HEALTH AND SAFETY
PEOPLE, WORKPLACE AND POLICIES

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.

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. The Logitech Business Ethics policy can be found **here**.

HEALTH AND SAFETY

PEOPLE, WORKPLACE AND POLICIES CONTINUED
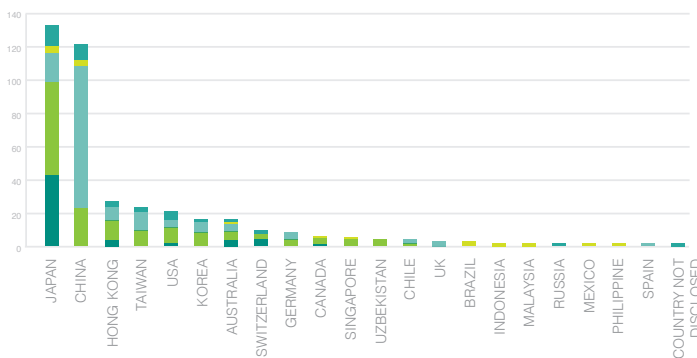
CONFLICT MINERALS

On August 22, 2012 the Securities and Exchange Commission (SEC) published the regulations implementing the conflict minerals reporting obligations of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The Conflict Minerals regulations in the United States apply to companies that must report to the SEC. These companies are required to review their products and determine whether tin, tungsten, tantalum and gold (3T&G) are necessary for production, and if so, companies are required to evaluate their supply chain and declare whether 3T&G originate in and around the Democratic Republic of the Congo (DRC) from sources that finance civil rights abuses.

3T&G are necessary for functionality in most Logitech products. We must rely upon our supply chain to identify the sources of 3T&G and to declare the conflict mineral status. Logitech began its annual Reasonable Country of Origin Inquiry (RCOI) efforts in 2012.
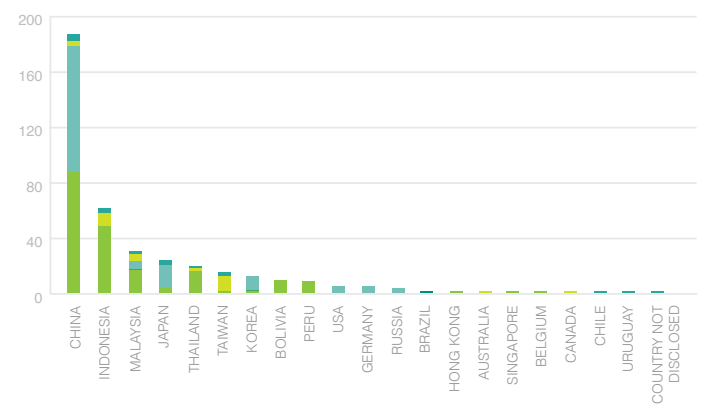
CONFLICT MINERAL ANALYSIS BY REGION

Gold

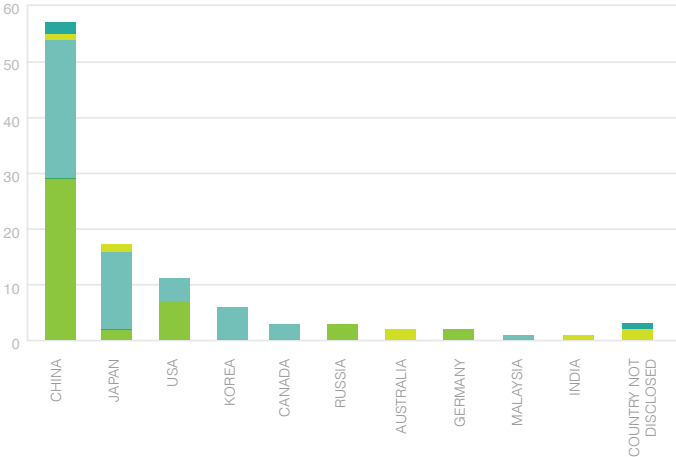### CONFLICT MINERAL ANALYSIS BY REGION

Tin

GRAPH KEY EXPLAINED

■ **RECYCLED:** Suppliers have declared that the 3T&G minerals are of recycled origin

■ **SMELTERS NOT DISCLOSED:** Some suppliers have not disclosed this information and/or are still under investigation

■ **NOT LISTED IN EICC STANDARD SMELTER LIST:** Smelters not identified by EICC

■ **LISTED IN EICC STANDARD SMELTER LIST:** Recognised smelters but not yet verified by CFS program

■ **CFS SMELTERS:** Conflict Free Smelter Program http://www.conflictfreesmelter.org/cfshome.htm

As a manufacturer of products that contain gold, tantalum, tin and tungsten, Logitech is committed to operating in a socially responsible way. It is Logitech's policy to refrain from purchasing from any known conflict sources and we expect that our suppliers adhere to the same standards. We have notified all our suppliers of our policy on conflict minerals and have asked each supplier to provide us with a confirmation of their conflict-free status. **Logitech Conflict Minerals Policy and Supplier Letter**

As part of our Reasonable Country of Origin Inquiry (RCOI), we have collected supplier information (via EICC Template) and summarized this data into the following graphs. These graphs are illustrating our position at a point in time (status based on analysis as of May 2013) – we will periodically update these graphs with each supply chain's survey results and as more smelter and refinery data becomes available.
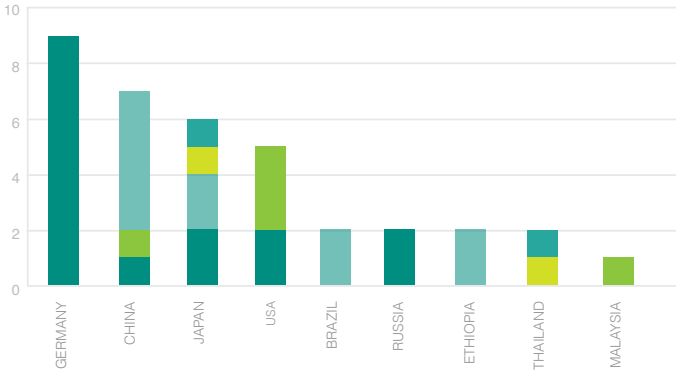
CONFLICT MINERAL ANALYSIS BY REGION

Tungsten

CONFLICT MINERAL ANALYSIS BY REGION

Tantalum

HEALTH AND SAFETY
PEOPLE, WORKPLACE AND POLICIES CONTINUED

TRANSPARENCY IN SUPPLY CHAINS

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.

Logitech has taken multiple actions to verify the absence of forced labor, slavery and human trafficking in our supply chain, including:

- Logitech Code of Conduct with Freely Chosen Employment. Logitech rolled out the EICC Code of Conduct to our entire supply chain. This Code outlines our requirements regarding workers at suppliers and Logitech own facilities having the right to freely choose their employment; Forced, bonded (including debt bondage), indentured labor, involuntary prison labor, slavery, or trafficking of persons shall not be allowed.

- Supplier agreements. Logitech has master purchasing agreements in place with our supply chain suppliers and partners, requiring them to comply with international standards and applicable laws and regulations. We have required our supply chain suppliers to adopt and abide by the supplier code of conduct (EICC Code of Conduct) which prohibits forced labor and child labor. In addition, we require our suppliers to drive the same requirements to their suppliers throughout the supply chain.

- Supplier risk assessment and audit. Logitech participates in the EICC's collaborative audit effort (EICC joint audit). Suppliers are asked to complete the self assessment questions on the EICC Risk Assessment Tool as well as the EICC Self Assessment Questionnaire that has been developed jointly by the EICC. Logitech performs assessments of potential suppliers as well as carrying out regular risk screenings of our supply chain suppliers. Logitech also conducts internal audits and onsite supplier audits, as deemed necessary, to verify our supply chain suppliers' conformance to the EICC Code of Conduct and related law, standards and policies. These audits are conducted by independent auditors and utilize the standardized audit protocols developed by the EICC. We follow up with each audited supplier to develop corrective action plans and close out audit findings.

- Employee training. Logitech requires Logitech employees to comply with our Business Ethics and Conflict of Interest Policy; and employees certify compliance with the Policy. Logitech offers training to our employees who are responsible for supply chain management on how to identify and respond to supply chain issues according with our supplier code of conduct, which is aligned with Electronic Industry Citizenship Coalition (EICC) Code.

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 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.

**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:

EXECUTIVE
TEAM

IT
DISASTER
RECOVERY

CRISIS
MANAGEMENT
TEAM

DEPARTMENT
BUSINESS
CONTINUITY

FACILITIES
RECOVERY

EMERGENCY
RESPONSE