



SUSTAINABILITY
REPORT 2014

logitech®





logitech®

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Bracken P. Darrell
President and
Chief Executive Officer

CEO STATEMENT & 2014 HIGHLIGHTS

For more than two years, Logitech has been reinventing itself as a design-centric company that makes products that have an everyday place in people's lives. We offer a range of hardware/software products across many functions and with a range of experiences. We're creating exciting product experiences that bring people together through music, gaming, video and computing. We're a smaller, leaner company that takes its commitments seriously.

We've seen our transformation impact our financial results – last fiscal year, ending 31 March 2015, we delivered sales of \$2.11 billion and an operating income of \$141 million, our best earnings in seven years.

Healthy financial results are important but Logitech is focused on the longer-term. Changing our company culture and transforming ourselves into a design-centric company takes time. So does a commitment to sustainability.

This Sustainability Report provides details of Logitech's commitment to Corporate Social, Environmental, Health and Safety practices and shares some of the company's sustainability milestone achievements of 2014.

Protecting our people and the environment

Logitech is committed to protecting the environment as well as the health and safety of our employees, customers and the communities around the globe where we work and live. To do this, we have integrated sound environmental, health and safety management practices into all aspects of our business. This allows us to offer innovative products and services in a responsible and sustainable way.

For example, in 2013, we met our greenhouse gas (GHG) and power reduction targets in our manufacturing facilities. We were targeting a 10% reduction in each by 2015, but met our goal more than a year early. We have set new goals for targeting a further 20% reduction in GHGs by 2018 and 15% power consumption savings by 2018. I'm pleased to say that since 2010 we have reduced our total GHG emissions by 19%, including a power saving of 18%. We will continue to work towards our targets.

Another example of our focus on sustainability is our engagement in product recycling programs around the world, ensuring we are responsibly managing products at the end of their life, while supporting a circular economy. A circular economy, an ideal sustainable economy, would be where all things created are reused or biodegradable. While we all have a long way to go to get to that point, we love the concept. In Europe, we directly financed the collection and recycling of 7.5 million batteries, over 5000 tons of electronic waste and 1145 ton of packaging waste in 2014.

Product experiences

It's one thing to build a product, it's another to build a beautiful product experience. Everything about a

product needs to be considered in creating a user's experience – its packaging, its functionality, its aesthetic, what it says about its owner, how we interact with it and benefit from it. An ideal product is both great science AND art, it's beautiful in its simplicity and functionality, even in its aesthetics. But it leverages advanced technology to do something special for the user, often many special things. Getting this right and delivering sustainability in how we create them and how are ultimately recycled, or not, at the end of their lives is fundamental to our mission. We all have a long way to go to get to that 'circular ideal', but it's the right objective.

In the spirit of that objective, our dedication to making sure our products and packaging are sustainable and safe is fundamental, for our consumers and supply chain partners. Our design team and engineers create products that are as durable as possible, and also strive to improve upon products' sustainability and energy efficiency. We continue to find new opportunities to expand on this approach and, in fact, this year we are exploring increased recycled plastic into our products.

The Future

Our policies and programs to meet our sustainability responsibilities are an important part of progress toward becoming the amazing company we aim to be one day. I look forward to sharing with you these ongoing improvements in future years to come.

Bracken P. Darrell

President and Chief Executive Officer

2014

Key Achievements

"LOGITECH CARES"
PROGRAM ESTABLISHED
PROMOTING VOLUNTEER
WORK



SUPPLIER SUSTAINABILITY
TRAINING EVENT HOSTED
IN CHINA

PRODUCT DESIGN AWARDS



RESEARCH & DEVELOPMENT

\$131 MILLION

SUPPLY CHAIN

TRANSPORT SAVED IN ROAD HAULAGE



RECYCLING (EMEA)



5126 TONNES
WEEE

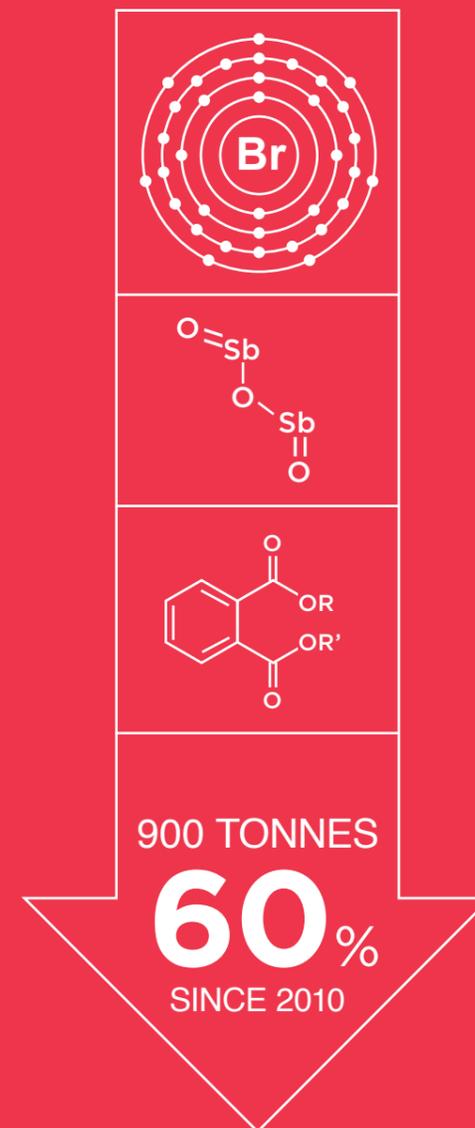


135 TONNES
BATTERY



1145 TONNES
PACKAGING

TARGETED SUBSTANCE REDUCTION



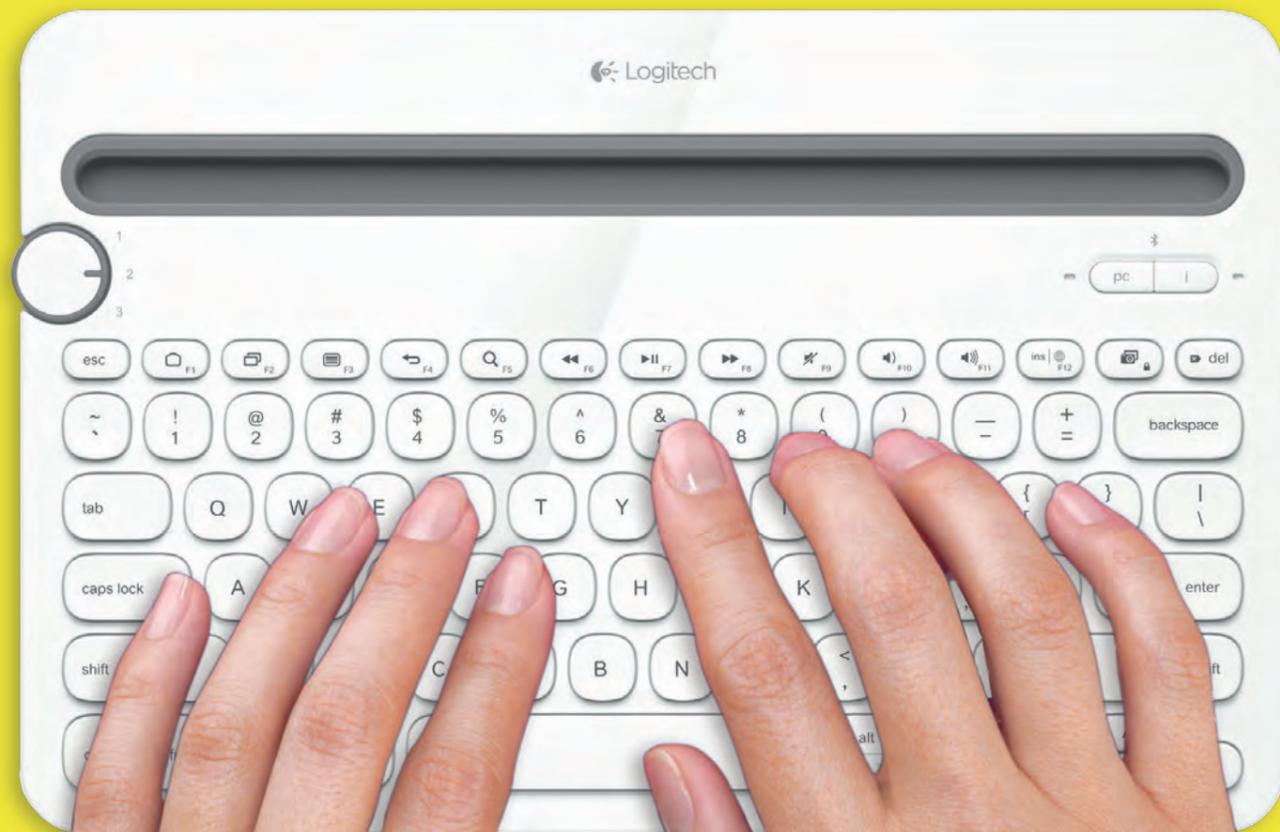
SINCE 2010

GHG REDUCTION @ MANUFACTURING



SUPPLY CHAIN AUDITS (EICC CODE OF CONDUCT)





ABOUT THE REPORT

Logitech cares about the impact our activities and our products have on the communities and environment in which we operate.

ABOUT THE REPORT CONTINUED

PEOPLE AND COMMUNITY



Our Approach

Logitech's primary guiding principle is to ensure that we "do no harm." Over the years, we have invested in a dedicated team, resources and specialised programs to meet our corporate social and environmental legal obligations. This report represents our organisation's economic, environmental, and social performance during the fiscal year 2014.

Logitech's Corporate Sustainability Report is prepared in accordance with the G4 Sustainability Reporting Guidelines, the fourth generation of guidelines from GRI. We currently report in accordance with 'Core' application level.

Reporting Scope

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 facilities in China.

This report does not include Lifesize data on environment and energy performance as Lifesize maintains a separate marketing, sales and manufacturing control.

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.

Sustainability team and strategy

Logitech's sustainability policies and activities are intended to ensure that everything we do takes into consideration our environmental, economic and social impact.

As an ethically responsible company, Logitech is committed to the principle and behaviour of "do no harm" by meeting our legal and regulatory expectations. Logitech goes beyond this principle in areas where laws or regulations may either be inadequate or entirely absent in addressing potential risk to environment and community. In these cases, Logitech adopts the principle of "do the right thing" where we deploy voluntary policy and programs that go beyond the law, thus ensuring that risk to community and environment is addressed and eliminated. A powerful example of this is our membership and commitment to the Electronics Industry Citizenship Coalition and its supporting [EICC Code of Conduct](#).

Logitech's Sustainability Team 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 work to predict and mitigate risks related to our operations and business performance.

ABOUT THE REPORT CONTINUED

Identifying Key Sustainability Topics for Logitech

A materiality assessment aims to identify the societal and environmental issues that present risks or opportunities to a company while taking into consideration the issues of most concern to external stakeholders.

Our first materiality assessment was undertaken last year as part of our annual Sustainability Team

worldwide meeting. There were also representatives from our Workplace Services Teams representing Logitech employees worldwide from our six principal locations.

We analysed and ranked all material topics that may impact the future sustainable growth of Logitech across all areas of People, Product and Environment.

This year's sustainability report focuses on the top items identified during this assessment.

People	Product	Environment
Employee H&S	Energy Efficiency Products	GHG Emission Management
Worker education	Ethical products	Resource management
<ul style="list-style-type: none"> Factory and non-factory level 	<ul style="list-style-type: none"> Products free of harmful chemicals Products manufactured without harm to employees Fair treatment of workers Conflict mineral free 	<ul style="list-style-type: none"> Water Materials Waste
<p>Giving back</p> <ul style="list-style-type: none"> Regional efforts for community support 		<ul style="list-style-type: none"> Pursuing opportunities to use recycled materials

The below materiality matrix summarizes the findings from this analysis.

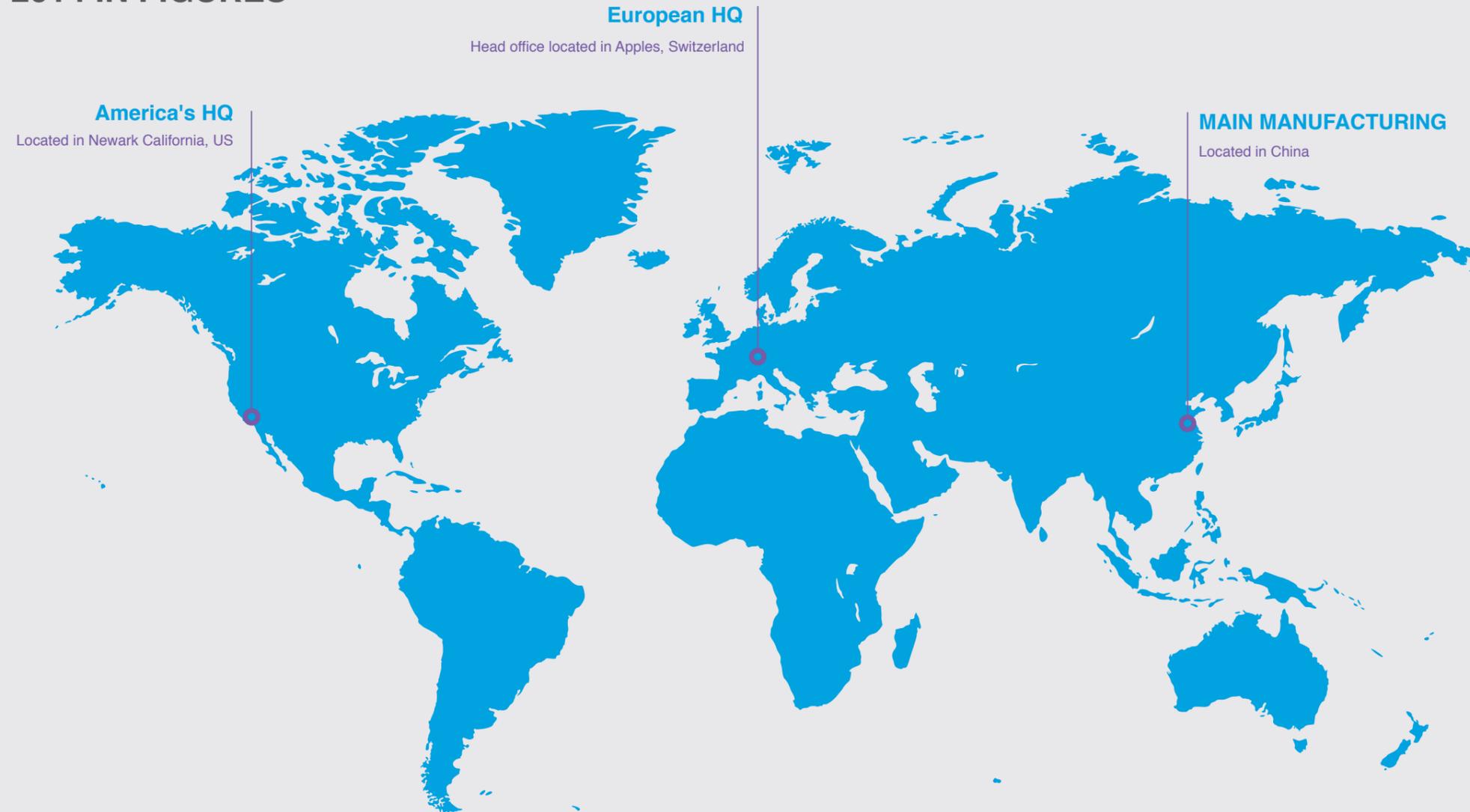




ABOUT LOGITECH

Over 30 years ago Logitech started connecting people through computers, and now it's designing products that bring people together through music, gaming, video and computing.

2014 IN FIGURES



6,900
EMPLOYEES

4,000 in factory
2,900 non-factory

Sales in
160

countries worldwide

FY15 net sales were
\$2.1 BILLION

FOUNDED
1981



Employees per Region

33%	AMR
45.9%	AP
21%	EMEA



New Hires per Region

33.9%	AMR
43.4%	AP
22.7%	EMEA



Revenue per Region

43.3%	Americas
33.6%	EMEA
23.1%	Asia Pacific



Sales by Product Category

10.2%	PC Gaming
6.67%	Tablet & Other Accessories
8.42%	Mobile Speakers
2.94%	Video Collaboration
23.05%	Pointing Devices
20.16%	Keyboards & Desktops
10.1%	Audio-PC & Wearables
4.57%	PC Webcams
3.22%	Home Control
5.56%	OEM
5.16%	Video Conferencing
0.13%	Other

ABOUT LOGITECH CONTINUED

CORPORATE GOVERNANCE MANAGEMENT AND COMPLIANCE

Operational Structure

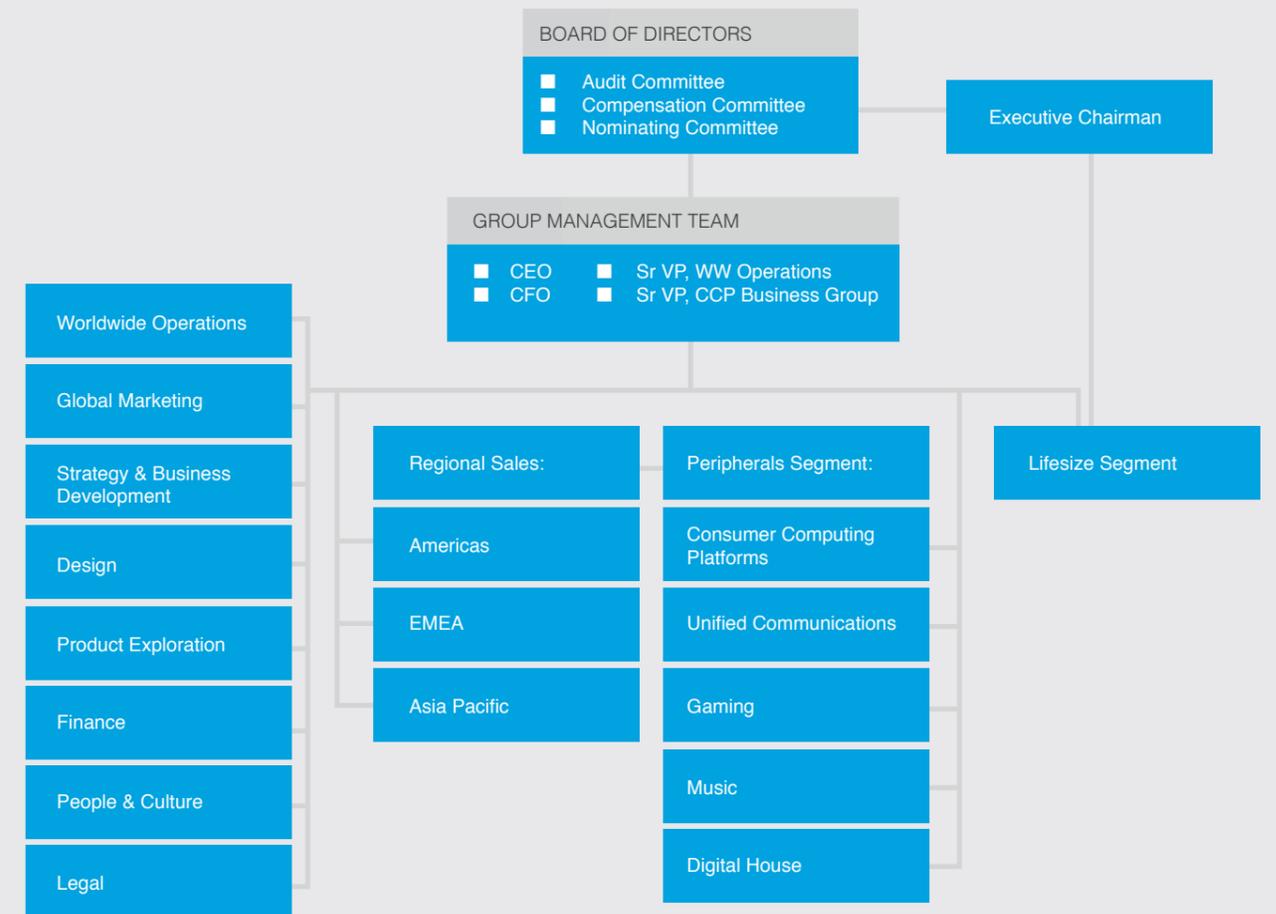
Logitech is committed to conducting business in a fair, honest and sound manner to help assure that the long-term interests of its shareholders are being served. Full details of Logitech’s Corporate Governance Policies and Philosophies can be found on our investor webpage.

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 is responsible for Logitech’s strategy for growth and profitability, for the vision for the brand as well as for the company’s operations. Bracken 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](#).





Detailed financial information can be found in [Logitech Annual Report 2014](#) 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](#).

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 corporate citizen. We believe it is the responsibility of every individual and company 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 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

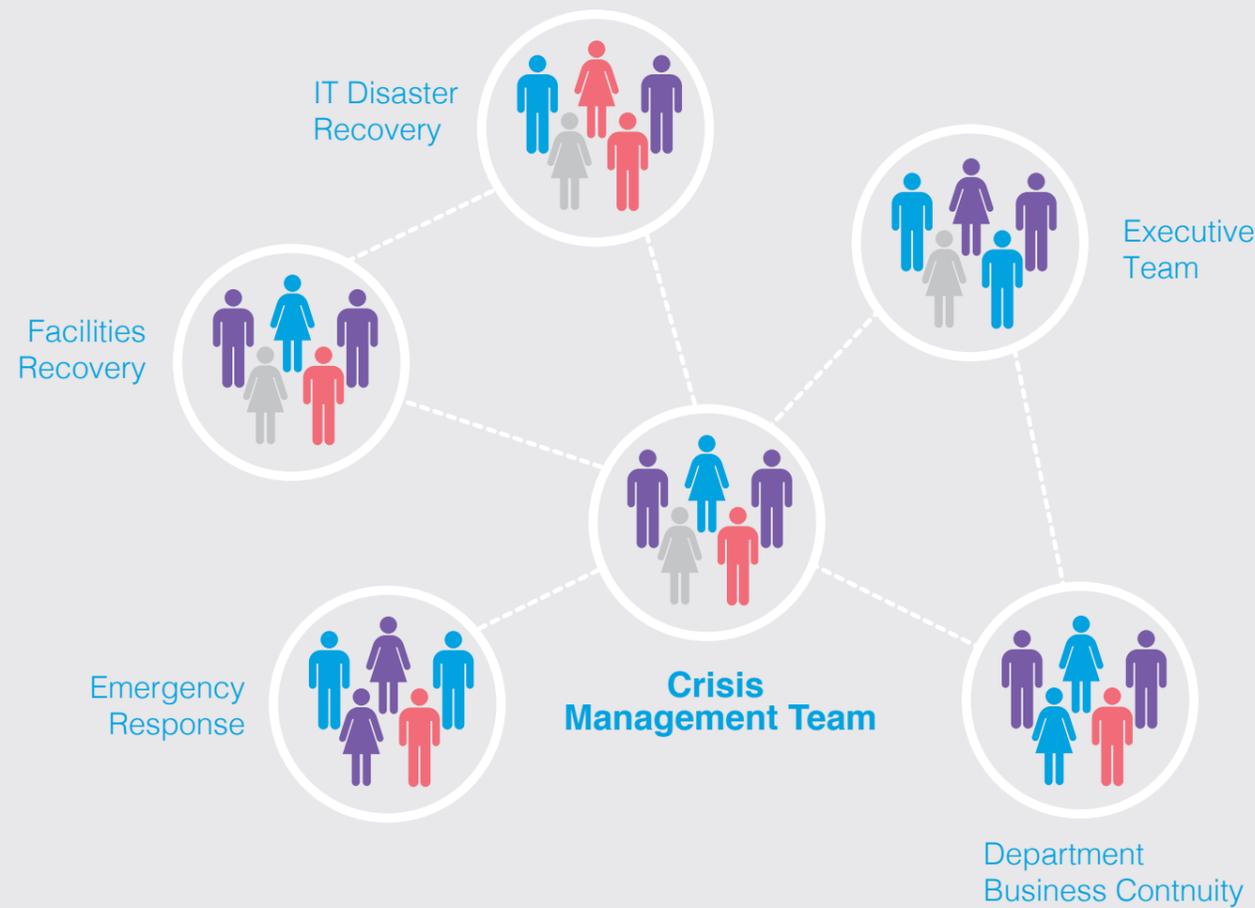
From an operational risk management perspective, Logitech assesses risk to our operations based primarily on external hazards that could disrupt business functions. Generally, these threats take the form of natural disasters and human-caused disasters (some internal threats are evaluated as well such 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.

CORPORATE GOVERNANCE MANAGEMENT AND COMPLIANCE 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

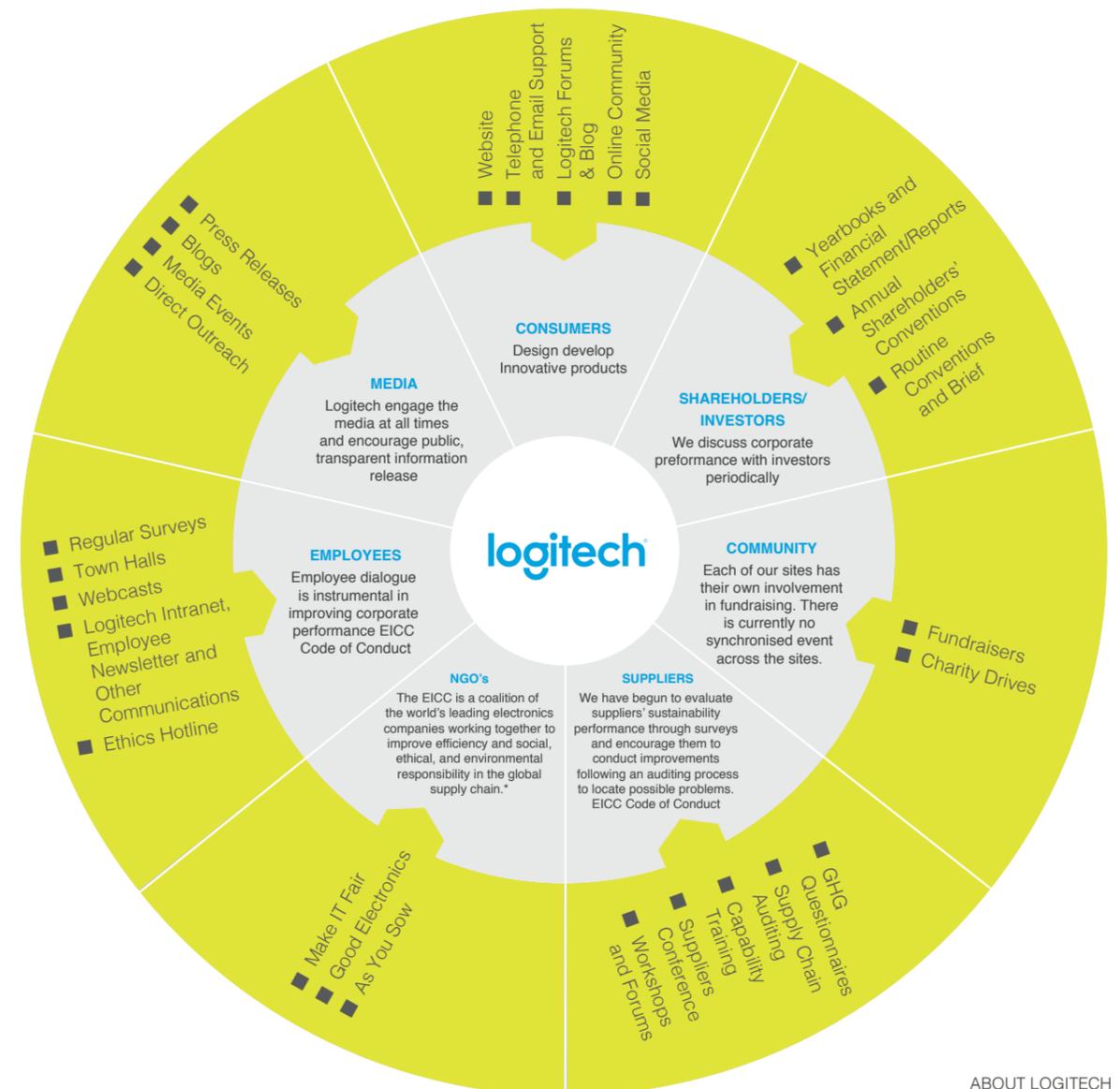
organization. Crisis Management Team members participate in an annual exercise, as well as more-frequent activation drills. Here is an illustration on how the Crisis Management Team coordinates with other Business Continuity program elements:



Stakeholder Engagement

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.



LOGITECH AND THE ENVIRONMENT

At Logitech we aim to minimise our impact in the environmental where possible and we expect and encourage our supply chain to do the same too.



OUR APPROACH

Logitech's manufacturing operations consist principally of final assembly and testing. Since 1994, we have had our own manufacturing operations in China, which currently handles approximately half of our total production. We continue to focus on ensuring the efficiency of the China facility through the implementation of quality management, automation, process improvements, and employee involvement programs. We outsource the remaining production to contract manufacturers and original design manufacturers located throughout Asia.

Logitech collects and monitors energy use at our facility in China. In the last year we have increased our reporting boundary to include our leased factory. We are also now collecting energy data from our non-manufacturing facilities worldwide to develop and encourage responsible behaviour in regards to energy use and protecting local environments.

Manufacturing Facility

In 2010, Logitech established a baseline of energy consumption and a 5-year energy conservation plan to reduce the energy demand by 10% at our manufacturing facility. Having met that target by 2013, revised power and GHG reduction targets were established:

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

Improved Efficiencies

Electricity demand accounts for approximately 98% 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 implemented various energy efficiency and behaviour initiatives focusing on reducing the energy demand in 2014. Electricity demand has reduced from 20,000,000 kWh in 2010 to 16,470,000 kWh in 2014.

Electricity and Greenhouse Gas Reduction

Through these implemented programs, direct emissions have reduced by 50% and indirect emissions have reduced by 18% since 2010. Total emissions were reduced by 19%, including a power saving of 17.8%, equivalent to 3,556,119 kWh since 2010.

Waste

All of our waste is monitored at our manufacturing site to track consumption. Since 2010, the use of paper on site has reduced by 57%. The reduction of paper usage in our manufacturing facility was a direct result from in-house conservation and waste reduction education programs. All non-recyclable goods in dining room have been eliminated. Product PCB waste on site was reduced by 8% since 2013 on a weight per product basis.

Water

The majority of Logitech's water use at our manufacturing facility is cold water for drinking and bathroom facilities. Though water consumption increased this year due to increased on site staff, overall our water-saving initiatives have contributed to a reduction of 35% in directly withdrawn water consumption since 2010. This is a total savings of 122,248 tons of water.

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. In 2014 we purchased 15,000 tonnes of recycled water.

Supply Chain

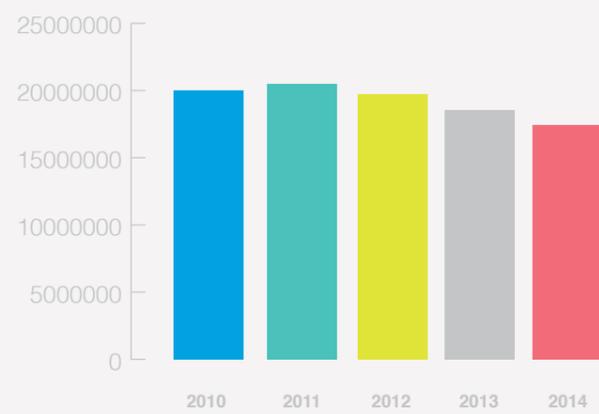
Logitech continues to optimize our transportation network requirements while reducing the network's impact on the environment whenever possible.

For inbound transportation to our two main distribution centers globally, we use 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 6,234,584 km in 2014. 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 terminal, which is close to our distribution center. This reduces the amount of trucking kilometres by 327,665 km in 2014.

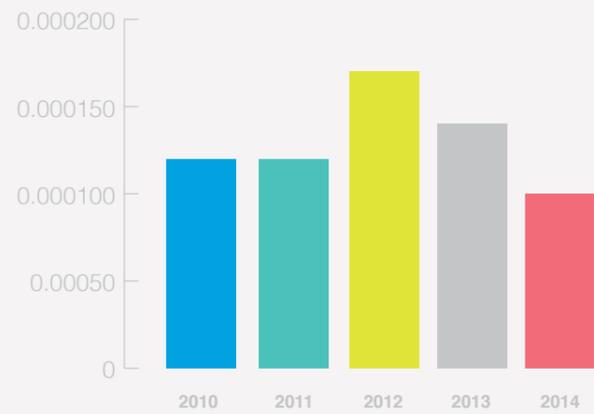
By shifting from the more carbon-intensive modes of transport like air and trucking to less-intensive modes, such as rail, container ships and waterways, Logitech mitigates a considerable amount of CO₂ emissions annually. In 2014, 90% of our products were transported over land and sea. 10% was transported using airfreight.

LOGITECH AND THE ENVIRONMENT CONTINUED

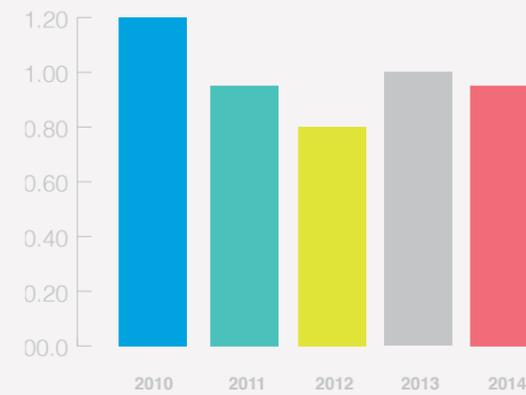
ENVIRONMENTAL PERFORMANCE SUMMARY



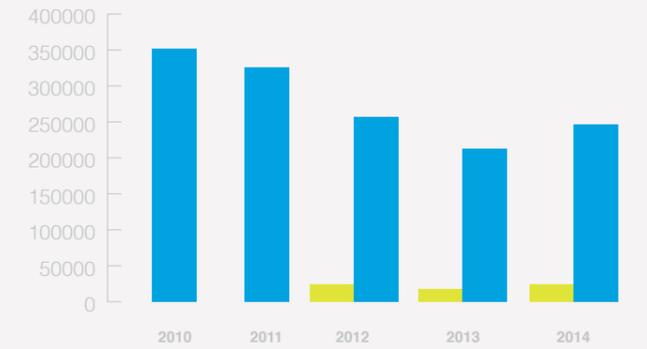
Energy Consumption, Manufacturing Facility (EN3)
Electricity (kWh)



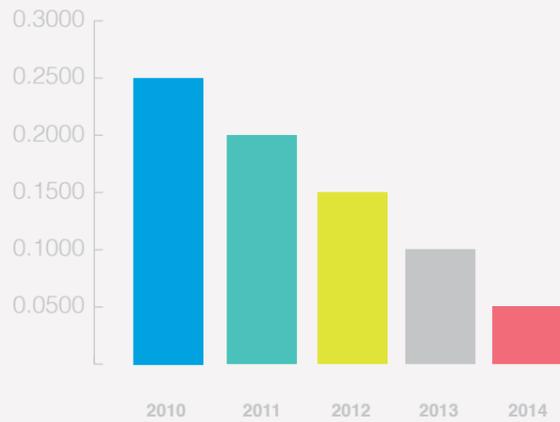
Greenhouse gas (GHG) emissions intensity (EN18)
Total GHG Emissions Intensity



Waste (EN23)
Product PCB Waste: Unit (G/Qty)



Total water withdrawal by source (EN8) (EN10)
Water Use
■ Purchased recycled hot water (tonne)
■ Cold water (tonne)



Energy Intensity (EN5)
Suzhou Energy Intensity (kWh/unit)

LOGITECH AND THE ENVIRONMENT CONTINUED

ENVIRONMENTAL PERFORMANCE SUMMARY

	2010	2011	2012	2013	2014
Gas (M3)	130,783	6,335	0	0	0
Motor gasoline (Litres)	23,991	21,840	21,384	21,154	21,106
Diesel (litres)	15,891	15,213	7,399	6,189	7,124
HFC-134a (kg)	62	60	41	50	104
Electricity (kWh)	20,024,864	20,253,367	19,324,974	17,964,012	16,468,665

Energy Consumption, Manufacturing Facility (EN3) (EN6)

	2010	2011	2012	2013	2014
Direct Emissions	T CO2 e				
Gas	247	12	0	0	0
Motor gasoline/Petrol	55	50	48	48	48
Diesel	43	23	20	17	19
HFC-134a	89	86	59	72	149
Indirect Emissions					
Electricity	15777	15957	15226	14153	12975
Total GHG	16209	16128	15352	14290	13191

Direct and indirect GHG emissions, Manufacturing Facility (EN15) (EN16) (EN19)

OUR PRODUCTS

Logitech designs products that have an everyday place in people's lives, connecting them to the digital experiences they care about.



DESIGN AND INNOVATION

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. Our portfolio now spans several product lines, each of which focuses on creating value for its unique customers.

- Logitech
- Logitech G
- Ultimate Ears
- Logitech For Business

Design and innovation are key to Logitech success and longevity. We recognize that continued investment in product research and development is critical to facilitate innovation of new and improved products and technologies. We spent \$131 million on research and development in 2014. Our innovation capability, including understanding of product development, technology and industrial design excellence as an emerging strength, as demonstrated by a list of over 100 industry "firsts" to our name and a patent portfolio of approximately over 750 patents.

This dedication to design is validated through the awards won annually for our products. Of the products released in 2014, four were selected as 2015 Computer Electronics Show (CES) Innovation Award honorees, three won the 2015 iF product design award for excellence in the audio, mobile and PC peripherals categories, six Red Dot awards were received and eight Good Design Awards.

Awards



reddot award 2015
winner



DESIGN AWARD 2015



Inter national Design Awards



CES INNOVATION AWARDS 2015 HONOREE

<ul style="list-style-type: none"> ■ Logitech® ConferenceCam Connect ■ Logitech® Keys-To-Go ■ Logitech® G910 Orion Spark RGB Mechanical Gaming Keyboard ■ Logitech® Bluetooth Multi-Device Keyboard K480 ■ Logitech® Wireless Mouse M320 ■ UE MEGABOOM 	<ul style="list-style-type: none"> ■ Logitech® AnyAngle ■ Logitech® Wireless Mouse M320 ■ UE MEGABOOM ■ G602 Wireless Gaming Mouse 	<ul style="list-style-type: none"> ■ Logitech® G402 Hyperion Fury™ Ultra-Fast FPS Gaming Mouse ■ Logitech® ConferenceCam Connect ■ Logitech® G302 Daedalus Prime™ MOBA Gaming Mouse ■ Logitech® Keys-To-Go ■ UE MEGABOOM ■ Logitech® AnyAngle™ 	<ul style="list-style-type: none"> ■ Logitech® Bluetooth® ■ Multi-Device Keyboard K480 Logitech® G502 Proteus Core Tunable Gaming Mouse ■ Logitech® G402 Hyperion Fury™ Ultra-Fast FPS Gaming Mouse ■ Logitech® G910 Orion Spark RGB Mechanical Keyboard ■ Logitech® Bluetooth Multi-Device Keyboard K480
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OUR PRODUCTS CONTINUED

IMPROVING PRODUCT PERFORMANCE

Durability

Durability is an important part of sustainability. Fewer products go to landfill when they are more durable.

Protecting Tablets

The Logitech developed **Essential Protection System (E.P.S.)** uses a combination of impact absorbent materials and clever engineering to protect against day-to-day accidents. This has the potential to save consumers the unnecessary cost and save the environment the unnecessary burden of replacing a tablet.

The **Logitech Big Bang** for iPad Air, iPad mini and iPad mini with retina display are thin and light cases equipped with Essential Protection System (EPS), offering peace of mind that your tablet is secure from bumps, scratches, and spills.

Product Energy Efficiency

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.

The **M320 Wireless mouse** is the debut product showcasing this technology that allows the mouse to track quickly and accurately with no compromise on power consumption giving it up to 2 years battery life.

The **UE Boom** achieves a 15-hour battery life and charges in a record 3.5 hours meaning you can enjoy your music louder for longer.



CUSTOMER NEEDS:

Impact-protective case with multi-angle stand. The Essential Protection System protects from drops, screen impact, scratches and spills

LIFECYCLE EMISSIONS:

Protection for your electronic devices enhances the durability and extends the lifetime resulting in less electronic waste

PERFORMANCE:

Shock absorbent technology, scratch resistant surfaces and liquid repelling coatings

MATERIALS & WASTE:

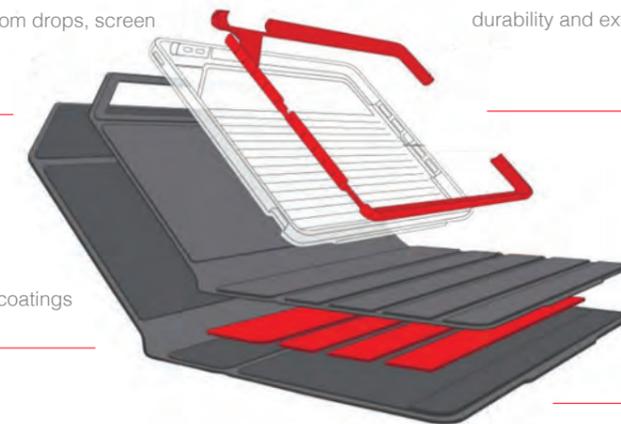
Shock absorbent, durable, liquid repellent materials protect from everyday drops, spills, and scratches

HEALTH & SAFETY:

Complies with RoHS and REACH regulations globally

MATERIAL END OF LIFE:

All materials either recyclable or recoverable as materials or energy



OUR PRODUCTS CONTINUED

IMPROVING PRODUCT PERFORMANCE



CUSTOMER NEEDS:

Curves designed for total comfort and style

PERFORMANCE:

Precision and responsiveness with Logitech Advanced Optical Tracking

HEALTH & SAFETY:

Complies with RoHS and REACH regulations globally



LIFECYCLE EMISSIONS:

2-year battery life reduces need for battery replacement during the use phase

MATERIALS & WASTE:

Comfort grips are made from a recyclable rubber

END OF LIFE:

All materials either recyclable or recoverable as materials or energy



CUSTOMER NEEDS:

The UE Boom packs in 360° sounds, 50ft wireless range, splash resistance, impact resistance, dirt and grime repellence and superb sound quality

PERFORMANCE:

Clear mids and vibrant highs. Dual passive radiators bring deep low frequencies – even at low charge

HEALTH & SAFETY:

Complies with RoHS and REACH regulations globally



LIFECYCLE EMISSIONS:

A 15 hr battery, a 90% efficient charging adapter and ultra-fast charging technology help minimize emissions during the use phase while durable materials and build quality extend product life

MATERIALS & WASTE:

PVE-free cables. Recyclable rubber. Designed for endurance

END OF LIFE:

The UE Boom is built to last but when it does reach the end of useful life all materials are recyclable or recoverable as materials or energy

OUR PRODUCTS CONTINUED

MANAGING THE IMPACT OF OUR PRODUCTS

Throughout the lifecycle of our products, our team monitors the impact Logitech may have on people and the environment.

This year alone we have increased the number of recycling programs worldwide, continued with our Targeted Substance Elimination Program and supported projects investigating the use of recycled plastics to substitute the use of virgin plastics.

Material use

The following diagrams show the top materials used in Logitech's current product range. 38% of our materials for our products is ABS. We are currently investigating the potential to include alternative material and recycled materials as a substitute across a number of our product groups including our packaging.

Targeted Substance Reduction Plan

Protecting our consumers and our supply chain from exposure to hazardous materials is a key function of the sustainability team. Our team proactively monitors restricted hazardous substances in our products and implement phase-out and restriction plans on

substances of concern that is continually updated, monitored and managed. The 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 to benchmark our improvements is the sales of our top 50 products globally in 2010. From 2010 to 2011, the total volume of targeted substances was reduced by 40%. From 2010 to 2014, Logitech reduced targeted-substances by almost 900 tonnes, a 60% reduction from the baseline year.

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 here](#).

Managing incidents of non-compliance

Logitech published a Phthalate Restriction Policy in order to phase out certain phthalates in our products. We continually audit products to identify corrective actions for parts suppliers. During 2014, four Supplier Corrective Action Reports (SCAR) were issued to suppliers as a result of non-compliance to Logitech's voluntary Phthalate policy surveillance activity. All non-conformances were resolved and steps were taken to ensure no repeat non-conformance in the future.

Recycling at product end of life

The responsible treatment of electronic products at their end-of-life is an increasingly important issue worldwide. Logitech works in partnership with stewardship schemes worldwide to ensure our products are responsibly managed at their end of life, locally and efficiently. In 2014, for example, Logitech directly financed and administered the collection of 154 tonnes of electronic waste in both New York State and Illinois and 5126 tonnes of electronic waste throughout Europe.

In 2014, Logitech directly financed the collection, recycling and safe disposal of 7.5 million batteries throughout 6 countries in Europe totalling 135 tonnes. Since 2010, we have directly financed the collection, recycling and safe disposal of over 40 million batteries within Europe and is now recycling batteries in the US and Canada too.

For our packaging, Logitech continued to directly finance and administered the collection of 1145 tonnes of packaging waste in 2014.

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.

In Europe we are subject to the European Union's (EU's) RoHS (Restriction of Use of Certain Hazardous Substances in Electrical and Electronics Equipment) Directive 2011/65/EU, or RoHS 2. All Logitech

OUR PRODUCTS CONTINUED

MANAGING THE IMPACT OF OUR PRODUCTS

products are covered by the directive and have been modified, if necessary, to be RoHS 2 compliant. Logitech has an active program to ensure compliance with the RoHS 2 directive and to ensure RoHS 2 compliant components and manufacturing methods in order to comply with the requirements of the directive including issuing of a declaration of conformity and making the product with the 'CE' mark.

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

Logitech has assessed the applicability of implementing these measures on relevant product lines and has taken steps to ensure that our products meet the requirements. Adoption of the ErP Directive will be aligned in all EU member states, and we expect to demonstrate conformity in conjunction with current CE conformity marking requirements. Similar requirements exist in the four member states of the European Free Trade Association (Iceland, Norway, Liechtenstein and Switzerland). Such requirements are substantially met by compliance with the ErP Directive.

Logitech has also assessed the applicability of the European REACH Directive (Regulation (EC) No. 1907/2006 for Registration, Evaluation, Authorization, and Restrictions of Chemicals). The aspect of this Directive that relates to product content does

impact Logitech and we have taken steps to ensure that all substances of very high concern (on a list of candidate substances for authorization that is published on the EU Agency-Web site) present in products above a concentration limit are eliminated in subsequent product designs or notified per the Directive requirements. Additions to this list of candidate substances are reviewed on a regular basis to give consideration to any updates to the substances of very high concern (SVHC) list performed by the relevant EU agency.

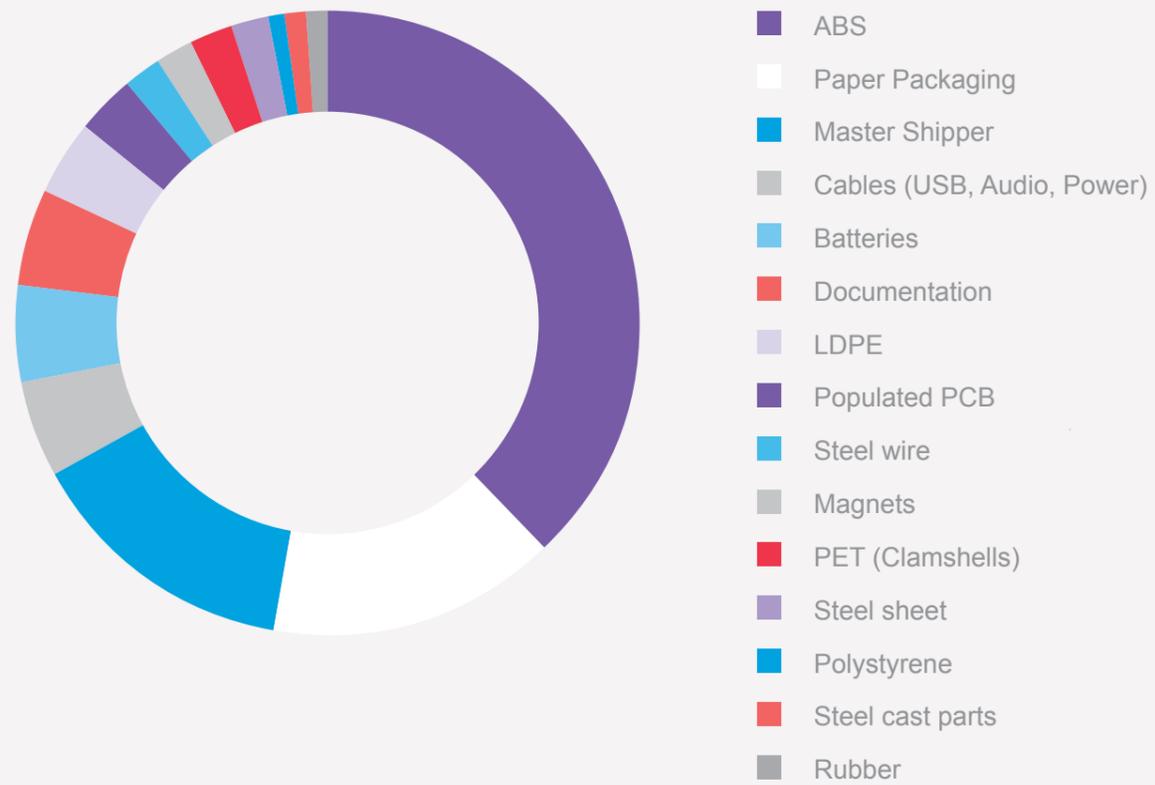
In China we are subject to China's law on Management Methods on the Control of Pollution Caused by Electronic Information Products (China RoHS). This is substantially similar to the EU RoHS Directive, and as such, Logitech products are already compliant. China RoHS requires additional labelling of product that will be shipped in China and Logitech has taken steps to help ensure we comply with these requirements.

In the U.S., we are subject to, among other laws, 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. We are also subject to California's Proposition 65, which requires that clear and reasonable warnings be given to consumers who are exposed to certain chemicals deemed by the state of California to be dangerous.

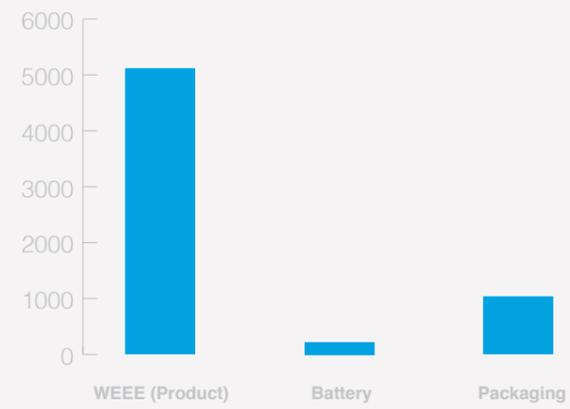
In Australia and New Zealand, we are subject to the MEPS (Minimum Energy Performance Standards) regulations. These regulations set out standards for the energy consumption performance of products within the scope of the regulations, which includes some of Logitech's products. We have taken steps to modify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

OUR PRODUCTS CONTINUED

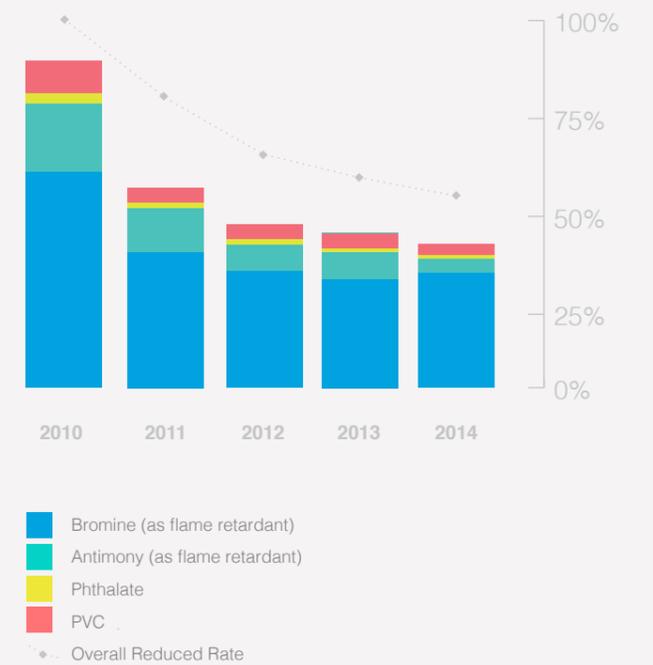
Percentage of Material Breakdown



Tonnes of financed recycling
European totals for product, battery and packaging recycling



Total reduction in volume of targeted substances (tonne)
Target Substance Reduction





PEOPLE AND COMMUNITY

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.

PEOPLE AND COMMUNITY CONTINUED

OUR APPROACH

Inside Logitech

In 2014 we employed approximately 6,900 regular employees, of which approximately 4,000 employees are in our Suzhou manufacturing facility, and from the remaining 2,900 regular employees, approximately 700 are dedicated to research and development. Our culture represents who we are and what we care about. It is shaped by a set of values and winning behaviors that brought us together and guide how we will move forward to achieve extraordinary outcomes, together. Logitech's culture is focused around three key values: People. Passion. Product. They are the foundation of our unique employee experience, reflecting how we show up in the world and with each other.

When it comes to people, our strategy is centered around our values. We strive to give our employees opportunities to grow and learn so that they feel empowered to push the boundaries of what is possible. We love to experiment with new ideas and believe that everyone's voice should be heard. To do that, we create forums, communities and spaces where people can come together and share their thoughts. We are committed to doing the right thing even when it means making hard decisions and we care enough about each other to engage in candid and respectful dialogue about what works and what doesn't. We are passionate about the work we do,

the experiences we create for our customers, and the opportunities ahead of us. We do our best to create the spirit and nimbleness of a small-company, despite our global size and footprint. Our programs reflect this ethos. We have highlighted two below:

- **Listening Tours:** When our leaders travel to our global sites, it's not solely about business. It's also to take a temperature on how our employees think we're doing against our values. In this informal forum, leaders ask about the strengths of our culture and what could be improved to enhance the employee experience. The leaders then play back what they heard to the executive team and consider what actions to take.
- **Development Programs:** We believe that Logitech can prosper if we enable ongoing development for all of our people. That is, we can't meet our ever-greater business aspirations unless our people are actively engaged in our culture. We offer global programs that strive to make our very operations, interactions, and cultural DNA our curriculum. This requires an equal focus on building skills and embedding behaviors. We ensure that all of our global development programs hit this balance.



PEOPLE AND COMMUNITY CONTINUED



Logitech Cares

Founded in 2014, Logitech Cares is a global volunteer program that caters to the needs of the community we live and work. Through Logitech Cares, our employees are equipped with the resources and tools to support their local charities through various projects.

Over the past year Logitech employees around the world have participated in meaningful volunteer opportunities--from restoring natural reservations and planting gardens to helping people with disabilities enjoy a mountain hike.

Last year, nine Logitech sites worldwide launched their own program including USA, Switzerland, Ireland, China and India.



SUPPLY CHAIN RESPONSIBILITY



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. As a full member, Logitech collaborates with other Electronic Industry Citizenship Coalition (EICC) members, 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;

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.



L. Joseph Sullivan
Senior VP,
Worldwide Operations

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

PEOPLE AND COMMUNITY CONTINUED

SUPPLY CHAIN AUDIT PROGRAM

Ensuring a supply chain has integrity and is performing responsibly requires a robust audit program. Audits enable Logitech to identify issues and build corrective action plans with suppliers to address them. Logitech focuses on motivating and supporting suppliers and making continuous improvements to our supply chains sustainability performance.

Logitech adopted the most updated EICC audit tools including Audit Protocol, EICC Validated Audit Process (VAP) Operations Manual, and CA (Corrective Action) Timeline. Our Social Environmental Responsibility (SER) audit covers the areas of Labor, Health and Safety, Environment, Ethics and management system. We use the VAP audit methodology in our daily auditing activities.

Each year, suppliers accounting for 80% of our spend are defined as our Major suppliers by the EICC Membership Compliance Program and are audited by Logitech Sustainability Audit team. All these suppliers must pass the SER qualification audits before establishing business relation with Logitech. In 2014 we had a total of 353 active suppliers (329 component supplier and 24 ODM suppliers).

Outside of the top 80%, we also perform a risk profile of all suppliers and target any at high risk of non-compliance.

For existing suppliers, a Quarterly Business Review is performed every quarter. SER is 20% weight of the total performance score.

RESULTS FROM 2014 AUDITS

Supply Chain	
Percentage Audited	80% of suppliers (including 8 new suppliers) 100% of new and high risk suppliers are audited
Human Rights	No cases of human rights infringement in 2014
Environmental Impact	Existing: One supplier was identified as having significant actual environmental impact. Resolved New: 8 new suppliers were all screened. None of them had the non-conformance on environmental issues



PEOPLE AND COMMUNITY CONTINUED

SUPPLY CHAIN TRAINING AND DEVELOPMENT

Our capability-building program provides training to suppliers in an effort to improve upon areas of concern revealed in audits. In 2014 we invited our key suppliers to a training day on topics including:

- Labor:
 - Age verification and young worker management
 - Working hours: Tools to manage and control working hours.
- Chemical management in workplace:
 - Chemical ingredient review
 - Chemical storage
 - Industrial Hygiene and how to control and eliminate worker exposure to chemical agents
 - Personal protective equipment
 - Gas emission and workplace control
 - Product hazardous substance restriction and management
 - Greenhouse gas data collection and monitoring and reporting.

EMPLOYEE HEALTH AND SAFETY

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 Environmental, Health and Safety (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 implemented 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 in an effort to reduce our overall impact.

Logitech uses formal management systems to manage its 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 an external specialist audit team.

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.

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.

EMPLOYEE HEALTH AND SAFETY

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. Link to Logitech Business Ethics policy.

Human Rights

A full human rights impact assessment was conducted at the manufacturing site in 2014.

Assessment: Logitech has one production site in Suzhou of China. In December 2014, a EICC VAP audit was implemented to assess compliance with our human rights guidelines. 100% of all new finished goods suppliers were screened using this EICC human rights criteria. In 2014, a total of 8 new suppliers signed Manufacturing & Sales Agreement with Logitech and all of them were screened by Logitech's sustainability team using human rights criteria-legal requirements and EICC code of conduct.

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 all companies offering tangible goods for sale.

As a member of the 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.

The Logitech Statement on Slavery and Human Trafficking is found [here](#).

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.

What is Logitech doing about Conflict Minerals?

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](#).

PEOPLE AND COMMUNITY CONTINUED

Logitech's continued progress towards compliance

- Logitech has established a formal conflict free sourcing certification program aligned with industry best practice and legal requirements on the traceability of all gold, tantalum, tin and tungsten entering our supply chain
- We have incorporated our conflict mineral free certification requirements into our legal agreements with all of our impacted suppliers and partners
- Mining activity is crucial to the development of the DRC economy so our program ensures that legal and regulated mining is not impacted by our actions
- We have increased our supplier engagement rate in our program from 95.2% in CY2013 to 99.35% for CY2014. In fact, the gap to 100% represents just 2 suppliers with which we no longer do business
- We have increased the number of suppliers independently certified as "conflict mineral free". Going from just 57 certified in 2013 to 161 certified for 2014
- Per the table, those suppliers not yet independently certified as conflict mineral free are in the process of being certified under the CFSI program and we expect more progress in 2015.





GRI INDICATOR INDEX



GRI INDICATOR INDEX

GRI Indicator	Response	Response	Reference
STRATEGY AND ANALYSIS			
G4-1			CEO Letter
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization.	Logitech International S.A.	
G4-4	Primary brands, products, and services.		About Logitech Annual Report 10k
G4-5	Location of the organization's headquarters.	Logitech International S.A., Apples, Switzerland, c/o Logitech Inc., 7600 Gateway Blvd., Newark, CA 94560	
G4-6	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.		About Logitech
G4-7	Nature of ownership and legal form.		About Logitech

GRI Indicator	Response	Response	Reference
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).		About Logitech Annual Report 10k
G4-9	Scale of the reporting organization.		About Logitech
G4-10	The total workforce by employment type, gender, employment contract, and region.		About Logitech The company does not disclose employee gender information.
G4-11	The percentage of total employees covered by collective bargaining agreements.	None of Logitech's U.S. employees are represented by a labor union or are subject to a collective bargaining agreement. Certain other countries, such as China, provide by law for employee rights, which include requirements similar to collective bargaining agreements.	Logitech 10k Page 17
G4-12	Describe the organization's supply chain.		About Logitech

GRI Indicator	Response	Response	Reference
G4-13	Significant changes during the reporting period relating to size, structure, or ownership or its supply chain.	No Significant change to report.	
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	Precautionary approach.	About Logitech -Risk management procedures with regard to climate change risks and opportunities. People and Community. -Environmental, health and safety management systems.
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Logitech is a full and active member of the Electronic Industry Citizenship Coalition.	
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic. 		About Logitech Governance Annual Report 10k

GRI Indicator	Response	Response	Reference
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	b. This report does not include Lifesize data on environmental and energy performance data as it maintains a separate marketing, sales and manufacturing control.	Annual Report 10k
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.		a. About Report b. Materiality Assessment
G4-19	List all the material Aspects identified in the process for defining report content.		About Report
G4-20	Aspect boundaries within the organisation.		About Report
G4-21	Aspect boundaries outside the organisation.		Supplier Audits -See People and Community
G4-22	Restatements of information.		None
G4-23	significant changes from previous reporting periods in the Scope and Aspect Boundaries.		None

GRI Indicator	Response	Response	Reference
STAKEHOLDER ENGAGEMENT			
G4-24	Stakeholder groups engaged by the organization.		About Logitech -Stakeholder Engagement
G4-25	Basis for identification and selection of stakeholders with whom to engage.		About Logitech -Stakeholder Engagement Approach to stakeholder engagement
G4-26	Approach to stakeholder engagement.		About Logitech -Stakeholder Engagement Approach to stakeholder engagement.
G4-27	Key topics and concerns raised by stakeholders.		About Logitech -Stakeholder Engagement Approach to stakeholder engagement.
REPORT PROFILE			
G4-28	Reporting period.	January to December 2014	
G4-29	Date of most recent previous report (if any).	August 2014	
G4-30	Reporting cycle (such as annual, biennial).	Annual	
G4-31	Provide the contact point for questions regarding the report or its contents.		About Logitech

GRI Indicator	Response	Response	Reference
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured.	a. In accordance option chosen. b. This table. c. No external assurance.	
G4-33	Assurance	None	
GOVERNANCE			
G4-34	a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.		About Logitech -Corporate Governance Webpage -Governance
ETHICS AND INTEGRITY			
G4-56	Organizations values principles and norms of behaviour.		About Logitech -Business Ethics and Standards

GRI Indicator	Response	Response	Reference
ECONOMIC INDICATORS			
G4-DMA	Disclosure on Management Approach.		Annual Report
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.		About Logitech
EC8	Significant indirect economic impacts and extent of impacts.		Our Products -End of life People and Community
ENVIRONMENTAL INDICATORS			
G4-DMA	Disclosure on Management Approach.		Environment
EN1	Materials used by weight or volume.		Our Products
EN3	Energy consumption within Organisation.		Environment
EN5	Energy Intensity.		Environment
EN6	Reduction of energy consumption.		Environment
EN8	Total water withdrawal by source.		Environment
EN10	Percentage and total volume of water recycled and reused.		Environment

GRI Indicator	Response	Response	Reference
EN15	Direct greenhouse gas (GHG) emissions (Scope 1).		Environment
EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).		Environment
EN19	Reduction of greenhouse gas (GHG) emissions.		Environment
EN23	Total weight of waste by type and disposal method.		Environment
EN24	Total number and volume of significant spills.	No Spills to report.	
EN27	Extent of impact mitigation of environmental impacts of products and services.		Our Product -Logitech voluntary target substances reduction
EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.		Environment
EN32	Percentage of new suppliers that were screened using environmental criteria.	All new FG suppliers were screened using environmental Criteria.	People and Community -Supply Chain Responsibility

GRI Indicator	Response	Response	Reference
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken		People and Community -Supply Chain Responsibility
	A. Report the number of suppliers subject to environmental impact assessments.		
	B. Report the number of suppliers identified as having significant actual and potential negative environmental impacts.		
	C. Report the significant actual and potential negative environmental impacts identified in the supply chain.		
	D. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.		
	E. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.		

GRI Indicator	Response	Response	Reference
SOCIAL INDICATORS			
G4-DMA	Disclosure on Management Approach.		People and Community Letter from Senior VP of Operations
Social: Labor Practices and Decent Work			
LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.		About Logitech -People and Community -Recruitment
LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.		Logitech Careers
Social: Product Responsibility			
PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.		See Environment -Logitech voluntary gas emission reduction

GRI Indicator	Response	Response	Reference
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.		Our Products -Managing incidents of non-compliance
PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	Logitech complies with all regulatory requirements to provide statements about the product including, but not limited to its content, safe use, and disposal.	Our Products -Product Regulatory Compliance Systems
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Logitech receives routine inquiries by regulators about its compliance with product regulations. No governmental regulatory agency has given notice that these inquiries has resulted in a finding of non-compliance in the past year.	Our Products -Product Regulatory Compliance Systems
Human Rights: Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.		People and Community -Human Rights

GRI Indicator	Response	Response	Reference
Human Rights: Child labour			
HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.		People and Community -EICC code of Conduct
Human Rights: Prevention of forced and compulsory labor			
HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor A. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: a. Type of operation (such as manufacturing plant) and supplier b. Countries or geographical areas with operations and suppliers considered at risk. B. Report measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	No supplier was identified as having significant risk of incidents of forced or compulsory labor in 2014.	People and Community

GRI Indicator	Response	Response	Reference
Human Rights: Assessment			
HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments a. Report the total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.		People and Community -Human Rights -Supplier Audits
Human Rights: Remediation			
HR10	Percentage of new suppliers that were screened using human rights criteria.	All new finished goods suppliers were screened using environmental Criteria.	People and Community -Supply Chain Responsibility

GRI Indicator	Response	Response	Reference
HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken A. Report the number of suppliers subject to human rights impact assessments. B. Report the number of suppliers identified as having significant actual and potential negative human rights impacts. C. Report the significant actual and potential negative human rights impacts identified in the supply chain. D. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment. E. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.	Logitech will terminate business relationships due to SER performance. No cases of contract termination with suppliers due to human rights issues in 2014.	People and Community -Human Rights -Supply Chain Responsibility
Human Rights: Anti Corruption			
SO4	Communication and training on anti-corruption policies and procedures.	Indirect labor is required to complete a training course on ethics, anti-corruption, and related topics. Completion rates are above 99%.	



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