

## Cisco

- Cisco acknowledges that employees need to integrate family and personal commitments with work responsibilities. Its unique approach provides most employees with significant workplace flexibility that is supported by a range of technology, including company-sponsored broadband internet access at home, laptops, mobile phones and hand held devices. These tools allow employees to connect to the company network and provide access to virtual data, voice and video meeting facilities to enable employees to collaborate with colleagues, partners or clients - no matter where in the world they are located.
- Female staff at Cisco have formed the Australia/New Zealand Women's Action Network (ANZWAN). The group has over 140 members, with a core of 18 women who organise events related to topics such as career development and mentoring, work/life balance, and attracting female talent to the business. Some of the groups achievements over the past 12 months include the sponsorship of 23 female employees to attend leadership development training and providing short-term mentoring to 60 female high school students through its 'Girls in IT' program.
- Cisco has an extensive 'Nippers n Networking' policy, which provides a wealth of information and support to employees before, during and after a child is born. The policy includes a stay in touch program, the provision of a mobile telephone and laptop to employees on maternity leave and the option of returning to work on a part-time basis within 12 months of returning from parental leave. Onsite parenting rooms for visitors and staff are also provided.