

GRI Index for FY20 Sustainability Report

This index provides a summary of the GRI Indicators included in Logitech's Sustainability Report. For each of the indicators, the Sustainability Report section where the information can be found is referenced. In some cases, relevant information can also be found in Logitech's Annual 10k Report or other public reports in which case these reports are also referenced.

General Indicators

GRI INDICATOR, STANDARDS AND REQUIREMENTS		Report Reference
ORGANISATIONAL PROFILE		
102-1	Name of the organization	Introduction: Company Structure
102-2	Primary brands, products, and services.	Annual 10k Report
102-3	Location of the organization's headquarters.	
102-4	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	Introduction: Company Structure Logitech in Figures Infographic Annual 10k Report
102-5	Nature of ownership and legal form	Introduction: Company Structure
102-6	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Logitech in Figures Infographic
102-7	Scale of the Organization: <ul style="list-style-type: none"> ● Total number of employees ● Total number of operations ● Net sales ● Total capitalization broken down in terms of debt and equity ● Quantity of products or services provided 	Annual 10k Report: Sales and Distribution Annual 10k Report Item 7 2020 Annual General Meeting Invitation, Proxy Statement and Annual Report-Annual Report-Liquidity and Capital Resources We have one operation: our factory in Suzhou, China
102-8	Workforce Data: <ul style="list-style-type: none"> ● Total number of employees by employment contract and gender ● Total number of permanent employees by employment type and gender ● Total workforce by employees and supervised workers and by gender ● Total workforce by region and gender 	Logitech in Figures Infographic Annual 10k Report

	<ul style="list-style-type: none"> ● Report whether a substantial portion of the organization’s work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. ● Any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries). 	<p>Substantial work is not carried out by self-employed persons or supervised employees of contractors.</p> <p>Other metrics are under development</p>
102-9	Description of the organization’s supply chain	<p>Introduction: Company Structure</p> <p>Logitech in Figures Infographic</p> <p>People & Society: Supplier Development Annual 10k Report</p> <p>Major Suppliers are located in China, Malaysia, Taiwan, Switzerland and Vietnam, and other countries</p>
102-10	<p>Report any significant changes during the reporting period regarding the organization’s size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> ● Changes in the location of, or changes in, operations, including facility openings, closings, and expansions ● Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) ● Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	No significant change in organizational size, structure, ownership, or supply chain occurred during the reporting period.
102-11	Report whether and how the precautionary approach or principle is addressed by the organization.	Introduction: Sustainability at Logitech
102-12	List externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	
102-13	<p>List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:</p> <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 <p>Note: This refers primarily to memberships maintained at the organizational level.</p>	Introduction: Sustainability at Logitech
102-14	<p>The reporting organization shall report the following information:</p> <p>a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.</p>	<p>Statement from Bracken Darrell, President and CEO</p> <p>Statement from Prakash Arunkundrum, Head of Global Operations</p>
102-15	<p>The reporting organization shall report the following information:</p> <p>a. A description of key impacts, risks, and opportunities</p>	Statement from Kirsty Russell, Head of People & Culture
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
102-45	<p>a. List all entities included in the organization’s consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report.</p>	<p>Introduction: Company Structure</p> <p>2020 Annual General Meeting Invitation, Proxy Statement and Annual Report-Annual Report-Liquidity and Capital Resources</p>
102-46	<p>a. Explain the process for defining the report content and the Topic Boundaries.</p> <p>b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</p>	Introduction: Materiality Assessment
102-47	List all the material topics identified in the process for defining report content.	
103-1	<p>Topic boundaries within the organization</p> <p>For each material topic, report the topic boundary:</p> <ul style="list-style-type: none"> ● Report whether the Topic is material within the organization. ● If the Topic is not material for all entities within the organization, report either: <ul style="list-style-type: none"> - The list of entities or groups of entities included in G4-17 for which the Topic is not material; or 	

	<ul style="list-style-type: none"> - The list of entities or groups of entities included in G4-17 for which the Topic is material. ● Report any specific limitation regarding the Topic Boundary within the organization 	
103-1	<p>Topic boundaries outside the organization</p> <p>For each material topic, report the topic boundary:</p> <ul style="list-style-type: none"> ● Report whether the Topic is material outside of the organization ● If the Topic is material outside of the organization: <ul style="list-style-type: none"> - identify the entities, groups of entities or elements for which the Topic is material; and - describe the geographical location where the Topic is material for the entities identified ● Report any specific limitation regarding the Topic Boundary outside the organization 	
102-48	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	About this Report
102-49	Report significant changes from previous reporting periods in the scope and topic boundaries	No major changes: Any adjustments are explained within the report
STAKEHOLDER ENGAGEMENT		
102-40	List the Stakeholder Groups engaged by the organization.	Introduction: Stakeholder Engagement Annual 10k Report
102-41	Percentage of total employees covered by collective bargaining agreements	
102-42	Report the basis for identification and selection of stakeholders with whom to engage.	
102-43	Report the organization's approach to stakeholder engagement , including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	
102-44	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	
REPORTING PROFILE		
102-50	Define the reporting period	About this Report
102-51	Date of most recent previous report (if any)	
102-52	Reporting cycle (such as annual, biennial)	
102-53	Provide the contact point for questions regarding the report or its contents.	
A.102-54 B.102-55 C.102-56	<ul style="list-style-type: none"> 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. 	This report was prepared in reference to the GRI standards and was externally reviewed by SchweryCade AG, an independent GRI expert consultancy who developed recommendations supporting Logitech's pathway to GRI Core Alignment in the future.
102-56	<p>Policy and current practice with respect to external assurance</p> <ul style="list-style-type: none"> a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report 	
GOVERNANCE		
102-18	<p>Governance structure of the organization, including committees:</p> <ul style="list-style-type: none"> ● of the highest governance body. ● responsible for decision-making on economic, environmental, and social impacts. 	<p>Introduction: Sustainability at Logitech</p> <p>People and Society: Ethics</p>
ETHICS AND INTEGRITY		
102-16	Describe the organization's values, principles, standards, and norms of behavior such as codes of conduct and codes of ethics	Introduction: Sustainability at Logitech

		People and Society: Ethics (Code of Conduct and other codes) Supplier Development (RBA Code)
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Economic Indicators

GRI INDICATOR, STANDARDS AND REQUIREMENTS		Report Reference
STANDARDS	ECONOMIC PERFORMANCE	
A. 103-1 B. 103-2 C. 103-3	Management approach to economic performance a. Report why the Topic (Economic Performance) is material. Report the impacts that make this Topic material. b. Report how the organization manages the material topic or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> ● The mechanisms for evaluating the effectiveness of the management approach ● The results of the evaluation of the management approach ● Any related adjustments to the management approach 	Introduction: Sustainability at Logitech Materiality Assessment People and Society: Ethics
201-1	The reporting organization shall report the following information: a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization’s global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: <ul style="list-style-type: none"> ● Direct economic value generated: revenues; ● Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; ● Economic value retained: ‘direct economic value generated’ less ‘economic value distributed’. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	Annual Financial Report
201-3	The reporting organization shall report the following information: a. If the plan’s liabilities are met by the organization’s general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan’s pension liabilities: <ul style="list-style-type: none"> ● the extent to which the scheme’s liabilities are estimated to be covered by the assets that have been set aside to meet them; ● the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan’s pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact	Annual Financial Report See: “Note 5 Employee Benefit Plans-Defined Benefit Plans”

205-1	The reporting organization shall report the following information: a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	Introduction: Logitech in Figures
205-3	The reporting organization shall report the following information: a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees e. during the reporting period and the outcomes of such cases.	People and Society: Ethics
206-1	The reporting organization shall report the following information: a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. judgments.	People and Society: Ethics

Environmental Indicators

GRI INDICATOR, STANDARDS AND REQUIREMENTS		Report Reference(s)
STANDARDS	ENVIRONMENTAL PERFORMANCE	
	GENERAL	
A. 103-1 B. 103-2 C. 103-3	Management approach to environmental performance a. Report why the Topic (Env. Performance) is material. Report the impacts that make this Topic material. b. Report how the organization manages the material Topic or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 	Introduction: Materiality Assessment Products and the Environment section
	MATERIALS	
301-1	Materials used (by weight/volume) Report the total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: <ul style="list-style-type: none"> • Non-renewable materials used • Renewable materials used 	Products & the Environment: Design for Sustainability
	ENERGY	
302-1	Energy consumption (within the organization) a. Total fuel consumption from non-renewable sources in joules or multiples, including fuel types used. b. Total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used. c. In joules, watt-hours, or multiples, the total: <ul style="list-style-type: none"> • Electricity consumption • Heating consumption • Cooling consumption • Steam consumption. d. In joules, watt-hours, or multiples, the total: <ul style="list-style-type: none"> • Electricity sold • Heating sold 	Products & the Environment: Climate Action

	<ul style="list-style-type: none"> ● Cooling sold ● Steam sold <p>e. Total energy consumption in joules or multiples.</p> <p>f. Standards, methodologies, and assumptions used.</p> <p>g. Source of the conversion factors used.</p>	
302-3	<p>Energy intensity</p> <p>a. Report the energy intensity ratio.</p> <p>b. Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio.</p> <p>c. Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Report whether the ratio uses energy consumed within the organization, outside of it, or both.</p>	
302-4	<p>Reduction of energy consumption</p> <p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions: fuel, electricity, heating, cooling, and steam.</p> <p>c. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.</p> <p>d. Report standards, methodologies, and assumptions used.</p>	
302-5	<p>Reductions in energy requirements of products and services</p> <p>a. Reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.</p> <p>c. Standards, methodologies, and assumptions used.</p>	<p>Sustainability FY20 Highlights</p> <p>Products & the Environment: Design for Sustainability</p> <p>About this report: Data</p>
EMISSIONS		
305-1	<p>Direct greenhouse gas (GHG) emissions (Scope 1)</p> <p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all).</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent separately from the gross direct (Scope 1) GHG emissions.</p> <p>d. The chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Standards, methodologies, and assumptions used.</p> <p>f. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source.</p> <p>g. The chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	<p>About this report: Data</p>
305-2	<p>Indirect greenhouse gas (GHG) emissions (Scope 2)</p> <p>a. Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation, if available.</p> <p>c. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</p> <p>f. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	

305-3	<p>Other indirect (Scope 3) GHG emissions</p> <p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. Biogenic CO2 emissions in metric tons of CO2 equivalent. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. Standards, methodologies, assumptions, and/or calculation tools used. 	
305-4	<p>Greenhouse gas (GHG) emissions intensity</p> <ol style="list-style-type: none"> Report the GHG emissions intensity ratio. Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio. Report the types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3). Report gases included in the calculation. 	
305-5	<p>Reduction of greenhouse gas (GHG) emissions</p> <ol style="list-style-type: none"> Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO2 equivalent. Report gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all). Report the chosen base year or baseline and the rationale for choosing it. Report standards, methodologies, and assumptions used. Report whether the reductions in GHG emissions occurred indirect (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions. 	
305-6	<p>Emissions of ozone-depleting substances (ODS)</p> <p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. Substances included in the calculation. Source of the emission factors used. Standards, methodologies, assumptions, and/or calculation tools used. 	We do not produce, import, or export ozone-depleting substances.
305-7	<p>Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions</p> <p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> Significant air emissions, in kilograms or multiples, for each of the following: <ul style="list-style-type: none"> NOX SOX Persistent organic pollutants (POP) Volatile organic compounds (VOC) Hazardous air pollutants (HAP) Particulate matter (PM) Other standard categories of air emissions identified in relevant regulations Source of the emission factors used. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>About this report: Data</p> <p>We do not have these types of emissions</p>
Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	People and Society: Ethics

	The reporting organization shall report the following information: a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: <ul style="list-style-type: none"> ● total monetary value of significant fines; ● total number of non-monetary sanctions; ● cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	
	SUPPLIER ENVIRONMENTAL ASSESSMENT	
308-1	Percentage of new suppliers that were screened using environmental criteria	People & Society: Supplier Development

Social Indicators

GRI INDICATOR, STANDARDS AND REQUIREMENTS		Report Reference(s)
STANDARD	GENERAL	
A. 103-1 B. 103-2 C. 103-3	Management approach to social performance a. Report why the Topic (Social Performance) is material. Report the impacts that make this Topic material. b. Report how the organization manages the material Topic or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> ● The mechanisms for evaluating the effectiveness of the management approach ● The results of the evaluation of the management approach ● Any related adjustments to the management approach 	Introduction: Sustainability at Logitech Materiality Assessment Logitech in Figures People & Society Products & Environment: Avoiding targeted Substances
LABOUR PRACTICES AND DECENT WORK		
EMPLOYMENT		
401-1	New employee hires and employee turnover The reporting organization shall report the following information: a. Total number and rate of new employee hires during the reporting period, by age group, gender, and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender, and region.	This information is not available for reporting at this time.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees The reporting organization shall report the following information: a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'.	This information is not available for reporting at this time.
401-3	Parental leave The reporting organization shall report the following information: a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	This information is not available for reporting at this time.
TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee The reporting organization shall report the following information:	People and Society: Talent Development. Full information is not available at this time.

	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	
404-2	<p>Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</p> <p>a. Report on the type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Report on the transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<p>People and Society: Talent Development</p> <p>Full information is not available at this time.</p>
404-3	<p>Percentage of employees receiving regular performance and career development reviews</p> <p>The reporting organization shall report the following information:</p> <p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	<p>People and Society: Talent Development</p> <p>Full information is not available at this time.</p>
IVERSITY & EQUAL OPPORTUNITY		
405-1	<p>Diversity of governance bodies and employees</p> <p>The reporting organization shall report the following information:</p> <p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> ● Gender; ● Age group: under 30 years old, 30-50 years old, over 50 years old; ● Other indicators of diversity where relevant (such as minority or vulnerable groups). <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> ● Gender; ● Age group: under 30 years old, 30-50 years old, over 50 years old; ● Other indicators of diversity where relevant (such as minority or vulnerable groups). 	<p>People and Society: Diversity and Inclusion.</p> <p>Further information is under development.</p>
405-2	<p>Ratio of basic salary and remuneration of women to men</p> <p>The reporting organization shall report the following information:</p> <p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. The definition used for 'significant locations of operation'.</p>	<p>People and Society: Diversity and Inclusion.</p> <p>Further information is under development.</p>
Non Discrimination		
406-1	<p>Incidents of discrimination and corrective actions taken</p> <p>The reporting organization shall report the following information:</p> <p>c. Total number of incidents of discrimination during the reporting period.</p> <p>d. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.</p>	<p>This data is not available for reporting at this time.</p>
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	<p>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p> <p>The reporting organization shall report the following information:</p> <p>a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.</p>	<p>People and Society: Human Rights and Labor Annual 10K Report</p>

	b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	
SUPPLIER ASSESSMENT FOR LABOUR PRACTICES		
414-1	Percentage of new suppliers that were screened using labor practices criteria Report the percentage of new suppliers that were screened using labor practices criteria.	People & Society: Supplier Development
414-2	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken a. Report the number of suppliers subject to impact assessments for labor practices. b. Report the number of suppliers identified as having significant actual and potential negative impacts for labor practices. c. Report the significant actual and potential negative impacts for labor practices identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices 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 impacts for labor practices with which relationships were terminated as a result of assessment, and why.	
HUMAN RIGHTS		
412-1	Operations that have been subject to human rights reviews or impact assessments The reporting organization shall report the following information: a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	People & Society: Supplier Development We have 44 Tier 1 supplier facilities. 100% of those suppliers have been audited to verify compliance with the RBA Code which covers human rights aspects. Those suppliers are located in China, Taiwan, Malaysia, Vietnam
412-2	Employee training on human rights policies or procedures The reporting organization shall report the following information: a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	We provide training on the RBA code of conduct including human rights. Training hours and percentages are not available for reporting.
412-3	Total number and percentage of Significant Investment Agreements and contracts that include human rights clauses or that underwent human rights screening c. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. d. Report the definition of 'significant investment agreements' used by the organization.	We use the term "Significant Investment Agreement" to describe Supplier Agreement contracts with our direct major suppliers. 100% of those suppliers have been audited to verify compliance with the RBA Code which covers human rights aspects.
CHILD LABOUR		
408-1	Child Labour Risks & Actions Taken (Operations/Suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to effective abolition of Child Labour) a. Report operations and suppliers considered to have significant risk for incidents of: <ul style="list-style-type: none"> ● Child labor ● Young workers exposed to hazardous work b. Report operations and suppliers considered to have significant risk for incidents of child labor either in terms of: <ul style="list-style-type: none"> ● Type of operation (such as manufacturing plant) and supplier ● Countries or geographical areas with operations and suppliers considered at risk c. Report measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	People & Society: Human Rights & Labor
FORCED AND COMPULSORY LABOUR		

409-1	<p>Forced/Compulsory Labour Risks & Actions Taken (Operations and Suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor)</p> <p>a. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"> ● Type of operation (such as manufacturing plant) and supplier ● Countries or geographical areas with operations and suppliers considered at risk <p>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.</p>	<p>People & Society: Human Rights & Labor People & Society: Supplier Development</p>
SUPPLIER ASSESSMENT		
414-1	<p>Percentage of new suppliers screened using human rights criteria Report the percentage of new suppliers that were screened using human rights criteria.</p>	<p>People & Society: Supplier Development</p>
414-2	<p>Significant negative Human Rights Impacts in the supply chain and actions taken (actual and potential impacts)</p> <p>a. Report the number of suppliers subject to human rights impact assessments.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts.</p> <p>c. Report the significant actual and potential negative human rights impacts identified in the supply chain.</p> <p>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.</p> <p>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.</p>	
SOCIETY		
Customer Health and Safety		
416-1	<p>Assessment of the health and safety impacts of product and service categories The reporting organization shall report the following information:</p> <p>a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</p>	<p>Products & Environment: Avoiding Targeted Substances Logitech products are assessed for health and safety impacts including compliance with RoHS and REACH hazmat compliance and other compliance aspects (EMF/EMF, battery safety etc)</p>
Marketing and Labeling		
417-1	<p>Requirements for product and service information and labeling The reporting organization shall report the following information:</p> <p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain).</p> <p>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	<p>Introduction: Stakeholder Engagement and Products and the Environment: Avoiding Targeted Substances People and Society: Ethics</p>
417-2	<p>Incidents of non-compliance concerning product and service information and labeling The reporting organization shall report the following information:</p> <p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes.</p>	<p>People and Society: Ethics</p>

	b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	
417-3	<p>Incidents of non-compliance concerning marketing communications</p> <p>The reporting organization shall report the following information:</p> <p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes.</p> <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	People and Society: Ethics
Customer Privacy		
418-1	<p>Substantiated complaints concerning breaches of customer privacy and losses of customer data</p> <p>The reporting organization shall report the following information:</p> <p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies.</p> <p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	People and Society: Privacy and Security
SOCIO-ECONOMIC COMPLIANCE		
419-1	<p>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations</p> <p>a. Report significant fines and non-monetary sanctions in terms of:</p> <ul style="list-style-type: none"> ● Total monetary value of significant fines ● Total number of non-monetary sanctions ● Cases brought through dispute resolution mechanisms <p>b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p> <p>c. Report the context against which significant fines and non-monetary sanctions were incurred.</p>	<p>People and Society Ethics</p> <p>The full data is not available for reporting</p>