



December 2020

COMMITMENT TO THE RBA CODE OF CONDUCT

Logitech cares about people and the environment. As we grow and develop as a company, we recognize the continued need to consider our impact on the environment, and on the communities in which we work. Adopting a customer-centric approach is central to how we innovate and develop outstanding products. We apply that same approach when managing sustainability, and consider people and the environment, as a central part of our business strategy and way of working. This is our approach to sustainability management at Logitech.

As a small company, playing in a global market, we recognize the value of collaboration. We joined the Responsible Business Alliance (RBA) in 2007, to collaborate with industry peers and competitors alike, to develop tools and programs addressing the sustainability challenges facing our sector today. We uphold the RBA vision of a global electronics industry that creates sustainable value for workers, the environment and business. We support the RBA mission by collaborating with other members, suppliers and stakeholders to improve working and environmental conditions through leading standards and practices. We commit to comply with the RBA Code of Conduct in our own operations and our first-tier suppliers using RBA practices and tools, to encourage and support our suppliers to do the same.

Through collaboration across our sector, we can collectively drive effective and systemic change in sustainability management, catalyze improved supply chains, and support our transition to a more sustainable world. The RBA has an established Code of Conduct (“the Code”), which is reflective of international norms and good practice, including the Universal Declaration of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, ISO 45001, ISO 14001 and SA8000. We have adopted the Code in full and it provides our framework for sustainability management. It helps us to apply the precautionary principle, look beyond our legal obligations and continually improve our performance to ensure our way of working is aligned with our values.

Our Commitment in Action

Our commitment to the Code drives our business and sustainability strategy, informs decision-making, and is reflected in our internal policy framework, procedures and standards, audit processes and contractual agreements with suppliers and key business partners. It is considered as part of our due diligence process around mergers and acquisitions and new company integrations.

- We develop corporate policies and procedures reflecting the requirements of the Code, and specifically referencing the Code (where relevant). Those policies are publicly disclosed on our website and form part of our contractual terms of business.
- We audit our own manufacturing facility on a periodic basis and partake in the RBA's Validated Audit Process (VAP) to check and verify compliance with the Code.
- We require new direct suppliers to sign up to the Code, as a contractual requirement, prior to us awarding work.
- We audit and assess supplier compliance with the Code as part of our supplier prequalification process.



- We require direct suppliers to provide reasonable assurance that they comply with international good practice as set out in the Code, and we encourage and train our direct suppliers to monitor, audit and manage their own supply chain.
- We carry out due diligence activities and audits to check and verify compliance with the Code at our manufacturing operations and supplier operations.

We would be happy to provide further information regarding any aspect of this commitment. Any queries can be directed to sustainability@logitech.com.

A handwritten signature in black ink that reads "Bracken Darrell".

Bracken Darrell
President and CEO

A handwritten signature in blue ink that reads "Prakash Arunkundrum".

Prakash Arunkundrum
Head of Global Operations