

Health and Safety

People, Workplace and Policies

Environmental, Health and Safety Management Systems

Logitech conducts its business in a manner that protects the health, safety and environment of our employees, temporary agency workers, independent contractors, customers, and the communities where we live and work. This is achieved by:

- Meeting or exceeding all applicable EHS requirements and verifying performance through audit.
- Adopting industry standards where laws and regulations do not reflect best management practices.
- Striving to create products that are safe in their intended use, conserve energy and materials, promote safety, and prevent pollution throughout the product life cycle, including design, manufacture, use and end-of-life management.
- Supporting and promoting sound scientific principles and fiscally responsible public policies that enhance environmental quality, health and safety.
- Advocating the adoption of prudent EHS principles and practices by our partners, contractors and suppliers.
- Communicating environmental, health, and safety policies and programs to Logitech employees.
- Designing, managing and operating our facilities to maximize safety, promote energy efficiency, and protect the environment.
- Informing all employees of their roles and responsibilities in fulfilling and sustaining Logitech's EHS policies.

Logitech Environmental Health and Safety System

Logitech recognizes that manufacturing activities have a significant influence over a company's impact on society and the environment. Therefore Logitech has taken steps to implement improvements in manufacturing practices, including the implementation of externally certified manufacturing management systems and the restriction of chemical compounds or materials that can be a risk to the environment, health and safety.

Logitech uses formal management systems to manage its Environmental and Health and Safety (EHS) programs such as **ISO 14001** and **OHSAS 18001**, as well as the **ISO 9001 Systems** certification. Logitech's primary manufacturing sites are certified to these standards.

Under these EHS Management Systems, Logitech has established comprehensive procedures and practices designed to maintain a safe and healthy workplace as well as minimize the impact to the environment from our operational activities.

Manufacturing Site Health and Safety Activities

In 2010, Logitech successfully undertook a project of consolidation of our ISO14001 Environmental Management System and our OHSAS18001 with the assistance of SGS.



In addition, Logitech has established a safety committee, which has responsibility for monthly audit and implementation of related improvements. Each of the members of this committee has been government trained and certified.

Product Regulatory Compliance Systems

Logitech takes a systematic approach to product development by assessing product-related legislation to ensure our products are compliant with all relevant regulations for the markets in which they are sold.

Where possible, Logitech takes a proactive global approach by expanding certain regional environmental requirements to cover our entire worldwide product range. An example of this is Logitech’s approach to the introduction of the EU RoHS Directive, which places rigorous legal restrictions on certain material content in all products sold in the European Union. Logitech implemented a policy to extend RoHS product restrictions to all of our products sold globally resulting in all Logitech products manufactured since early 2006 being RoHS compliant.

Business Ethics Standards

Business Ethics standards include criteria related to fair and responsible business practices. Logitech management is committed to operating within these standards and has established a management system designed to ensure:

- Compliance with applicable laws, regulations and customer requirements
- Conformance with the EICC Code of Conduct
- Identification and mitigation of operational risks related to the Code of Conduct

Logitech will continue to evolve its policies and programs to meet its responsibilities as a global citizen. We believe it is the responsibility of every individual to do what they can to provide a safe and healthy environment. Logitech expects no less from itself, its suppliers and its other business partners.

Logitech Business Ethics policy

Conflict Minerals.

Logitech does not source or buy metals directly, however, we are concerned by the allegations that metals illegally mined in the Democratic Republic of the Congo may be making their way into the electronics supply chain; and that profits from this illegal mining may be fuelling human rights atrocities in the Eastern Region of the DRC

Logitech does not support unethical or socially irresponsible sourcing. Logitech suppliers are required to comply with the Electronic Industry Code of Conduct and [Logitech Business Ethics policy](#).

Logitech has systems and procedures in place to help ensure that our suppliers comply with these requirements, however, the fact that the mining activity is so far removed from Logitech (typically 5 or more tiers exist between the mine level and Logitech suppliers) combined with complexities of metals supply chain, make it extremely difficult to trace the minerals' origin.

Logitech is committed to source only materials from environmentally and socially responsible suppliers and in support of this we will continue to raise supplier awareness on the issue of "conflict minerals" and survey our supply chain on an ongoing basis to better understand the source of minerals used in our component supply and attempt to trace the origin of the metals used.