager about the process of exploring the benefit that Chloe realised the huge mental strain and psychological impact of her fertility journey so far.

Chloe explains: “For me, it was not only the financial support that Cisco provided but also the emotional support through my managers, wider team and the support services provided by the Bupa specialist fertility team. All this turned my path to parenthood into an incredibly positive experience – I’m delighted that my partner and I will soon welcome our Cisco baby here in the UK!”

Chloe is proud to work for a company that she believes truly cares about its people and community. This is why she’s not only enthusiastic to share with others her Cisco-supported fertility journey, but is also committed to eroding

the stigmas surrounding women in the technology industry. She adds: “Cisco is truly committed to breaking down barriers, and this is evidenced by the enthusiasm demonstrated from the top down. From Chuck Robbin’s all-hands meetings right down to the daily conversations I have with my managers. Together in numbers we’re working to make the industry a more diverse place to be.”



Cisco’s culture is like no other. Here we recognise that everyone has something to contribute with their unique talents, values, and experience. I know that my Cisco family is championing my own growing family, and it’s through the supportive Cisco community that I’ve learned to speak up, lean in and have the confidence to overcome any challenges that get in my way.



**Chloe Taghavi**

Small Business Sales  
Territory Manager

# Innovative Solutions to understanding & overcoming gender challenges

At Cisco we believe the intersection of diversity, inclusion, collaboration and technology creates exponential value. As a company that builds collaboration tools, we are intent on removing barriers to connection and leveraging technology to enable people to participate from anywhere, anytime.

To move beyond transactional and toward transformational change, we must accelerate, integrate, and scale fairness and equity across Cisco. We will achieve this by both evolving our existing inclusion solutions and developing new ones. Data informed insights and digitisation will drive innovation and impact at scale.

As Cisco evolves our approach, our metrics must evolve as well. In October 2022, Cisco launched Self ID in the UK. Self ID is a voluntary programme that gives employees an expanded opportunity to tell Cisco how they identify themselves. Knowing how our

employees identify themselves enables us to understand how inclusive our workplace is and where we have opportunities to innovate. With a critical mass of employees voluntarily participating in Self ID, Cisco can use this data to:

- Help us ensure our benefit offerings are as inclusive as possible for our full spectrum of diversity
- Analyse our recruiting, hiring, promotion, and retention
- Expand our pay fairness analysis
- Advance the objectives of other programmes designed to support employees across the full spectrum of diversity

Self ID is now available in nearly 40 countries. Cisco plans to roll out the programme in other countries as we continue to deliver innovative solutions to some of our most business-critical challenges and opportunities.

## Listening and responding to the needs of our people

Employees everywhere face new challenges each year. Cisco's internal people research discovered that our employees who identify as women were struggling more with their wellbeing in comparison to men, and people leaders were rating their wellbeing lower than individual contributors.

We knew we had to prioritise the wellbeing of our people through flexibility and new approaches fit for the hybrid world. We had 4 'Days for Me' in 2023 – giving employees free paid time off to unplug, take a mental health break, and do something that brings them joy.

Additionally, in the UK, nearly half of women (45%) report that menopause symptoms have negatively impacted their work, which prompted employees at Cisco UK to call for more comprehensive women's health support in the workplace.

In response, Cisco UK introduced the Bupa Menopause Plan into its private medical offerings which enables employees and their dependants to access to services such as consultations with specialist menopause GPs, personalised care plans, specialist referrals, and 24/7 support from menopause-trained nurses. Alongside this, Cisco UK also launched the employee menopause procedure, aimed at increasing workplace awareness of menopause, providing guidance to support pathways, and encouraging discussions among leaders and teams supporting members experiencing menopause.

We will continue to listen to the needs of our employees, build trust, and lead with empathy and flexibility to provide support for our people.

## Changing the equation for talent through sponsorship and shadowing

Cisco has long advocated sponsorship as one of the most powerful ways leaders can connect, advocate, and accelerate the careers of talented employees. In 2017, we introduced The Multiplier Effect, a pledge that leaders can take to sponsor a person different from themselves and support their career advancement—and challenge their peers to do the same.

Globally, 100 percent of Cisco Vice Presidents have taken the pledge. Additionally, 59% of Directors and 33% of People Managers – exceeding our global goals of 40% and 20% respectively.

Additionally, the Women of Cisco's Executive Shadow Programme offers employees a unique chance to gain firsthand experience from seasoned executives across the company's global locations, by inviting participants to observe their daily activities and meetings. Aimed at facilitating personal growth, career readiness, and professional development, the programme provides personalised matching with an executive, real-world leadership insights, professional development resources, and networking opportunities.

Globally, the programme has seen over 1000 shadowing experiences with over 990 executives.

## Engaging and connecting through Inclusive Communities

Over 25,000 employees globally and 1000+ in the UK participate in Cisco's Inclusive Communities – a group of 25+ employee-led groups that help our people connect within the community and among allies. Our Women of Cisco, Back to Business, and Special Children's Network amongst others, provide focused support for our UK employees and drive their own unique strategies to support full-spectrum diversity, and work together across our global enterprise to drive engagement and create a more Conscious Culture.

In fiscal year 2023, we added more than 4,250 new members globally—a growth rate of 19.9% at a time when all participation was virtual. Our UK and Ireland Women of Cisco Inclusive Community continued to grow to 475 members. We've also continued to accelerate and expand the way we drive impact across our business, our employees, and our communities.





# One Company, many careers

Cisco encourages all employees to explore and carve out their own career path. This often means they get the chance to work across different parts of our business and acquire diverse expertise and skills. We are committed to providing the advice, support, and resources to create exciting opportunities for our people to help them thrive and grow throughout their professional journey.

Eigen Halpin has been with Cisco for 10 years, and feels her career really accelerated when she joined the company. With a background in IT and services delivery, she started out at Cisco as a Senior Programme Manager, working on large complex deals across global Service Provider, Enterprise, and Partner accounts, before becoming a Programme Management Office leader. After several years, she then made the decision to transition from her Customer Experience Product Management into her current Customer Programme Director role. Throughout her professional journey at Cisco, and supported and encouraged by

her leaders, Eigen has been empowered to explore roles that appeal to her in different business units and take on new and exciting challenges.

Eigen said: “Even though I work for a big tech company, I find the entrepreneurial spirit that’s felt across the business energising and inspiring. And I apply that to my own career progression. I also value the huge network of people I get to work and interact with every day at not only a local, but regional and global level too. I’m very grateful to have supportive leaders who inspire me and help me thrive at Cisco.”

Just some of the Cisco support and resources Eigen has used during her career include executive coaching sessions; Cisco’s resume review service; a stretch assignment opportunity with the team she wanted to become a part of; and the Multiplier Effect sponsorship programme. Through the company, she also achieved a prestigious PMI accreditation for programme management (PgMP). She added: “Before

Cisco, I wouldn’t have thought this possible. But having a different mindset changed that.”

Alongside her day job, Eigen is also co-lead of the Women of Cisco UK and Ireland Inclusive Community. She describes joining the chapter 10 years ago as “finding her tribe”, through which she has learned about many of the development opportunities available at Cisco. These include Jump, a global Women’s Leadership programme designed to equip women at Cisco with the knowledge and skills to have greater impact, broader influence and to achieve their full potential.



Working in technology doesn’t mean you need to be in a highly technical role. After all, we experience technology in our everyday lives and there are so many ways to turn this into a career. My dad always told me not to limit my career options too soon and his words have remained with me on my professional journey. Working at Cisco has given me the chance to experiment with my career, helping me to believe in myself and embrace every opportunity.”

**Eigen Halpin**

CX Customer Programme Director

