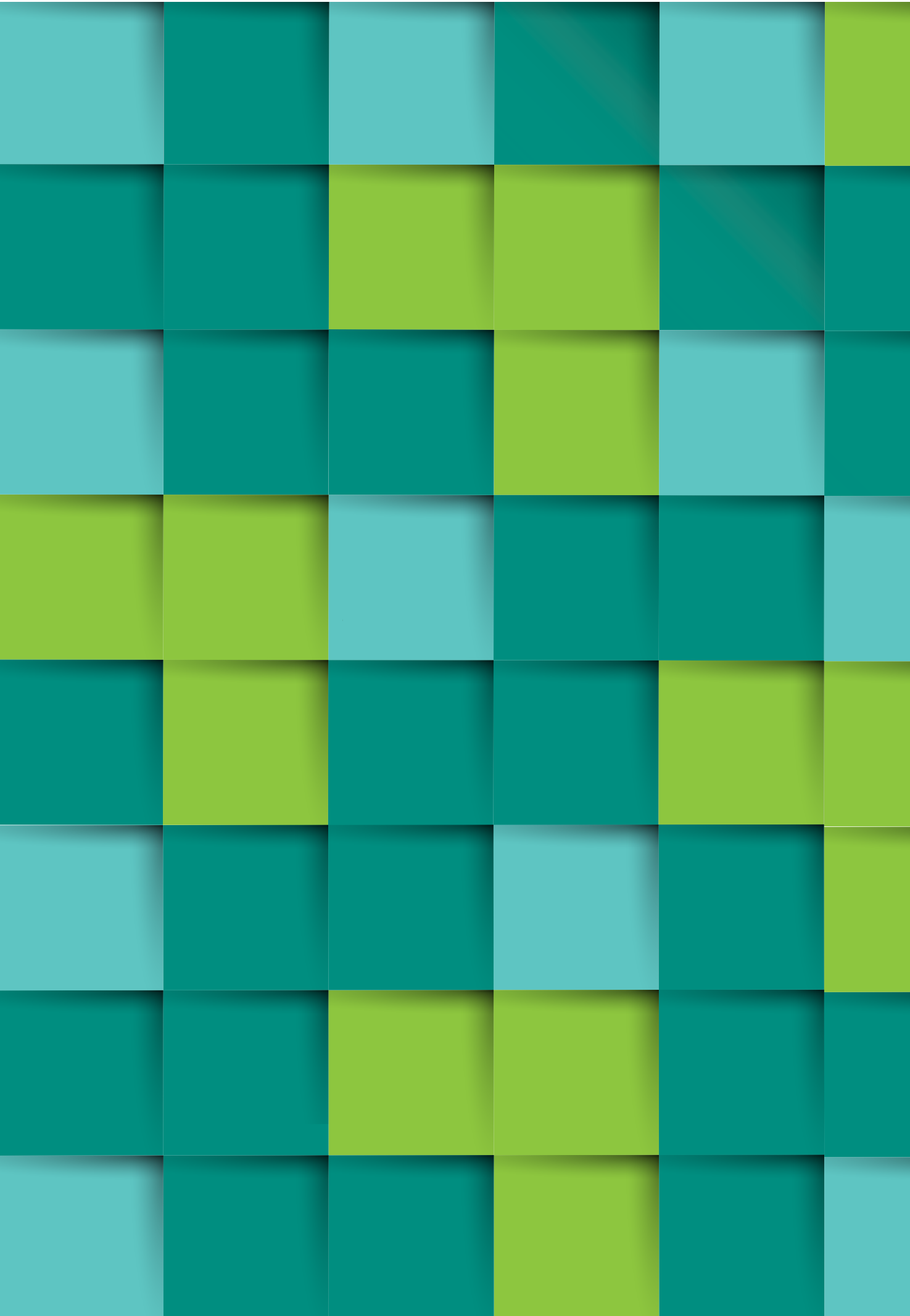




# SUSTAINABILITY REPORT 2013





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## CEO STATEMENT

Logitech is committed to protecting the environment and the health and safety of our employees, customers and the communities around the globe where we work and live.

By integrating sound environmental, health and safety management practices into all aspects of our business, we can offer innovative products and services in a responsible and sustainable way.

Logitech strives for continual improvement in our environmental, health and safety management systems as well as in the sustainability of our product designs, process implementation and services. We recognize the importance of conserving the earth's resources and protecting the planet. Logitech acknowledges that our actions have a direct impact on the planet and we strive to protect the environment by minimizing this impact wherever possible.

Logitech also recognizes that we have a responsibility to our employees, suppliers and partners and to the communities in which we operate. We demonstrate this through our ongoing commitment to, and active membership in, the Electronics Industry Citizenship Coalition (**EICC**). The EICC actively promotes an industry-recognized Social and Environmental Code of Conduct, and Logitech's operational practices reflect and demonstrate our commitment to this code.

This **EICC Code of Conduct** outlines standards to ensure that working conditions in operational facilities, and all supply chain partners' activities supporting these facilities, are safe, that workers are treated with fairness, dignity and respect and that manufacturing processes used by EICC members and their partners are environmentally responsible.

As an employer, Logitech has defined operating standards in the areas of Labor, Health and Safety, the Environment, and Business Ethics.

- Labor standards include criteria related to freely chosen employment, child labor avoidance, working hours, wages and benefits, humane treatment, non-discrimination and freedom of association.
- Health and Safety standards include criteria related to occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding and dormitory and canteen areas.
- Environmental standards include criteria in relation to pollution prevention and resource reduction, energy conservation, hazardous substances, wastewater and solid waste, air emissions and product content restrictions.
- 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 Electronic Industry Code of Conduct
- Identification and mitigation of operational risks related to the EICC Code of Conduct

This 2013 Sustainability report aims to provide details of Logitech's commitment to Environmental, Health and Safety practices and to share with you some of the companies' sustainability milestone achievements of 2013.

Logitech continues to evolve our policies and programs to meet our sustainability responsibilities and I look forward to sharing with you these ongoing improvements in future years to come.



**Bracken P. Darrell**

President and Chief Executive Officer

## ABOUT THE REPORT

Logitech is pleased to present our 2013 Sustainability Report. The report details the sustainability efforts, opportunities and results across the company as we endeavour to embed sustainability principles in all aspects of the organization.

### **DELIVERING SUSTAINABLE GROWTH**

Logitech's sustainability policies and activities are intended to ensure that everything we do takes into consideration our environmental, economic and social impact. Logitech has a dedicated Sustainability team which is responsible for identifying and maximizing opportunities to balance environmental, economic and social considerations throughout our entire business. We pursue responsible products and processes, help manage legal, cost and resource considerations and predict and mitigate risks related to our operations and business performance.

### **REPORTING BOUNDARY AND METHODOLOGY**

This report is prepared in accordance with the Global Reporting Initiative (GRI) Third Generation (G3) Guidelines level C, a comprehensive set of indicators covering all dimensions of sustainability within the company. Logitech aims to steadily improve performance towards the A level.

Logitech reports on what is relevant and material to our business model and to our stakeholders. Logitech's environmental and energy reporting boundaries are now inclusive of both owned and leased manufacturing facility in China. Our LifeSize division maintains a separate marketing, sales and manufacturing control. This report does not include Lifesize data on environmental and energy performance data.

Logitech reports in the third quarter of each calendar year (July-September) reflecting the prior calendar year activities and progress and the prior fiscal year strategy and organizational profile.

PEOPLE AND COMMUNITY



All Logitech financial results achieved through majority owned joint ventures, leased facilities, outsourced operations, etc, and reported in Logitech’s Annual Report and 10-K are reported under U.S. Generally Accepted Accounting Principles. For this report all financial data is reported in U.S. dollars.

CONTACT DETAIL FOR FURTHER DETAILS

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 Title Senior Director of External Communications  
 Phone +1-510-713-5834  
 Email ktodd@logitech.com

OUR HISTORIC REPORTING CAN BE FOUND [HERE](#).



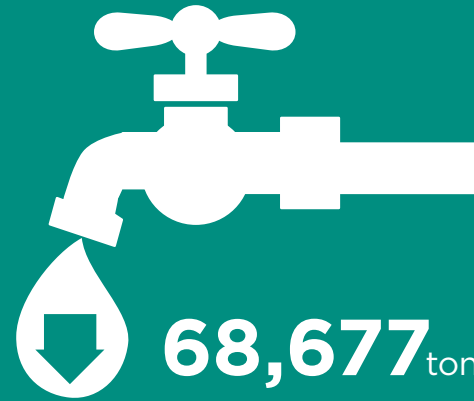
Throughout the report our Logitech mice will direct you to the GRI Reporting indicators.

# SINCE 2010

## ENERGY



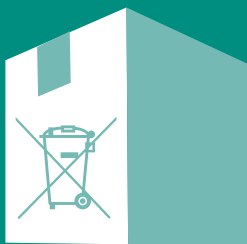
## REDUCED FACTORY WATER CONSUMPTION



## 100% PACKAGING



## COLLECTED AND RECYCLED



**5282** tonnes  
of electronic waste



**7.28** million  
batteries



**1212** tonnes  
of packaging  
in Europe alone

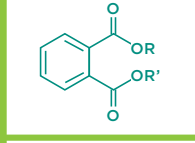
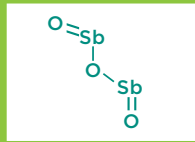
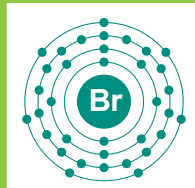




# 2013\* HIGHLIGHTS

## SINCE 2010

TARGETED PRODUCT  
SUBSTANCE REDUCTION



**57%**

**900 tonnes**

nes

PACKAGING PVC FREE



In 2013, we released

**LOGITECH  
CONFLICT MINERALS**  
Policy Statement



[READ THIS DOCUMENT](#)

## SUPPLY CHAIN

TRANSPORT SAVED IN ROAD HAULAGE



AIR FREIGHT ONLY



PRODUCT INNOVATION

G602

**250 HOURS**  
of battery life.

That is over **15 times** better  
than the most popular competitor.\*



\* see report for specific details

## ABOUT LOGITECH

At Logitech we act like a small company. We believe that anyone can have the best idea. We are innovators, creators and designers. We challenge ourselves and each other, and believe that success is never final. We push the limit, because great is not good enough. We inspire, delight and empower the world.

### CORPORATE HQ

Logitech Inc. US, California

Logitech is a world leader in products that connect people to the digital experiences they care about. Spanning multiple computing, communication and entertainment platforms, Logitech's combined hardware and software enable or enhance digital navigation, music and video entertainment, gaming, social networking, audio and video communication over the Internet, video security and home-entertainment control.

Founded in 1981, Logitech International is a Swiss public company listed on the SIX Swiss Exchange (LOGN) and on the Nasdaq Global Select Market (LOGI). Logitech International S.A. is a Swiss holding company with its registered office in Apples, Switzerland. Our retail sales and marketing activities are organized into three geographic regions: Americas (including North and South America), EMEA (Europe, Middle East, Africa) and Asia Pacific (including, among other countries, China, Japan, Australia, Taiwan and India).

We have two operating segments: peripherals and video conferencing (LifeSize). Our LifeSize division maintains a separate marketing, sales and manufacturing control. Our peripherals segment, which includes retail and OEM channels, encompasses the design, manufacturing and marketing of peripherals for PCs (personal computers), tablets and other digital platforms. In the third quarter of fiscal year 2013, we changed the product category classification for a number of our peripheral retail products in an effort to help investors more clearly track the progress of our various product initiatives.

### KEY FINANCIAL DATA

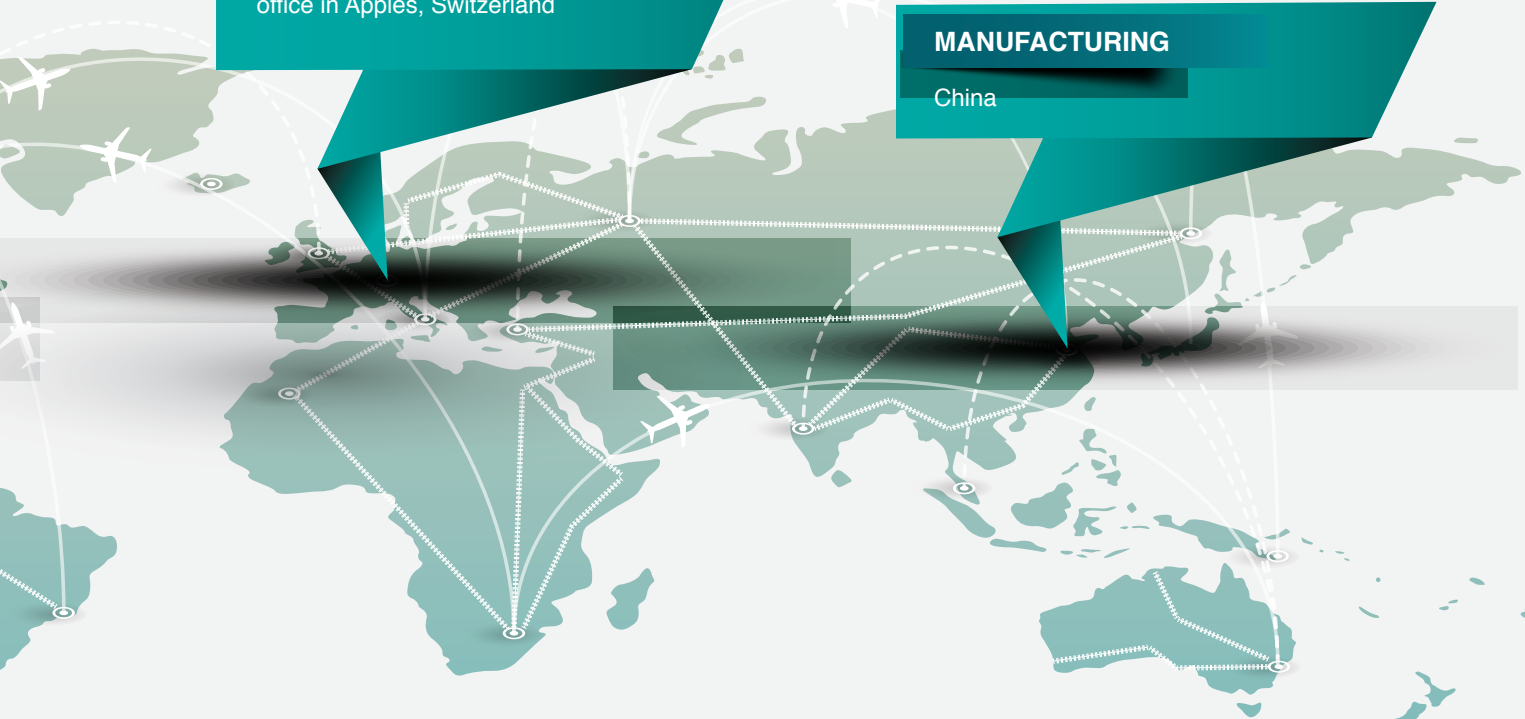
See [Logitech Investors webpage](#)

**HEADOFFICE**

Logitech International S.A. is a Swiss holding company with its registered office in Apples, Switzerland

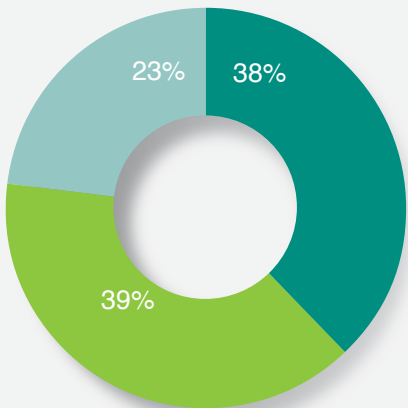
**MANUFACTURING**

China



**SALE PER REGION**

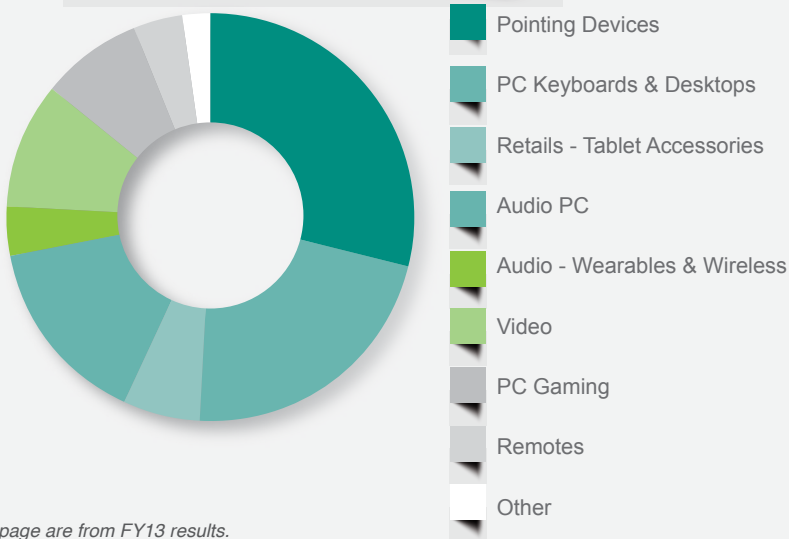
EMEA Americas Asia Pacific



**TOTAL**

Employees (full time) 2409  
Sales \$2.1 billion  
Number of product groups 9

**NET RETAIL BY PRODUCT CATEGORY**



\* Financial data and sales information shown on this page are from FY13 results.

## ABOUT LOGITECH CONTINUED

### CORPORATE GOVERNANCE, MANAGEMENT AND COMPLIANCE

#### Operational Structure

Logitech is committed to conducting business in a fair, honest and sound manner to help assure that the long-term interests of its shareholders are being served. Full details of Logitech's Corporate Governance Policies and Philosophies can be found on our [investor webpage](#).

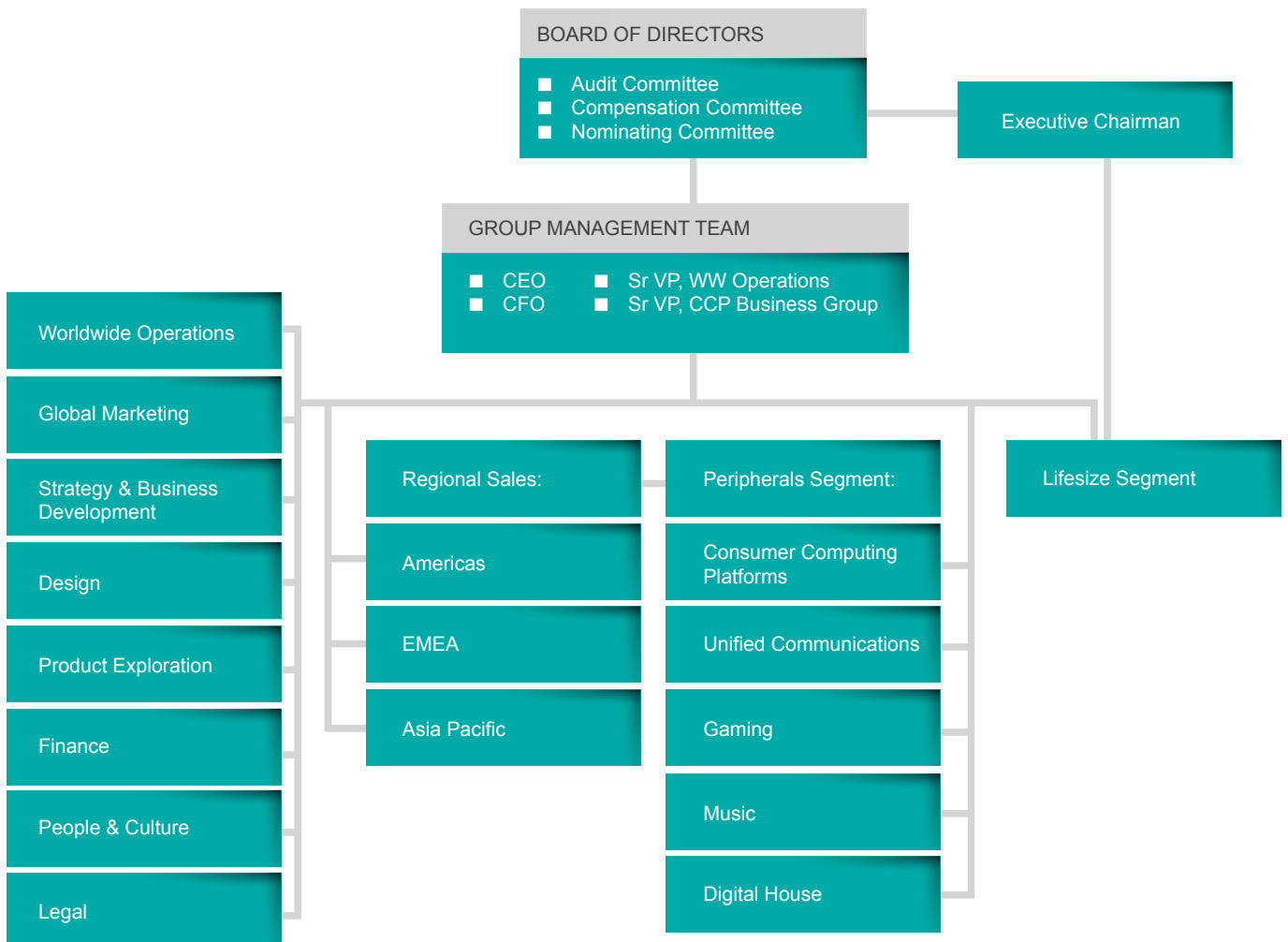
Detailed financial information can be found in [Logitech Annual Report 2013](#) and on the [Investor Relations Website](#).

Detailed information of Logitech's Corporate Governance can be found [here](#). Board of Directors Committee Composition is [here](#). Executive biographies can be found [here](#).

We post and maintain an archive of our earnings and other press releases, current reports, annual and quarterly reports, earnings release schedule, information regarding annual general meetings, further information on corporate governance, and other information regarding the Company on the Investor Relations website. The information we post includes filings we make with the U.S. Securities and Exchange Commission ("SEC"), including reports on Forms 10-K, 10-Q, 8-K, our proxy statement related to our annual shareholders' meeting and any amendments to those reports or statements filed or furnished pursuant to U.S. securities laws or Swiss laws.

Our Logitech president and chief executive officer is Bracken Darrell. As president and chief executive officer of Logitech, Bracken P. Darrell is responsible for Logitech's strategy for growth and profitability, for the vision for the brand as well as for the company's operations. Mr. Darrell joined Logitech as president in April 2012, and assumed the role of chief executive officer in January 2013.

Our Corporate Governance Principles can be found [here](#).



## ABOUT LOGITECH CONTINUED

### **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](#).

### **LOGITECH BUSINESS CONTINUITY MANAGEMENT**

Logitech recognizes that an effective business continuity program ensures the safety and wellbeing of our employees, and protects the interests of our customers, shareholders and other interested parties in the event of a disaster or other business disruption.

Logitech has developed crisis management, business continuity, and disaster recovery plans designed to protect critical functions across the enterprise and allow for faster recovery in the event of a disaster or other business disruption.

The following are the key plan elements that make up the foundation of our plan(s):

- **Immediate Actions:** Actions that need to be performed to transition from an emergency situation to business resumption activities.
- **Business Recovery Procedures:** Procedures for transitioning work to alternate locations, the re-prioritization of work activities, establishing virtual offices, or implementing manual contingencies.
- **Internal and External Communications:** Communications required to engage company resources, customers, suppliers, contractors, business partners, etc., to implement business continuity measures. **Vital Resources Recovery or Replacement:** Defined process for departments to obtain resources that are necessary to perform critical functions in the event of a disruption.

#### **RISK MANAGEMENT PROCEDURES WITH REGARD TO CLIMATE CHANGE RISKS AND OPPORTUNITIES.**

From an operational risk management perspective, Logitech assesses risk to our operations based primarily on external hazards that could disrupt business functions. Generally, these threats take the form of natural disasters and human-caused disasters (some internal threats are evaluated as well such as hazardous substances, building fires, etc.). Risks and threats associated with climate change such as flooding, severe weather, wild fires (drought) are recognized, and appropriate response plans are developed in locations that are vulnerable to those events.

ABOUT LOGITECH  
CONTINUED

**CRISIS MANAGEMENT FRAMEWORK**  
– **CRISIS MANAGEMENT TEAM**

Logitech has developed a crisis management approach that involves key leaders, decision makers, and subject-matter experts at all levels of the organization. Crisis Management Team members participate in an annual exercise, as well as more-frequent activation drills. Here is an illustration on how the Crisis Management Team coordinates with other Business Continuity program elements:

**STAKEHOLDER ENGAGEMENT**

Logitech does business in more than 100 countries worldwide and has more than 7000 employees. Our stakeholders are defined as our product buyers, investors, suppliers, the media, the NGOs, the government, the community, the academia, and trade organizations.

Logitech engages with stakeholders on key aspects of its business and products. The table below describes how the company engages with each.







\* via EICC

## THE ENVIRONMENT

Logitech is dedicated to monitoring and reducing energy use at our manufacturing site.

### ENERGY REDUCTION PLAN

In 2010, Logitech established a baseline of energy consumption and a 5-year energy conservation plan that will permit the reduction of energy by 10 percent over the 5-year period. In 2013 our boundary was extended to include the leased section of our manufacturing facility in China. The original goals were also revised and replaced with more ambitious set targets. Logitech's new targets are;

- GHG reduction plan, goal 20% by 2018 (Previously 10% by 2015)
- Overall power consumption saving goal 15% by 2018 (Previously 10% by 2015)



### 2011

- Frequency converter for air compressor
- Install Capacitor for motor to increase efficiency
- Refine AC temperature
- Refine Chiller temp
- Replace dielsel forklift with electric forklift

### 2012

- Adjust HVAC operation time
- Adjust HVAC temperature
- Heat exchanger replaced for chiller for efficiency
- Lights replaced with LED (Phase 1)

### 2013

- Internal staff training on energy reduction
- Consolidate Working areas
- Lights replaced with LED (Phase 2)

**ENERGY CONSUMPTION BY PRIMARY ENERGY SOURCE**

Since 2010, direct emissions have reduced by 68%. This dramatic reduction in direct energy consumption from 2010 to 2011 is primarily due to the elimination of onsite natural gas consumption.



Indirect energy has been reduced by 7% since 2012 and 10% since 2010.

	2010	2011	2012	2013
<b>Direct Emissions</b>	GJ	GJ	GJ	GJ
<b>Gas</b>	4,394	213	0	0
<b>Motor gasoline/Petrol</b>	786	716	701	693
<b>Diesel</b>	616	336	287	240
<b>HFC-134a</b>	0	0	0	0
<b>Indirect Emissions</b>				
<b>Electricity</b>	72,090	72,912	69,570	64,670

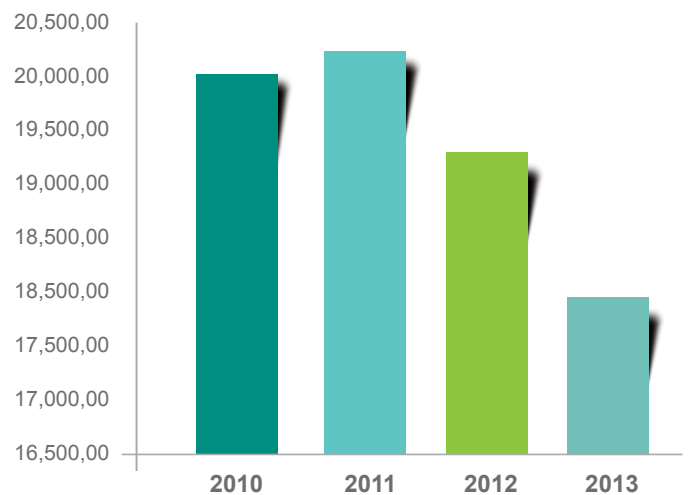
**IMPROVED EFFICIENCIES**

Electricity demand accounts for approximately 99% of the reported GHG emissions in our manufacturing facility. In view of that fact, energy efficiency programs are maintained on a continual improvement basis at the site by the facilities team.

As part of the ongoing energy efficiency management programs, the factory initiated various energy efficiency and behaviour initiatives focusing on reducing the energy demand in 2013. These initiatives resulted in a reduction in energy demand of 1360MWh since 2012 and 2060MWh since 2010.



**ANNUAL ELECTRICITY DEMAND (kWh)**



THE ENVIRONMENT  
CONTINUED

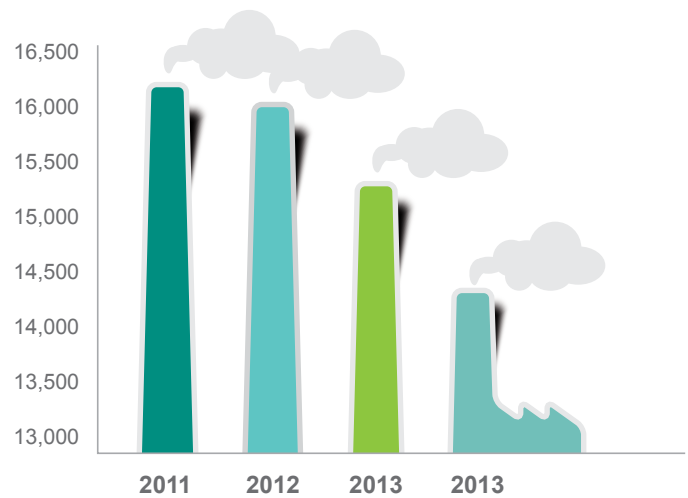


**GHG EMISSIONS BREAKDOWN BY WEIGHT**

Through energy efficient measures, the Logitech manufacturing facility has reduced its direct emissions by 68% since 2010, and its indirect emissions by 10%.

Emissions	2010	2011	2012	2013
	tonne CO <sub>2</sub> e	tonne CO <sub>2</sub> e	tonne CO <sub>2</sub> e	tonne CO <sub>2</sub> e
<b>Direct</b>	432	171	127	137
<b>Indirect</b>	15,777	15,957	15,226	14,153
<b>Total</b>	16,209	16,128	15,352	14,290

TOTAL GHG EMISSIONS (TONNE CO<sub>2</sub>-E)





**MUNICIPAL WATER**

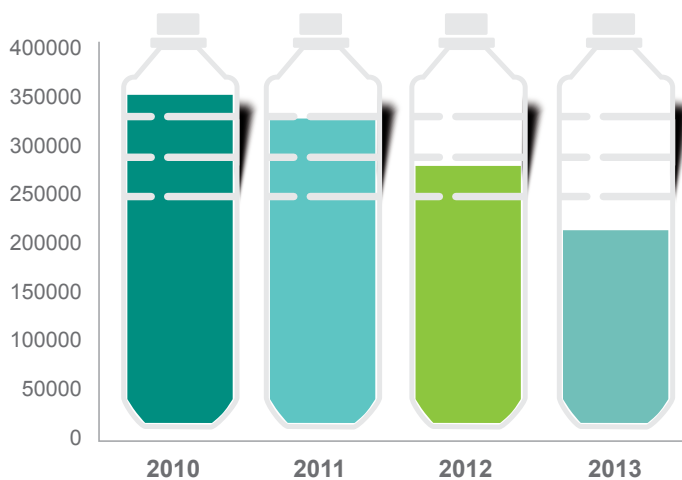
The majority of Logitech's water use is municipal potable supplied water. Water-saving initiatives have contributed to a reduction of 25% in directly withdrawn water consumption from 2013 compared to 2012. This is a total savings of 142,872 tons of water since 2010, equivalent to 40% reduction.

**RECYCLED WATER**

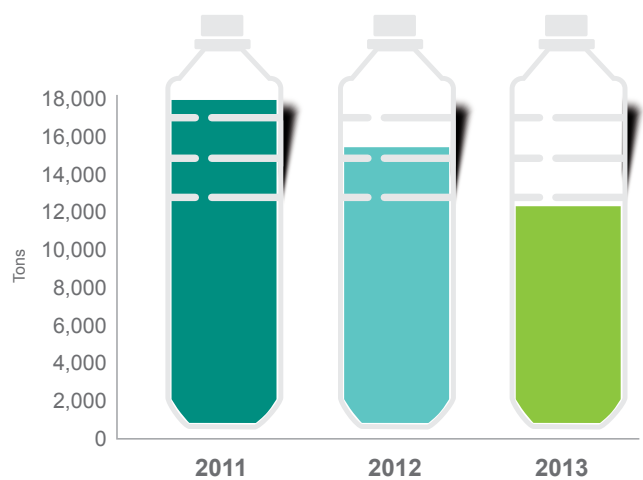
Logitech sources hot water from a closely located facility where it was a by-product of that facility's operation. Logitech recycles this water for use in place of onsite water heating, thus reducing Logitech's burden on the environment.

Since 2011, Logitech have re-used 42,862 tonnes of recycled water resulting in an approximate savings of over 200 tonnes CO<sub>2</sub>equivalent.

MUNICIPAL WATER (TONNE)



RECYCLED WATER PURCHASED (TONNE)



## THE ENVIRONMENT CONTINUED

### WASTE REDUCTION

Since 2010, the use of paper on site has dramatically reduced by 50%. The reduction of paper consumption in manufacturing facility was a direct result from in-house conservation and waste reduction education programs.

In 2014 these programs are planned to be continued throughout all our sites worldwide.



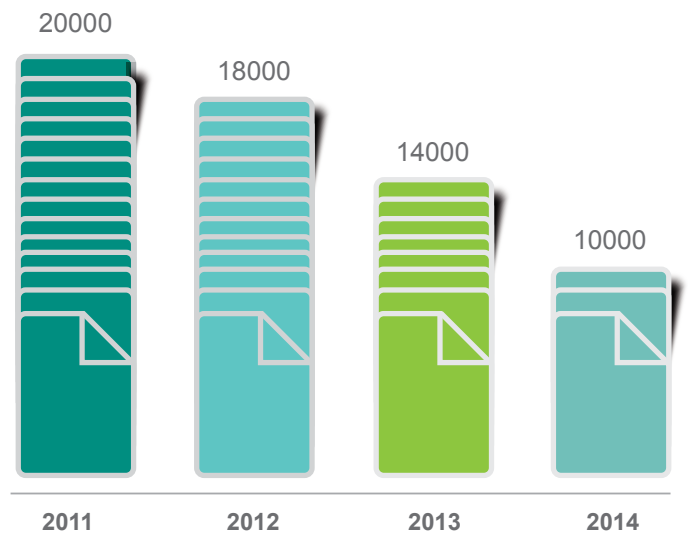
### SUPPLY CHAIN

Logitech continues the drive to optimize our transportation network requirements while reducing their impact on the environment where possible.

For inbound transportation to our two main distribution centers globally, we are using a combination of ocean and rail for the U.S. and ocean and barge in Europe. In the U.S. we move our containers by ocean freight from China to Long Beach on the U.S. West coast. From there, they are transported by rail to our U.S. distribution centre in the vicinity of Memphis in central U.S. This reduced the amount of trucking kilometres by 6,113,098 km in 2013.

In Europe, we move containers by ocean freight from China origin to Rotterdam, The Netherlands. From Rotterdam, they are moved over inland waterways to an inland terminal, which is in the very near proximity of our distribution center. This reduces the amount of trucking kilometres by 250,460 km in 2013.

OFFICE PAPER CONSUMPTION / MONTH (KG)



By shifting from the more carbon-intensive modes of transport of air and trucking to less-intensive modes, such as rail, container ships and waterways, Logitech is mitigating a considerable amount of CO2 emissions annually. Logitech aims to have a full analysis completed on the environmental impact of these transport decisions in next year's report.

In 2013, 94.5% of our products were transported over land and sea. 5.5% was transported using air freight.

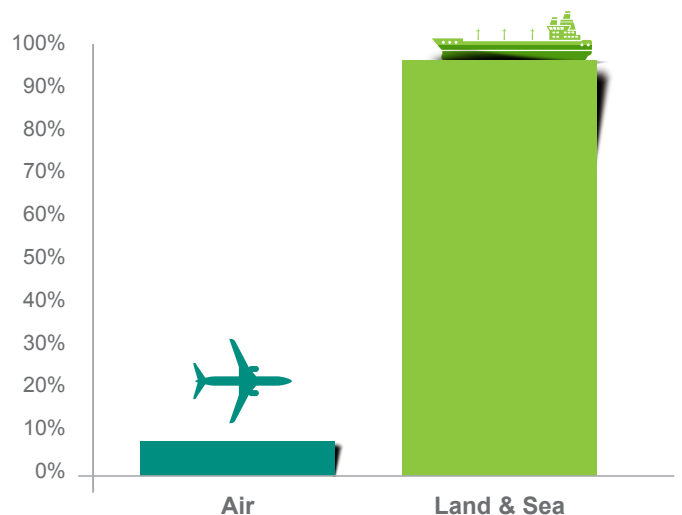
**SUPPLY CHAIN CARBON CALCULATOR TOOL**

Currently Logitech collects and reports Scope 1 and 2 emissions. The Logitech Logistics team have developed a carbon calculator to monitor our greenhouse gas (GHG) emissions within our value chain.

The Carbon Calculator will;

- Assess where the emission hotspots are in our supply chain
- Identify resource and energy risks in our supply chain
- Identify energy efficiency and cost reduction opportunities in their supply chain
- Improve the energy efficiency of their products
- Support the collection of accurate scope 3 emission data

**MODE OF FREIGHT FOR PRODUCTS (WEIGHT)**



## OUR PRODUCTS

For 30 years we have been designing products that enhance the digital experience. We are a company as much about your hands, as it is your ears, your body, your heart, by combining engineering know how with world class design.

### A LEADER IN INNOVATION AND DESIGN

Logitech seeks to fulfill the increasing demand for interfaces between people and the expanding digital world across multiple platforms and user environments. We recognize that continued investment in product research and development is critical to facilitating innovation of new and improved products and technologies. The interface evolves as platforms, user models and our target markets evolve. As access to digital information has expanded, we have extended our focus to mobile devices and the meeting room, in addition to the PC, as access points to the Internet and the digital world. All of these platforms require interfaces that are customized according to how the devices are used. We believe this expansion of access points provides additional attractive opportunities for Logitech to offer solutions because the relevance and importance of navigation, interaction, video and audio interfaces and applications remains substantially the same across platforms.





DESIGN AWARDS

IF PRODUCT DESIGN AWARDS 2014	2014 RED DOT DESIGN AWARDS	2014 EDISON AWARDS	GOOD DESIGN AWARDS 2013
UE BOOM	UE BOOM	Logitech G602 Wireless Gaming Mouse	UE BOOM
Logitech FabricSkin Keyboard Folio	Logitech G602 Wireless Gaming Mouse	Harmony Ultimate	Logitech FabricSkin Keyboard Folio for iPad Air
Logitech G602 Wireless Gaming Mouse	Logitech PowerShell Controller + Battery	Case+	Logitech G602 Wireless Gaming Mouse
Logitech Ultrathin Touch Mouse	Logitech Ultrathin Touch Mouse		Logitech Wireless Rechargeable Touchpad T650
Logitech Wireless Rechargeable Touchpad T650	Logitech Illuminated Living-Room Keyboard K830		Logitech Bluetooth Illuminated Keyboard K810
Logitech Bluetooth Illuminated Keyboard K810			Logitech G600 MMO Gaming Mouse
Logitech Bluetooth Speakers Z600			



## OUR PRODUCTS CONTINUED



### IMPROVING PRODUCT EFFICIENCY THROUGH INNOVATION AND DESIGN

Logitech is acutely aware of the importance of integrating energy efficient design into our products. Logitech has a continuous improvement approach to product energy efficiency and it is a driving factor in our product development activities.

Logitech is subject to the EU's Energy-related Products (ErP) Directive, which aims to encourage manufacturers and importers to produce products designed to minimize overall environmental impact. Under the directive, Logitech must ensure that our energy-related

products comply with applicable requirements, issue a declaration of conformity and mark the product with the 'CE' mark. The directive does not have binding requirements for specific products, but does define conditions and criteria for setting, through subsequent implementing measures, requirements regarding environmentally relevant product characteristics. To date the following implementing measures within the ErP directive are active and applicable to Logitech products:

- 1275/2008: Eco-design requirements for standby and off mode electric power consumption of electrical and electronic household and office equipment.
- 278/2009: Eco-design requirements for no-load condition power consumption and average active efficiency of external power supplies.

## Marathon Mouse M705

Up to three years of battery life helps you save time, money, and the planet by practically eliminating the need to change batteries. An indicator light lets you know when the battery is low.\*



## Ultrathin Touch Mouse T630

Just one minute of charge time gives you enough power to keep working for another hour.\* If the charge runs low, simply plug it in. Your mouse charges over USB, so it's ready when you are.



## G602

The G602 is the ultimate balance between performance and battery life. With up to 250 hours of battery life, G602 sticks by you through game after game. Instead of the typical formula estimate for battery life, G602 was spun on a turntable until the batteries gave out.

That is over 15 times better than the most popular competitor.\* Two AA batteries delivered 250 hours of non-stop tracking. G602 will operate with one battery if you prefer a lighter mouse. It also has the ability to work with rechargeable battery, one or two AA size!



\* Battery life may vary based on user and computing conditions.

Logitech has assessed the applicability of these implementing measures on relevant product lines and has taken steps to ensure that our products meet the requirements. Adoption of the ErP directive is in all EU member states and conformity has been demonstrated by Logitech in conjunction with current CE conformity marking requirements. Where possible, Logitech has applied these standards of energy efficiency beyond the EU to other global geographies where our product sell.

In the U.S we are subject to Appliance Efficiency Regulations adopted via the U.S. Energy Independence and Security Act of 2007. The regulations set out standards for the energy consumption performance of products within the scope of the regulations, which includes some of Logitech's products. The standards apply to appliances sold or offered

for sale throughout the U.S. and Logitech has redesigned or changed products to comply with these regulations.

In Australia and New Zealand, we are subject to the MEPS (Minimum Energy Performance Standards) regulations. These regulations set out standards for the energy consumption performance of products within the scope of the regulations, which includes some of Logitech's products. We have taken steps to modify products to ensure they are in compliance with MEPS.

Logitech has numerous examples of increase efficiency through innovation. The table below highlights a number of products from 2013.

## Wireless Rechargeable Touchpad T650

The T650 is rechargeable with up to one-month battery life\* on a single charge. Just plug in the USB cable—even while using it—and instantly begin charging. With an on/off switch and low-battery status indicator, never worry about losing power again.



## Illuminated Living-Room Keyboard K830

The keyboard is rechargeable. Use your keyboard for 10 days\* after only 3 hours\* of charge.



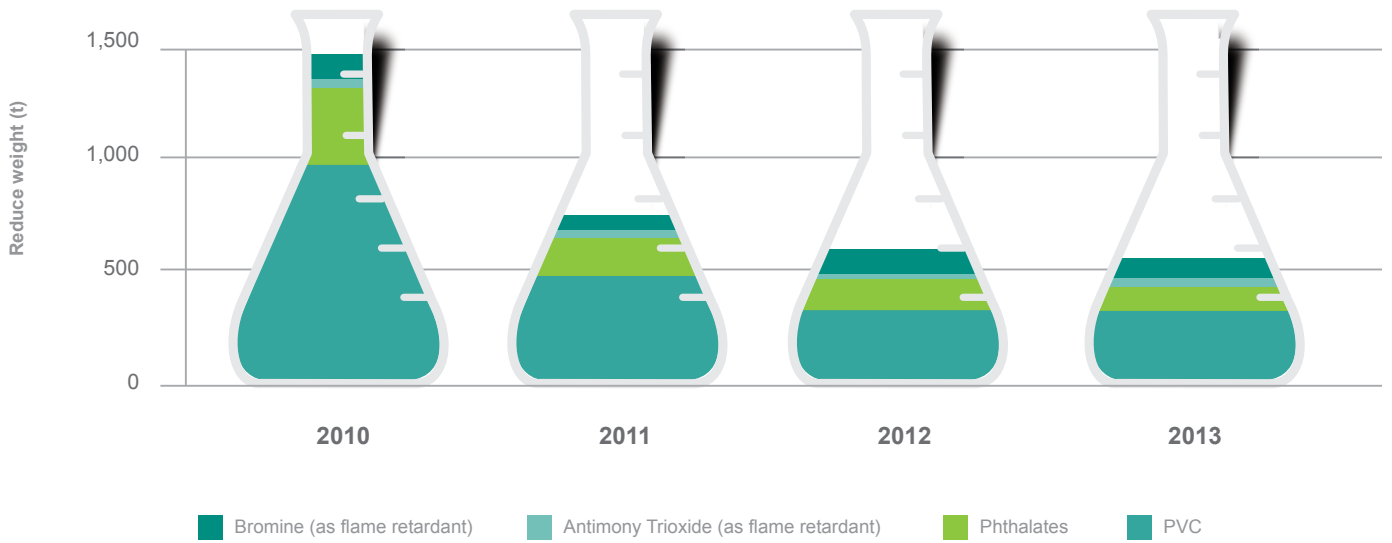
## Logitech Bluetooth Illuminated Keyboard K810

With USB rechargability, you'll never run out of power. Easily top up your keyboard with the convenient USB cable and continue to work. You'll enjoy between 10 days\* and up to a year of power, depending on the intensity of illumination and time spent typing.



OUR PRODUCTS CONTINUED

TOTAL REDUCTION IN VOLUME OF TARGETED SUBSTANCES (TONNE)





#### TARGETED SUBSTANCE REDUCTION PLAN

Logitech's Targeted Substance elimination program was established to bring strategic focus to environmental considerations on the sourcing and design of Logitech products from a materials management and minimization perspective. From this, the targeted-substance reduction plan was launched internally by Logitech in 2010. The baseline criteria to benchmark our improvements was taken as our top 50 product global sales for the year 2010.

In the period 2010 to 2011, the total volume of targeted substances was reduced by 44%. Since last reporting year the volume has reduced by a further 5.5%. That is a total of 57% since 2010, equating to almost 900 tonnes of mitigated hazardous substances, as shown in the graph opposite.

To help achieve continued progress towards our goals of sustained targeted substance elimination, the Phthalates restriction policy was implemented by Logitech in August 2012. You can find the [Logitech Phthalate Restriction policy statement here](#).

100% PACKAGING PVC FREE



## OUR PRODUCTS CONTINUED

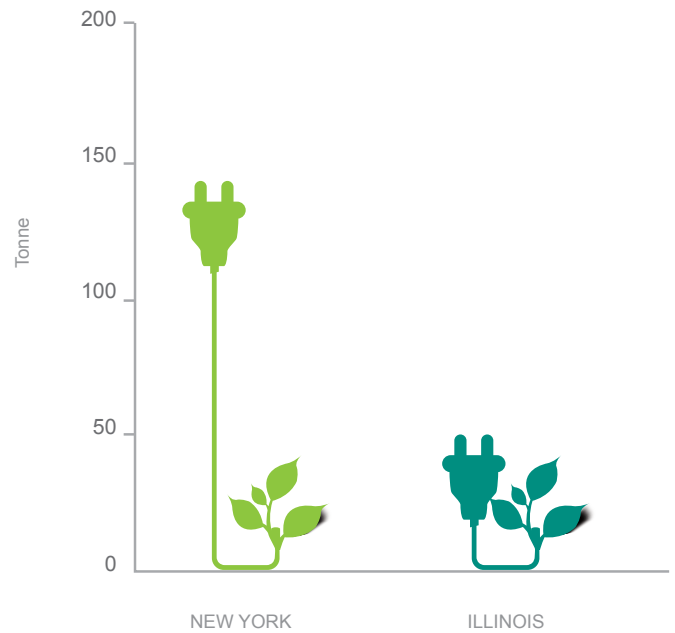
### END OF LIFE, WEEE, BATTERY AND PACKAGING WEEE

The responsible treatment of electronic products at their end-of-life is an increasingly important issue worldwide.

Logitech is committed to meeting the requirements of European Union's WEEE (Waste from Electrical and Electronic Equipment) directive. The WEEE directive aims to reduce the waste arising from electrical and electronic equipment, and improve the environmental performance of everything involved in the life cycle of electrical and electronic equipment.

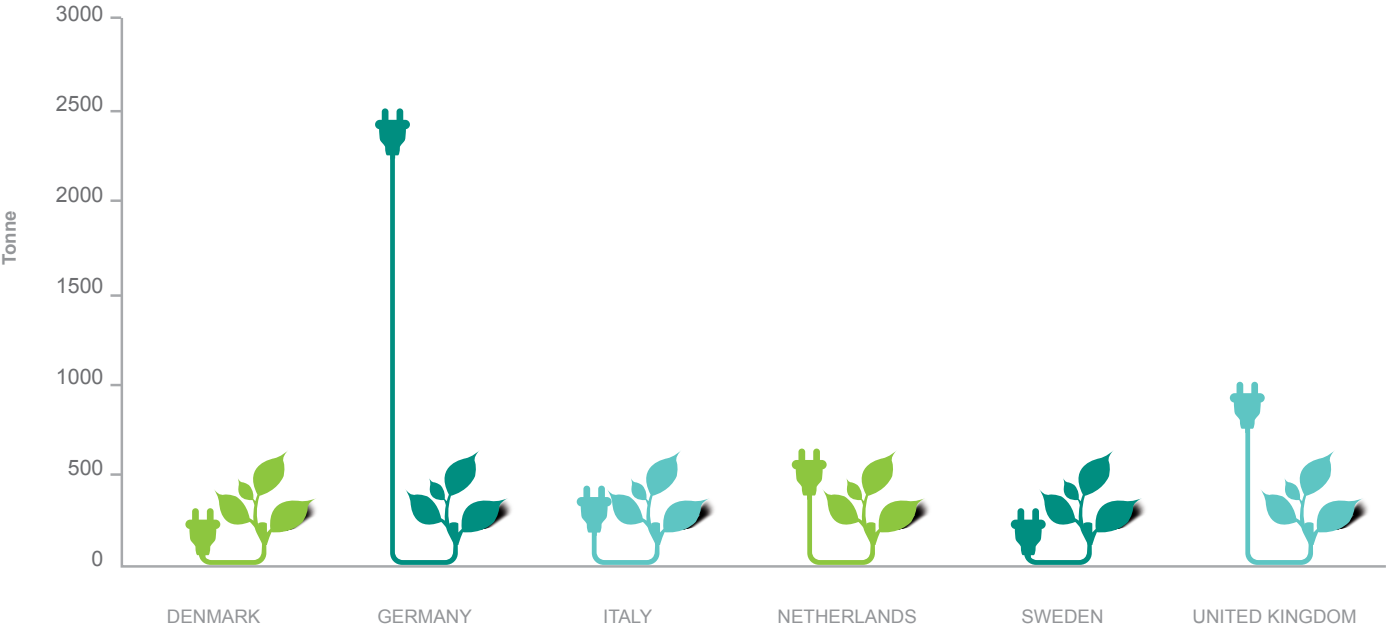
Logitech works in partnership with stewardship schemes worldwide to ensure our products are responsibly managed at their end of life. In 2013, for example, Logitech directly financed and administered the collection of 195 tonnes of electronic waste in both New York State and Illinois and 5282 tonnes of electronic waste throughout Europe.

### WEEE RECYCLING 2013, US (TONNE)





WEEE RECYCLING 2013. EMEA (TONNE)



## OUR PRODUCTS CONTINUED

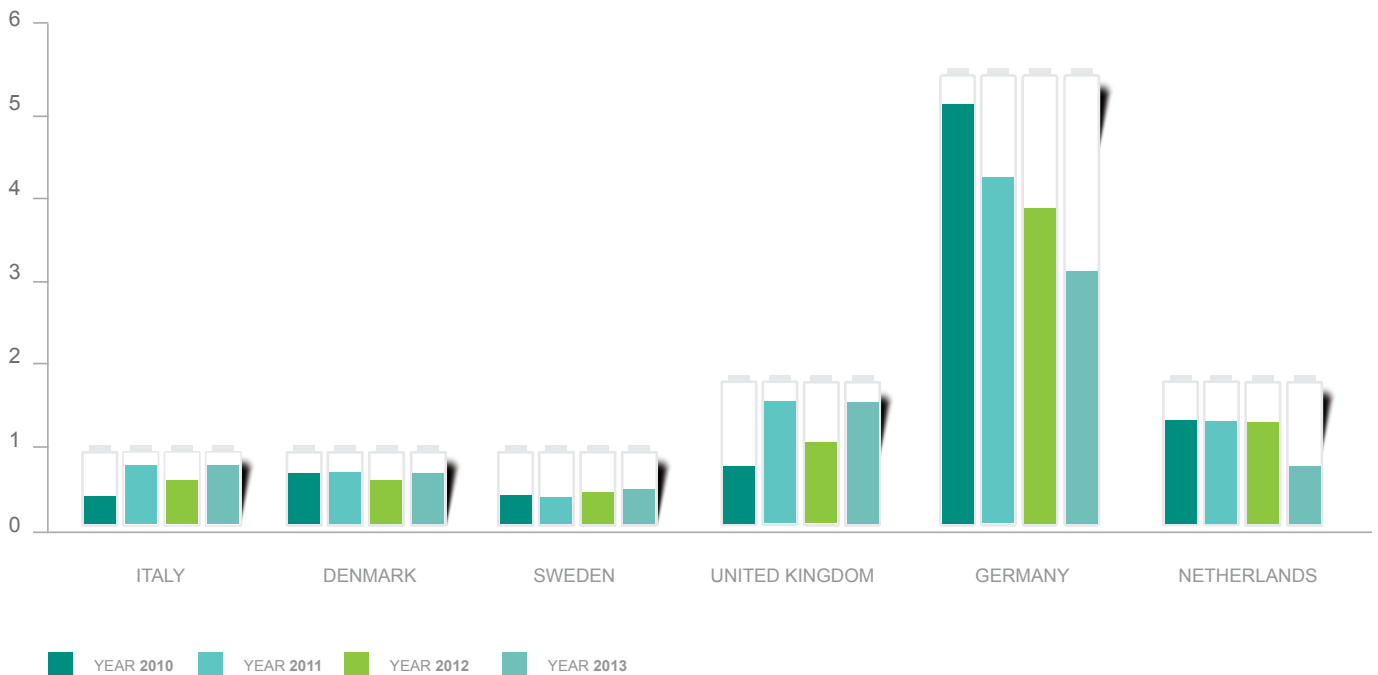


### BATTERY RECYCLING

Logitech is committed to meeting the requirements of the European Union's Battery Directive. The EU Battery Directive aims to reduce waste arising from used batteries by ensuring that they are safely managed and responsibly disposed of at their end of life.

To ensure all batteries can be recycled they must be easily removed from the products. Logitech has developed an internal Design for Environment (DfE) guideline document for this purpose. The guideline assists our engineers in understanding design requirements for batteries incorporated into products, to ensure that their designs meet international standards for end-of-life battery stewardship.

### BATTERY RECYCLING-QTY OF UNITS (MILLIONS)







In 2013, Logitech directly financed the collection, recycling and safe disposal of 7.28 million batteries throughout 6 countries in Europe. Since 2010, we have directly financed the collection, recycling and safe disposal of 32.8 million batteries.

**PACKAGING**

Logitech is committed to meeting the requirements of the [EU Packaging Directive \(94/62/EC\)](#). The EU Packaging directive

aims to reduce packaging waste and improve the environmental performance of everything involved in the life cycle of packaging materials design and consumption.

In Europe, Logitech continued to directly finance and administered the collection of 1212 tonnes of packaging waste in 2013.

EMEA FINANCED RECYCLING, PACKAGING (TONNES)



PEOPLE AND COMMUNITY

LOGITECH'S COMMITMENT TO THE  
EICC ELECTRONIC INDUSTRY CODE  
OF CONDUCT



The **Electronic Industry Code of Conduct** is a global code of conduct adopted by many of the world's major electronics brands and their supply chain partners.

Logitech, as a full member, along with other **Electronic Industry Citizenship Coalition** (EICC) members, collaborate to develop industry best practice and supporting tools to facilitate the successful global adoption and implementation of this Code of Conduct in the following key areas;

**DEVELOP SUPPLY CHAIN CAPABILITIES**

EICC members adopt the EICC Code of Conduct as operating principles for their companies and suppliers. This signifies their commitment to the Code's principles and their willingness to uphold its standards. The EICC provides tools to assess operational risks and determine conformance to the Code, and provides Code-related capability building tools for members to use in their own facilities and with their suppliers.



### COLLABORATE ON EMERGING ISSUES

The EICC focuses on issues that are a priority to its members, including emerging issues that are not well understood. This forward-thinking approach helps develop best practices for EICC members. Responding to immediate and critical issues helps build partnerships, develop industry understanding, and foster a root-cause and solutions-oriented approach.

### ENGAGE WITH STAKEHOLDERS

The EICC solicits feedback from external stakeholders to inform its projects and approaches, and to gain new perspectives on how EICC can best contribute to social and environmental responsibility in the electronics industry. Candid feedback from stakeholders that challenges the EICC results in deeper thought, more impactful actions, and better support outside the organization.

Logitech continues our commitment to directly support these initiatives. All our suppliers are required by contract to comply with the code of conduct, all applicable laws and any regulations where they conduct their business.



**L. JOSEPH SULLIVAN**

Senior Vice President, Worldwide Operations



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.

#### **ENVIRONMENTAL, HEALTH AND SAFETY MANAGEMENT SYSTEMS**

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.

EHS MANAGEMENT SYSTEM FRAMEWORK





#### 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.

### MANAGEMENT OF CONFLICT MINERALS

On August 22, 2012, the final rule regarding sourcing of conflict minerals under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (“the Dodd-Frank Act”) was approved by the U.S. Securities and Exchange Commission (“SEC”). The rule imposes reporting requirements on publicly traded companies subject to the SEC to report annually the presence of conflict minerals originating in the Democratic Republic of the Congo (“DRC”) or adjoining countries in the products they manufacture, or contract to manufacture, where the conflict minerals are necessary to the functionality or production of a product.

In June 2011, Logitech issued our [first statement regarding Conflict Minerals](#) to our supply chain to raise awareness and communicate our position. Since 2011, Logitech is taking all steps to comply with the legislation and is implementing a due-diligence process to meet our obligations. We are committed to sourcing components and materials from companies with shared values around human rights, ethics and environmental responsibility. As a manufacturer of products that contain gold, tantalum, tin and tungsten, it is Logitech’s policy to refrain from purchasing from any known conflict mineral sources and we expect that our suppliers adhere to these same standards.

In December 2013, Logitech published its Conflict Minerals Policy. We have notified all our suppliers of this policy on conflict minerals and have asked each supplier to provide us with a confirmation of their conflict-free status. Logitech’s Conflict Mineral Policy can be accessed [here](#).

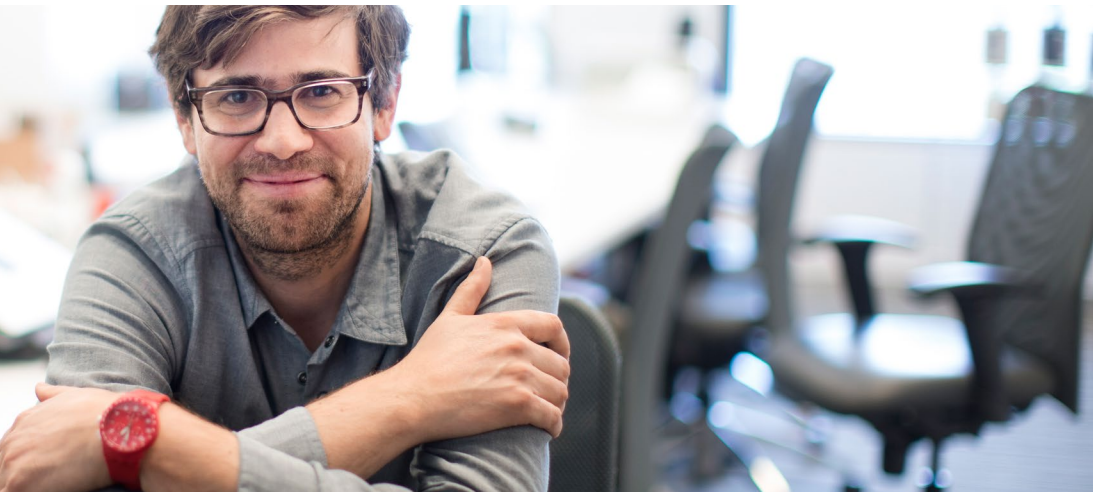
### LOGITECH CONFLICT MINERALS RESULTS FOR 2013

In accordance with the execution of this policy, Logitech has concluded that during 2013:

- Logitech manufactured and contracted to manufacture products as to which “conflict minerals” (as defined in Section 1, Item 1.01 (d)(3) of Form SD) are necessary to the functionality or production of such products; and
- Based on its “reasonable country of origin inquiry,” Logitech was unable to obtain sufficient information from the company’s supply chain to make a final determination as to the source of these conflict minerals. Logitech could not establish that the conflict minerals originated from sources in the Democratic Republic of Congo (DRC) or an adjoining country (the “Covered Countries”) as defined by the Rule. Therefore, Logitech has defined its products to be “DRC conflict undeterminable.”

In accord with Rule 13p-1 under the Securities Exchange Act of 1934 (“Rule 13p-1”), Logitech has filed the Specialized Disclosure Form (Form SD) and the associated Conflict Minerals Report - both reports are posted to our publically available Internet site accessed [here](#).





**LOGITECH STATEMENT ON SLAVERY AND HUMAN TRAFFICKING**

The California Transparency in Supply Chains Act of 2010 (SB 657), effective January 1, 2012, requires large retailers and manufacturers doing business in the state of California, to be transparent about efforts undertaken to eradicate slavery and human trafficking in their direct supply chains for tangible goods offered for sale.

As a full member of the Electronic Industry Citizenship Coalition (EICC), Logitech has adopted the EICC Code of Conduct, which prohibits the use of forced, bonded, indentured labor or involuntary prison labor. We audit our suppliers to this Code and do not tolerate any form of non-conformance. We actively collaborate with our industry coalition partners in the EICC to share best practices among members, evolve the Code of Conduct, and develop and share available tools and training.

In addition, Logitech has internal policies and practices that are based on international labor and human rights standards. We partner with our supply chain to create an environment where workers have the right to freely choose employment and where slavery and human trafficking is not tolerated.



**ANTI-CORRUPTION TRAINING**

Indirect labor is required to complete a training course on ethics, anti-corruption, and related topics. Completion rates are above 99%

## GRI based Index

1. STRATEGY AND ANALYSIS		Content Resource
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	<ul style="list-style-type: none"> <li>CEO Statement</li> </ul>
2. ORGANIZATIONAL PROFILE		Content Resource
2.1	Name of the organization.	<ul style="list-style-type: none"> <li>LOGITECH INTERNATIONAL S.A.</li> </ul>
2.2	Primary brands, products, and/or services.	<ul style="list-style-type: none"> <li>About Logitech</li> <li>Investor Relations Website</li> <li>Logitech Annual Report</li> </ul>
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	<ul style="list-style-type: none"> <li>About Logitech</li> <li>Logitech Annual Report</li> </ul>
2.4	Location of the organization's headquarters.	<ul style="list-style-type: none"> <li>Logitech International S.A., Apples, Switzerland, c/o Logitech Inc., 7600 Gateway Blvd., Newark, CA 94560</li> </ul>
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	<ul style="list-style-type: none"> <li>About Logitech</li> <li>Logitech Annual Report</li> </ul>
2.6	Nature of ownership and legal form.	<ul style="list-style-type: none"> <li>Logitech International S.A., Apples, Switzerland</li> </ul>
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	<ul style="list-style-type: none"> <li>About Logitech</li> </ul>
2.8	Scale of reporting organization, including: - Number of employees - Net sales (for private sector organizations) or net revenues (for public sector organizations) - Total capitalization broken down in terms of debt and equity (for private sector organizations); and - Quantity of products or services provided.	<ul style="list-style-type: none"> <li>About Logitech</li> <li>Logitech Annual Report</li> <li>Investor Relations Website</li> </ul>
2.9	Significant changes during the reporting period regarding its size, structure, or ownership including: - The location of, or changes in operations, including facility openings, closings, and expansions; and - Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	<ul style="list-style-type: none"> <li>There were no significant changes to Logitech's size, structure or ownership during 2013.</li> </ul>
2.1	Awards received in the reporting period.	<ul style="list-style-type: none"> <li>See Our Products</li> </ul>

### 3. REPORT PARAMETERS

Report Profile		Content Resource
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	■ January 2013 to December 2013
3.2	Date of most recent previous report (if any).	■ This is Logitech's third year releasing a GRI based index report.
3.3	Reporting cycle (annual, biennial, etc.).	■ Logitech reports annually. The report is completed in the third quarter of each calendar year (July-September) and reflecting the prior calendar year activities and progress and the prior fiscal year strategy and organizational profile.
3.4	Contact point for questions regarding the report or its contents.	■ About Report
Report Scope and Boundary		Content Resource
3.5	Process for defining report content, including: - Determining materiality - Prioritizing topics within the report; and - Identifying stakeholders the organization expects to use the report.	■ About Logitech
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance. NOTE:Boundaries determined by Financial Control / Significant Influence	■ Responses provided in Operational Structure (GRI 2.3), Countries of Operations (GRI 2.5), and Basis of Reporting (GRI 3.8) and Indicator Scope define the boundary for reporting.
3.7	State any specific limitations on the scope or boundary of the report.	■ About Report
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	■ All Logitech financial results achieved through majority owned joint ventures, leased facilities, outsourced operations, etc, and reported in Logitech's Annual Report and 10-K are reported under U.S. Generally Accepted Accounting Principles.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	■ Logitech used numerous data measurement techniques in responding to the GRI Indicator Protocols. Instances where data is not provided will, where possible, be noted and explained.
3.1	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement (e.g., mergers/acquisitions, change of base years/periods, nature of business measurement methods).	■ There are no restatements.

3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	<ul style="list-style-type: none"> <li>Logitech's environmental and energy reporting boundaries are now inclusive of both owned and leased manufacturing facility in China. All manufacturing under operational control.</li> </ul>
3.12	Table identifying the location of the Standard Disclosures in the report.	<ul style="list-style-type: none"> <li>GRI Index table</li> </ul>
3.13	Policy and current practice with regard to seeking external assurance for the report.	<ul style="list-style-type: none"> <li>Logitech is currently publishing GRI based report on a self declared basis and does not employ an external agency or organization to audit its GRI or annual Corporate Responsibility report.</li> </ul>

#### 4. GOVERNANCE, COMMITMENTS, AND ENGAGEMENT

Governance		Content Resource
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	<ul style="list-style-type: none"> <li>About Logitech</li> <li>Investor Relations Website</li> </ul>
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	<ul style="list-style-type: none"> <li>About Logitech</li> <li>Investor Relations Website</li> <li>Logitech Annual Report</li> </ul>
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	<ul style="list-style-type: none"> <li>Investor Relations Website - Committees</li> </ul>
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	<ul style="list-style-type: none"> <li>Stockholders and other interested parties who wish to communicate with the board or non-management directors of the company can do so via our dedicated investor communications contacts page which can be found here.</li> </ul>

Stakeholder Engagement		Content Resource
4.14	List of stakeholder groups engaged by the organization.	<ul style="list-style-type: none"> <li>About Logitech</li> </ul>
4.15	Basis for identification and selection of stakeholders with whom to engage.	<ul style="list-style-type: none"> <li>The functional areas that Logitech groups stakeholders into include: shareholders, employees, community, customers, commercial partners, local governments.</li> </ul>

## 5. MANAGEMENT APPROACH AND PERFORMANCE INDICATORS

### Economic Performance Indicators

#### Aspect: Economic Performance

#### Content Resource

#### EC7

Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.

■ Logitech does not disclose these percentages, however our practice is to promote senior managers from within if possible. If there are no suitable promotion candidates, our practice is to hire senior managers from the local country whenever possible. Definition of 'senior management' used: Directors and Above

### Environmental Performance Indicators

#### Aspect: Energy

#### Content Resource

#### EN3



Direct energy consumption by primary energy source

■ Environment

#### EN4



Indirect energy consumption by primary source.

■ Environment

#### EN5



Energy saved due to conservation and efficiency improvements.

■ Environment

#### EN6



Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.

■ Environment

#### EN8



Total water withdrawal by source

■ Environment

#### Aspect: Emissions, Effluents, and Waste

#### Content Resource

#### EN16



Total direct and indirect greenhouse gas emissions by weight.

■ Environment

#### EN18



Initiatives to reduce greenhouse gas emissions and reductions achieved.

■ Environment

#### Aspect: Products and Services

#### Content Resource

#### EN26



Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.

■ Products  
■ Phthalate Restriction Policy

### Society Performance Indicators

#### Aspect: Community

#### Content Resource

#### SO3



Percentage of employees trained in organization's anti-corruption policies and procedures.

■ People and Community