

GRI Index for CY2015 Sustainability Report

This index provides a summary of the GRI Indicators included in Logitech's CY2015 [Sustainability Report](#). For each of the indicators, we have referenced the report section where the information can be found. In some limited cases, relevant information can be found in Logitech's [Annual 10k Report](#) in which case this is also referenced.

General Indicators

GRI Indicator	Report Reference
STRATEGY AND ANALYSIS	
G4-1	Strategy and Analysis CEO Statement Statement from our Senior VP, World-Wide Operations
ORGANISATIONAL PROFILE	
G4-3	Name of the organization About Us
G4-4	Primary brands, products, and services. About Us Annual 10k Report
G4-5	Location of the organization's headquarters. About Us
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 Us
G4-7	Nature of ownership and legal form About Us
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries) About Us Annual 10k Report
G4-9	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 About Us
G4-10	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 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). About Us
G4-11	Percentage of total employees covered by collective bargaining agreements Annual 10k Report
G4-12	Description of the organization's supply chain About Us Supplier Development
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <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 About this Report
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization. About Us: Sustainability At Logitech
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses. About Us: Sustainability At Logitech Various other sections
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 Note: This refers primarily to memberships maintained at the organizational level. About Us: Sustainability At Logitech Governance, Ethics & Transparency End-of-Life Stewardship Annual Report 10k Report
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES	

GRI Indicator		Report Reference
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.	About Us About this Report Annual 10k Report
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.	About Us: Materiality Assessment
G4-19	List all the material aspects identified in the process for defining report content.	About Us: Materiality Assessment
G4-20	Aspect boundaries within the organisation For each material aspect, report the aspect boundary: <ul style="list-style-type: none"> Report whether the Aspect is material within the organization. If the Aspect 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 Aspect is not material; or The list of entities or groups of entities included in G4-17 for which the Aspect is material. Report any specific limitation regarding the Aspect Boundary within the organisation 	About Us: Materiality Assessment
G4-21	Aspect boundaries outside the organisation For each material aspect, report the aspect boundary: <ul style="list-style-type: none"> Report whether the Aspect is material outside of the organization If the Aspect is material outside of the organization: <ul style="list-style-type: none"> identify the entities, groups of entities or elements for which the Aspect is material; and describe the geographical location where the Aspect is material for the entities identified Report any specific limitation regarding the Aspect Boundary outside the organization 	About Us: Materiality Assessment
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	About this Report
G4-23	Report significant changes from previous reporting periods in the scope and aspect boundaries	About this Report
STAKEHOLDER ENGAGEMENT		
G4-24	List the Stakeholder Groups engaged by the organization.	About Us: Stakeholder Engagement
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	About Us: Stakeholder Engagement
G4-26	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.	About Us: Stakeholder Engagement
G4-27	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.	About Us: Stakeholder Engagement
REPORTING PROFILE		
G4-28	Define the reporting period	About this Report
G4-29	Date of most recent previous report (if any)	About this Report
G4-30	Reporting cycle (such as annual, biennial)	About this Report
G4-31	Provide the contact point for questions regarding the report or its contents.	About this Report
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.	About this Report
G4-33	Policy and current practice with respect to external assurance 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	About this Report
GOVERNANCE		
G4-34	Governance structure of the organization , including committees: <ul style="list-style-type: none"> of the highest governance body. responsible for decision-making on economic, environmental and social impacts. 	Governance, Ethics & Transparency
ETHICS AND INTEGRITY		
G4-56	Describe the organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	About Us: Sustainability at Logitech Governance, Ethics & Transparency

Economic Indicators

GRI Indicator		Report Reference
	ECONOMIC PERFORMANCE	
G4-DMA	<p>Management approach to economic performance</p> <p>A. Report why the Aspect (Economic Performance) is material. Report the impacts that make this Aspect material.</p> <p>B. Report how the organization manages the material aspect or its impacts.</p> <p>C. Report the evaluation of the management approach, including:</p> <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 	<p>CEO Statement Statement from our Senior VP, World-Wide Operations Annual 10k Report</p>

Environmental Indicators

GRI Indicator		Report Reference(s)
	GENERAL	
G4-DMA	<p>Management approach to environmental performance</p> <p>A. Report why the Aspect (Env. Performance) is material. Report the impacts that make this Aspect material.</p> <p>B. Report how the organization manages the material Aspect or its impacts.</p> <p>C. Report the evaluation of the management approach, including:</p> <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 	<p>CEO Statement Statement from our Senior VP, World-Wide Operations Products and the Environment Annual 10k Report</p>
	MATERIALS	
EN1	<p>Materials used (by weight/volume)</p> <p>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:</p> <ul style="list-style-type: none"> • Non-renewable materials used • Renewable materials used 	<p>Products and the Environment: Optimising Use of Resources and Materials: Understanding our Use of Materials</p>
	ENERGY	
EN3	<p>Energy consumption (within the organisation)</p> <p>A. Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used.</p> <p>B. Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used.</p> <p>C. Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • Electricity consumption • Heating consumption • Cooling consumption • Steam consumption d. <p>D. Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • Electricity sold • Heating sold • Cooling sold • Steam sold <p>D. Report total energy consumption in joules or multiples.</p> <p>E. Report standards, methodologies, and assumptions used.</p> <p>F. Report the source of the conversion factors used.</p>	<p>Products and the Environment: Energy & Greenhouse Gases</p>
EN5	<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>	<p>Products and the Environment: Energy & Greenhouse Gases</p>
EN6	<p>Reduction of energy consumption</p> <p>A. Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>B. Report the 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>	<p>Products and the Environment: Energy & Greenhouse Gases</p>
EN7	<p>Reductions in energy requirements of products and services</p> <p>A. Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>B. Report the basis for calculating reductions in energy consumption such as base year or baseline, and</p>	<p>Products and the Environment: Optimising Use of Resources and Materials: Increasing</p>

	<p>the rationale for choosing it.</p> <p>C. Report standards, methodologies, and assumptions used.</p>	<u>Battery Life</u>
WATER		
EN8	<p>Total water withdrawal by source</p> <p>A. Total volume of water withdrawn from the following sources:</p> <ul style="list-style-type: none"> • Surface water, including water from wetlands, rivers, lakes, and oceans • Ground water • Rainwater collected directly and stored by the organization • Waste water from another organization • Municipal water supplies or other water utilities <p>B. Report standards, methodologies, and assumptions used.</p>	<u>Products and the Environment: Water</u>
EMISSIONS		
EN15	<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>	<u>Products and the Environment: Energy & Greenhouse Gases</u>
EN16	<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>	<u>Products and the Environment: Energy & Greenhouse Gases</u>
EN18	<p>Greenhouse gas (GHG) emissions intensity</p> <p>A. Report the GHG emissions 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 GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3).</p> <p>D. Report gases included in the calculation.</p>	<u>Products and the Environment: Energy & Greenhouse Gases</u>
EN19	<p>Reduction of greenhouse gas (GHG) emissions</p> <p>A. Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO2 equivalent.</p> <p>B. Report gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all).</p> <p>C. Report the chosen base year or baseline and the rationale for choosing it.</p> <p>D. Report standards, methodologies, and assumptions used.</p> <p>E. Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.</p>	<u>Products and the Environment: Energy & Greenhouse Gases</u>
EFFLUENT AND WASTE		
EN23	<p>Total weight of waste by type and disposal method</p> <p>A. Report the total weight of hazardous and non-hazardous waste, by the following disposal methods:</p> <ul style="list-style-type: none"> • Reuse • Recycling • Composting • Recovery, including energy recovery • Incineration (mass burn) • Deep well injection • Landfill • On-site storage • Other (to be specified by the organization) <p>A. Report how the waste disposal method has been determined:</p> <ul style="list-style-type: none"> • Disposed of directly by the organization or otherwise directly confirmed • Information provided by the waste disposal contractor • Organizational defaults of the waste disposal contractor 	<u>Products and the Environment: Waste</u>
PRODUCTS AND SERVICES		
EN28	<p>Percentage of products sold and their packaging materials that are reclaimed by category</p> <p>A. Report the percentage of reclaimed products and their packaging materials for each product category.</p>	<u>Products and the Environment: End of Life</u>

	B. Report how the data for this Indicator has been collected."	Stewardship
	TRANSPORT	
EN30	<p>Significant environmental impacts of transport (transport of product, goods, materials and the workforce)</p> <p>A. Report the significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce. Where quantitative data is not provided, report the reason.</p> <p>B. Report how the environmental impacts of transporting products, members of the organization's workforce, and other goods and materials are mitigated.</p> <p>C. Report the criteria and methodology used to determine which environmental impacts are significant.</p>	Products and the Environment: Energy & Greenhouse Gases
	SUPPLIER ENVIRONMENTAL ASSESSMENT	
EN32	Percentage of new suppliers that were screened using environmental criteria	Supplier Development
EN33	<p>Significant actual and potential negative environmental impacts in the supply chain and actions taken</p> <p>A. Report the number of suppliers subject to environmental impact assessments.</p> <p>B. Report the number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>C. Report the significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>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.</p> <p>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.</p>	Supplier Development

Social Indicators

GRI Indicator	GRI Requirement	Report Reference(s)
	GENERAL	
G4-DMA	<p>Management approach to social performance</p> <p>A. Report why the Aspect (Social Performance) is material. Report the impacts that make this Aspect material.</p> <p>B. Report how the organization manages the material Aspect or its impacts.</p> <p>C. Report the evaluation of the management approach, including:</p> <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 	CEO Statement Statement from our VP Operations Materiality Assessment People and Society Annual 10k Report
	LABOUR PRACTICES AND DECENT WORK	
	EMPLOYMENT	
LA2	<p>Benefits provided to full-time employees, that are not provided to temporary or part-time employees, by significant locations of operation</p> <p>A. Report the 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:</p> <ul style="list-style-type: none"> Life insurance Health care Disability and invalidity coverage Parental leave Retirement provision Stock ownership Others <p>B. Report the definition used for 'significant locations of operation'."</p>	Annual 10k Report
	TRAINING AND EDUCATION	
LA10	<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>	People & Society: Employee Development
	SUPPLIER ASSESSMENT FOR LABOUR PRACTICES	
LA14	<p>Percentage of new suppliers that were screened using labour practices criteria</p> <p>Report the percentage of new suppliers that were screened using labor practices criteria.</p>	Supplier Development
LA15	<p>Significant actual and potential negative impacts for labour practices in the supply chain and actions taken</p> <p>A. Report the number of suppliers subject to impact assessments for labor practices.</p> <p>B. Report the number of suppliers identified as having significant actual and potential negative impacts for labor practices.</p> <p>C. Report the significant actual and potential negative impacts for labor practices identified in the supply</p>	Supplier Development

	<p>chain.</p> <p>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.</p> <p>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.</p>	
	HUMAN RIGHTS	
	INVESTMENT	
HR1	<p>Total number and percentage of Significant Investment Agreements and contracts that include human rights clauses or that underwent human rights screening</p> <p>A. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</p> <p>B. Report the definition of 'significant investment agreements' used by the organization.</p>	Supplier Development
	CHILD LABOUR	
HR5	<p>Child Labour Risks & Actions Taken (Operations/Suppliers identified as having significant risk for incidents or child labour, and measures taken to contribute to effective abolition of Child Labour)</p> <p>A. Report operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> • Child labor • Young workers exposed to hazardous work <p>B. Report operations and suppliers considered to have significant risk for incidents of child 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>C. Report measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	Human Rights & Fair Work Conditions Supplier Development
	FORCED AND COMPULSORY LABOUR	
HR6	<p>Forced/Compulsory Labour Risks & Actions Taken (Operations and Suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of all forms of forced or compulsory labour)</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>	Human Rights & Fair Work Conditions Supplier Development
	SELF-ASSESSMENT	
HR9	<p>Total Number and percentage of operations that have been subject to human rights reviews or impact assessments Report the total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	Human Rights & Fair Work Conditions
	SUPPLIER ASSESSMENT	
HR10	<p>Percentage of new suppliers screened using human rights criteria Report the percentage of new suppliers that were screened using human rights criteria.</p>	Supplier Development
HR11	<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>	Supplier Development
	SOCIETY	
	COMPLIANCE	
SO8	<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>	Annual 10k Report
	SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY	
SO9	<p>Percentage of new suppliers that were screened using criteria for impacts on society Report the percentage of new suppliers that were screened using criteria for impacts on society.</p>	Supplier Development
SO10	<p>Significant actual and potential negative impacts on society in the supply chain and actions taken</p>	Supplier Development

	<p>A. Report the number of suppliers subject to assessments for impacts on society.</p> <p>B. Report the number of suppliers identified as having significant actual and potential negative impacts on society.</p> <p>C. Report the significant actual and potential negative impacts on society identified in the supply chain.</p> <p>D. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society 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 impacts on society with which relationships were terminated as a result of assessment, and why.</p>	
	PRODUCT RESPONSIBILITY	
	COMPLIANCE	
PR9	<p>Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services</p> <p>A. Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.</p> <p>B. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Annual 10k Report