## FY23 GRI Content Index

Statement of Use	Logitech International S.A. has reported in accordance with the GRI Standards for the period 01 April 2022 to 31 March 202	3.
GRI Standards Used	GRI 1: Foundation 2021	GRI 403: Occupational Health and Safety 2018
	GRI 2: General Disclosures 2021	GRI 404: Training and Education 2016
	GRI 3: Material Topics 2021	GRI 405: Diversity and Equal Opportunity 2016
	GRI 201: Economic Performance 2016	GRI 406: Non-discrimination 2016
	GRI 202: Market Presence 2016	GRI 407: Freedom of Association and Collective Bargaining 2016
	GRI 205: Anti-corruption 2016	GRI 408: Child Labor 2016
	GRI 206: Anti-competitive Behavior 2016	GRI 409: Forced or Compulsory Labor 2016
	GRI 301: Materials 2016	GRI 414: Supplier Social Assessment 2016
	GRI 302: Energy 2016	GRI 416: Customer Health and Safety 2016
	GRI 305: Emissions 2016	GRI 417: Marketing and Labeling 2016
	GRI 308: Supplier Environmental Assessment 2016	GRI 418: Customer Privacy 2016
	GRI 401: Employment 2016	
Applicable GRI Sector Standard(s)	Not Applicable	

GRI STANDARD	DISCLOSURE		LOCATION IN THE FY23 IMPACT REPORT
GRI 2: General Disclosures 2021			
GRI 2: General Disclosures 2021	2-1 Organizational details	Organizational details a. report its legal name;	Impact Report: Introduction: Our Company p.5-6
		b. report its nature of ownership and legal form;	FY23 Annual 10k Report, p. 3
		c. report the location of its headquarters; d. report its countries of operation	FY23 Annual 10k Report: Sales and Distribution, p. 8
			Impact Report: Materiality Assessment: Our value chain, p. 39
			Impact Report: People and Society: Supplier Development, p. 185-196
			FY23 Annual 10k Report, Risk Factors, p. 16
			Major Suppliers are located in China, Malaysia, Taiwan, Switzerland and Vietnam, and other countries
			No significant change in organizational size, structure, ownership, or supply chain occurred during the reporting period. Any such significant change would be reported in the "Our Company" section of the Impact Report and our regulatory/financial reports.
GRI 2: General Disclosures 2021	2.2 Entities included in the organization's Impact Reporting	The organization shall : a. list all its entities included in its Impact Reporting;	All entities are included in the impact reporting.
		b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities	Impact Report, Our Company, p. 5. All brands listed are covered by the Impact Report.
		included in its financial reporting and the list included in its Impact Reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii.whether and how the approach differs across the disclosures in this Standard and across material topics.	All entities included in Logitech's consolidated financial statements or equivalent documents are covered by the approach taken in the Impact Report with no exceptions. Logitech 2022 Annual Report, Company Overview, p. 3
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	The organization shall : a. specify the reporting period for, and the frequency of, its Impact Reporting;	Reporting Period: FY23: 01 April 2022 to 31 March 2023. Reporting Frequency: Annual
		b. specify the reporting period for its financial reporting and, if it does not align with the period for its Impact Reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information	Contact Point: Caroline Kennedy, Director of Reporting, sustainability@logitech.com Impact Report, About this Report, p. 198 Logitech's Annual Consolidated Financial Reporting period is 1st April 2022 to March 31st, 2023. The FY23 Impact Report was published on the 24th of July, 2023.
GRI 2: General Disclosures 2021	2-4 Restatements of Information	The organization shall:	Impact Report: About this Report: Corrections or Restatements of Information, p. 199
GIV 2. General Disclosures 2021	24 restatements of information	An export restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements.	impact report. Adold this report. Corrections of residence as of minimator, y. 257
GRI 2: General Disclosures 2021	2-5 External Assurance	The organization shall: a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii.describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider.	Impact Report, About this Report, p. 198 This Content Index was prepared by Logitech International S.A. and is currently under review by Acting Responsibly, for independent, third-party verification.
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Activities, value chain and other business relationships The organization shall: a. report the sector(s) in which it is active; b. describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities; c. report other relevant business relationships; d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	a) Impact Report, Stakeholder Engagement, p. 16 b) i & Iimpact Report, Materiality assessment, Our value chain p. 39, Climate Action p. 43, Responsible Sourcing of Minerals p. 163 FY23 Annual 10 K Report iil Impact Report, Materiality assessment, Our value chain p. 39 c)Impact Report, Our Company, p. 5 and Materiality assessment, Our value chain p. 39, d) there has been no significant changes since FY22
GRI 2: General Disclosures 2021	2-7 Employees	Employees The organization shall: a. report the total number of employees, and a breakdown of this total by gender and by region; b. report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. non-guaranteed hours employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. part-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; v. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii.at the end of the reporting period, as an average across the reporting period, or using another methodology; d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods	a) Impact Report, Diversity, Equity & Inclusion, p. 124-132 b) b), ii, ii & V impact Report, About this Report, p. 198-306 b) iii Logitech does not contract non-guaranteed hours employees. c) i Our employee data is reported by headcount at the end of the reporting period, 31st March 2023. Impact Report, Diversity, Equity & Inclusion, p. 124-132 There have not been significant fluctuations in the number of employees since the FY22 reporting period.

GRI 2: General Disclosures 2021	2-8 Workers who are not	The organization shall:	a) Impact Report, About this Report, p. 198-206
	employees	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. the most common types of worker and their contractual relationship with the organization; iii. the type of work they perform; b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: ii. in head count, full-time equivalent (FTE), or using another methodology; iii. at the end of the reporting period, as an average across the reporting period, or using another methodology; c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	b & c) Our employee data is reported by headcount at the end of the reporting period 31st March 2023. Impact Report, Diversity, Equity & Inclusion, p. 124-132 There have not been significant fluctuations in the number of employees since the FY22 reporting period.
GRI 2: General Disclosures 2021		a. describe its governance structure, including committees of the highest governance body; b. list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people; c. describe the composition of the highest governance body and its committees by: i. executive and non-executive members; iii. independence; iiii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viiii. stakeholder representation.	Impact Report, Introduction: Our Approach, p. 7-12  FY23 Annual Frow, Submission  Logitech Leadership, p. 35-40  Logitech Board of Directors Committee Composition, p. 41  Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	The organization shall:  a. describe the nomination and selection processes for the highest governance body and its committees;  b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:  i. views of stakeholders (including shareholders);  ii. diversity;  iii. independence;  iv. competencies relevant to the impacts of the organization.	Impact Report, Introduction: Our Approach, p. 7-12 FY23 Annual Proxy Submission Logitech Leadership, p. 35-40 Logitech Board of Directors Committee Composition, p. 41 Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	The organization shall: a.report whether the chair of the highest governance body is also a senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	Impact Report, Introduction: Our Approach p. 7-12 FY23 Annual Proxy Submission Logitech Leadership, p. 35-40 Logitech Board of Directors Committee Composition, p. 41 Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	The organization shall:  a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:  i. whether and how the highest governance body engages with stakeholders to support these processes;  ii. how the highest governance body considers the outcomes of these processes;  c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	Impact Report, Introduction: Our Approach p. 7-12 FY23 Annual Proxy Submission Logitech Leadership, p. 35-40 Logitech Board of Directors Committee Composition, p. 41 Nominating and Governance Committee Charter, p52
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	The organization shall:  a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; b. describe the process and frequency for senior executives or other employees to resport back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	Impact Report, Introduction: Our Approach p. 7-12 FY23 Annual Proxy Submission Logitech Leadership, p. 35-40 Logitech Board of Directors Committee Composition, p. 41 Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	The organization shall:  a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;  b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	Impact Report, Introduction: Our Approach p. 7-12 FY23 Annual Proxy Submission Logitech Leadership, p. 35-40 Logitech Board of Directors Committee Composition, p. 41 Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	The organization shall: a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.	FY23 Annual Proxy Submission Logitech Board of Directors Committee Composition, p. 41 Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	The organization shall: a. describe whether and how critical concerns are communicated to the highest governance body; b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	FY23 Annual Proxy Submission Logitech Board of Directors Committee Composition, p. 41 Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	The organization shall:  a.report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Impact Report, Introduction: Our Approach, p. 7-12 FY23 Annual Proxy Submission Logitech Leadership, p. 35-40 Logitech Board of Directors Committee Composition, p. 41 Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	The organization shall:  a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	Impact Report, Introduction: Our Approach, p. 7-12  EY23 Annual Proxy Submission  Nominating and Governance Committee Charter, p. 52
GRI 2: General Disclosures 2021	2-19 Remuneration policies	The organization shall: a. describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; iii. termination payments; iii. termination payments; iv. clawbacks; v. clawbacks; b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	FY23 Annual Proxy Submission Charter for the Compensation Committee of the Board of Directors, p. 51

GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	The organization shall: a. describe the process for designing its remuneration policies and for determining remuneration, including: i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	EY23 Annual Proxy Submission Charter for the Compensation Committee of the Board of Directors, p. 51
GRI 2: General Disclosures 2021	2-21 Annual total compensation	The organizations shall:	FY23 Annual Proxy Submission
G. 2. G.	ratio	a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees(excluding the highest-paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled.	
GRI 2: General Disclosures 2021	2-22 Statement on Sustainable Development Strategy	The organization shall:  a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	Impact Report, Statement from Wendy Becker, Chairperson, p. 3  Impact Report, Statement from Prakash Arunkundrum, Chief Sustainability Officer, p. 41
			Impact Report, Statement from Kirsty Russell, Head of People & Culture, p. 120
GRI 2: General Disclosures 2021	2-23 Policy Commitments	The organization shall:	FY23 Annual 10k Report, Risk Factors, p. 16 Impact Report, Introduction: Our Approach, p. 7.
		a. describe its policy commitments for responsible business conduct, including: i. whe authoristive intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate respecting human rights; iv. whether the commitments stipulate respecting human rights; iv. describe its specific policy commitment to respect human rights; iii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most seriol level; e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships; f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	Impact Report, Introduction: Our Values, p. 13
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	The organization shall:  a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:  i. how it allocates responsibility to implement the commitments across different levels within the organization;  ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;  iii. how it implements its commitments with and through its business relationships;  iv. training that the organization provides on implementing the commitments.	Impact Report, Introduction: Our Values, p. 13
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	The Organization shall: a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	Impact Report, Introduction: Our Approach, p. 7.  Impact Report, Introduction: Our Values, p. 13  Impact Report, People: Ethics p. 154, Human Rights and Labor p. 170 and Supplier Development p185
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking	The organization shall: describe the mechanisms for individuals to:	Impact Report, Introduction: Our Approach, p. 7.
	advice and raising concerns	i.seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct.	Impact Report, Introduction: Our Values, p. 13 Impact Report, People: Ethics, p154, Human Rights and Labor, p. 170 and Supplier Development, p185
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	The Organisation shall: a) report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b) report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i) fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii), fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance	Impact Report, People: Ethics, p. 154 Impact Report, Data, p. 207
GRI 2: General Disclosures 2021	2-28 Membership associations	The organization shall: a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	Impact Report, Stakeholder Engagement p. 16, External Initiatives and Memberships, p. 24
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	The organization shall: a. describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders.	Impact Report, Introduction: Stakeholder Engagement, p. 16
GRI 2: General Disclosures 2021	2-30 Collective Bargaining Agreements	The organization shall:  a. report the percentage of total employees covered by collective bargaining agreements;  b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employement based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	FY23 Annual 10k Report, Human Capital Resources, p. 11 Impact Report, Introduction: Stakeholder Engagement, Employee Engagement Strategy, p. 18-22
GRI 3: Material Topics 2021 GRI 3: Material Topics 2021	3-1 Process to determine material	The organization shall:	Impact Report, Materiality Assessment, p. 31-39
J. Marcha, April 2022	topics	a. describe the process it has followed to determine its material topics, including: how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; i.how it has prioritized the impacts for reporting based on their significance; ii. specify the stakeholders and experts whose views have informed the process of determining its material topic.	mental services and services are services and services are services are services and services are services are services and services are services are services and services ar
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environment, and people, including impacts on their human ergits; b. report whether the requisition is such and the register impacts the trace with the plant in	GRI 3: Material Topics 2021		For each material topic reported under Disclosure 3-2, the organization shall:	FY23 Annual 10k Report
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viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.		Direct economic value generated and distributed  201-3 Defined benefit plan obligations and other retirement plans  201-4 Financial Assistance Received from	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information:  a. Direct economic value generated and distributed (FVo&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:  i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. 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.  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 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:  i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;  ii. 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, and the timescale, if any, by which the employer tow over towar	EY23 Annual 10k Report, p. 79
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c. Whether, and the extent to which, any government is present in the shareholding structure.		Direct economic value generated and distributed  201-3 Defined benefit plan obligations and other retirement plans  201-4 Financial Assistance Received from	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information:  a. Direct economic value generated and distributed (EVo&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:  i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. 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.  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:  i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;  iii. 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, and the timescale, if any, by which the employer propers to achieve full coverage, and the timescale, if any, by which the employer propers to achieve full coverage, and the timescale, if any, by which the employer propers to achieve full coverage, and the timescale, if any, by which the employer propers to achieve full cove	EY23 Annual 10k Report, p. 79
structure.		Direct economic value generated and distributed  201-3 Defined benefit plan obligations and other retirement plans  201-4 Financial Assistance Received from	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information:  a. Direct economic value generated and distributed (EVo&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:  i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. 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.  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.  I. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;  ii. 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 hopes to achieve full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage, and the timescale, if any, by which the employer hopes to	EY23 Annual 10k Report, p. 79
GRI 202: Market Presence 2016		Direct economic value generated and distributed  201-3 Defined benefit plan obligations and other retirement plans  201-4 Financial Assistance Received from	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information: a. Direct economic value generated and distributed (£VG&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: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. 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.  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: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. 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, and the timescale, if any, by which the employer hopes to achieve full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage, and the timescale, if any, by which the employer probes to achieve full coverage, explain the strategy if any, adopted by the employer to work towards full coverage, explai	EY23 Annual 10k Report, p. 79
	2016	Direct economic value generated and distributed  201-3 Defined benefit plan obligations and other retirement plans  201-4 Financial Assistance Received from	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). 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:  i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. 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.  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 are met by the organization's general resources, the estimated value of those liabilities.  i. If a exparate fund exists to pay the plan's pension liabilities:  i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;  ii. 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, and the timescale, if any, by which the employer hopes to achie	EY23 Annual 10k Report, p. 79

GRI 3: Material Topics 2021	3-3 Management of material	For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, Talent Development (p. 147-153), Human Rights and Labor (p.
	topics	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	170-177), and Supplier Development (p. 185-197) sections.
		b. report whether the organization is involved with the negative impacts through its	
		activities or as a result of its business relationships, and describe the activities or business relationships;	
		c. describe its policies or commitments regarding the material topic;     d. describe actions taken to manage the topic and related impacts, including:	
		i. actions to prevent or mitigate potential negative impacts;	
		<ul> <li>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</li> </ul>	
		iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions	
		taken:	
		i. processes used to track the effectiveness of the actions;     ii. goals, targets, and indicators used to evaluate progress;	
		iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's	
		operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d)	
		and how it has informed whether the actions have been effective (3-3-e).	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to	The reporting organization shall report the following information:  a. When a significant proportion of employees are compensated based on wages	Impact Report, Human rights and labor (p. 170) and supplier development (p. 185) and Talent Development (p. 147) sections.
	local minimum wage	subject to minimum wage rules, report the relevant ratio of the entry level wage by	To promote dialogue and action in the organization with regard to pay equity, we
		gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing	conduct an annual compensation review to help. ensure we pay fairly and to eliminate gender, racial and other discrimination
		the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid	in the workplace. During this review process, the executive leadership, team is given an analysis of their organization's pay positions based on gender globally and ethnicity
		above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of	in the U.S. We make salary adjustments as necessary each year during the review process to ensure wages are market competitive and fair.
		operation, by gender. In circumstances in which different minimums can be used as a	The minimum wage is not gender-differentiated in China, where our operational
		reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	facility is located.
GRI 205: Anti-corruption 2016			
GRI 3: Material Topics 2021	3-3 Management of material topics	For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, Introduction, Materiality Assessment, p. 31 Impact Report, People, Ethics, p. 154-159
		a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	
		b. report whether the organization is involved with the negative impacts through its	
		activities or as a result of its business relationships, and describe the activities or business relationships;	
		c. describe its policies or commitments regarding the material topic;     d. describe actions taken to manage the topic and related impacts, including:	
		i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or	
		cooperate in their remediation;	
		iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions	
		taken: i. processes used to track the effectiveness of the actions;	
		ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets;	
		iv. lessons learned and how these have been incorporated into the organization's	
		operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d)	
GRI 205: Anti-corruption 2016	205-1	and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information:	Impact Report, People, Ethics, p. 154-159
·	Total number and percentage of operations assessed for risks	a. Total number and percentage of operations assessed for risks related to corruption.     b. Significant risks related to corruption identified through the risk assessment	Logitech Code of Conduct Logitech Anti-Corruption Policy
	related to corruption and the	b. Significant risks related to consuption identified through the risk assessment	100% of our operations are assessed for risks related to corruption
	significant risks identified 205-2	The reporting organization shall report the following information:	Impact Report, People Ethics, p. 154-159
	Communication & Training on Anti-Corruption policies and	<ul> <li>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by</li> </ul>	
	procedures	region. b. Total number and percentage of employees that the organization's anti-corruption	
		policies and procedures have been communicated to, broken down by employee	
		category and region.  c. Total number and percentage of business partners that the organization's	
		anti-corruption policies and procedures have been communicated to, broken down by	
		type of business partner	
		and region. Describe if the organization's anti-corruption policies and procedures have	
		and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received	
		and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on	
	205-3 Confirmed incidents of	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	Impact Report, People Ethics, p. 154-159
	205-3 Confirmed incidents of corruption and actions taken	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  The reporting organization shall report the following information: a. Total number and nature of confirmed incidents of corruption.	Impact Report, People Ethics, p. 154-159
	corruption and actions taken	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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.	Impact Report, People Ethics, p. 154-159
	corruption and actions taken	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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.	Impact Report, People Ethics, p. 154-159
	corruption and actions taken	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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	Impact Report, People Ethics, p. 154-159
GRI 206: Anti-competitive Behavior	corruption and actions taken	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.	
GRI 206: Anti-competitive Behavior GRI 3: Material Topics 2021	corruption and actions taken	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, Materiality Assessment, p. 31-39
	corruption and actions taken  2016  3-3 Management of material	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	
	corruption and actions taken  2016  3-3 Management of material	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy,	Impact Report, Materiality Assessment, p. 31-39
	corruption and actions taken  2016  3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships,	Impact Report, Materiality Assessment, p. 31-39
	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:	Impact Report, Materiality Assessment, p. 31-39
	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to prevent or mitigate potential negative impacts, including ii. actions to provide for or	Impact Report, Materiality Assessment, p. 31-39
	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; iii. actions to prevent or mitigate potential negative impacts; iii. actions to here the remediation;	Impact Report, Materiality Assessment, p. 31-39
	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  ii. actions to prevent or mitigate potential negative impacts;  iii. actions to manage actual and potential positive impacts;  e. report the following information about tracking the effectiveness of the actions	Impact Report, Materiality Assessment, p. 31-39
	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  The reporting organization shall report the following information:  a. Total number and nature of confirmed incidents of corruption.  b. Total number and nature of confirmed incidents of corruption.  c. 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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to address actual negative impacts;  ii. actions to address actual negative impacts;  iii. actions to address actual negative impacts;  iii. actions to address actual negative impacts;  ii. actions to manage actual and potential positive impacts;  ii. actions to bardoress actual and potential positive impacts;  ii. actions to provide for or competition about tracking the effectiveness of the actions taken:	Impact Report, Materiality Assessment, p. 31-39
	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  e. report the following information about tracking the effectiveness of the actions taken:  ii. goals, targets, and indicators used to evaluate progress;  iii. describe storess of the actions, including progress toward the goals and targets;	Impact Report, Materiality Assessment, p. 31-39
	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to manage actual and potential positive impacts;  report the following information about tracking the effectiveness of the actions taken:  report the following information about tracking the effectiveness of the actions taken:  report the following information about tracking the effectiveness of the actions taken:  report the following information about tracking the effectiveness of the actions;  re	Impact Report, Materiality Assessment, p. 31-39
	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to address actual negative impacts;  iii. actions to address actual negative impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to dedress actual negative impacts;  iii. actions to well of the defectiveness of the actions;  iii. actions to well onlowing information about tracking the effectiveness of the actions taken:  iii. policies and procedures;  iii. the effectiveness of the actions, includin	Impact Report, Materiality Assessment, p. 31-39
GRI 3: Material Topics 2021  GRI 206: Anti-competitive	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  The reporting organization shall report the following information:  a. Total number and nature of confirmed incidents of corruption.  b. Total number and nature of confirmed incidents of corruption.  c. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption 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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to address actual negative impacts;  ii. actions to address actual negative impacts;  ii. actions to address actual negative impacts;  iii. actions to dardress actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions	Impact Report, Materiality Assessment, p. 31-39
GRI 3: Material Topics 2021	2016 3-3 Management of material topics	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by region.  The reporting organization shall report the following information:  a. Total number and nature of confirmed incidents of corruption.  b. Total number and nature of confirmed incidents of 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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships;  c. describe actions taken to manage the topic and related impacts, including:  l. actions to prevent or mitigate potential negative impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iiii. actions to manage actual and potential positive impacts;  iiii. actions to manage actual and potential positive impacts;  iiii. actions to manage actual and potential positive impacts;  iiii. actions to manage actual and potential positive impacts;	Impact Report, Materiality Assessment, p. 31-39 Impact Report, People, Ethics, p. 154-159
GRI 3: Material Topics 2021  GRI 206: Anti-competitive	2016 3-3 Management of material topics  206-1 Total number of legal actions for anti-competitive behavior, anti-trust, and total number of legal al actions for anti-competitive behavior, anti-trust, and total number of legal al actions for	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  ii. actions to prevent or mitigate potential negative impacts;  ii. actions to prevent or mitigate potential negative impacts;  ii. actions to address actual negative impacts;  iii. actions to address actual negative impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. essens learned and how whese have been incorporated into the organization's opera	Impact Report, Materiality Assessment, p. 31-39 Impact Report, People, Ethics, p. 154-159
GRI 3: Material Topics 2021  GRI 206: Anti-competitive	2016 3-3 Management of material topics  206-1 Total number of legal actions for anti-competitive behavior, and-trust, and total	and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.  d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  e. Total number and percentage of employees that have received training on anti-corruption, broken down by region.  The reporting organization shall report the following information:  anti-corruption, broken down by employee category and region.  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 during the reporting period and the outcomes of such cases.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to anderess actual and potential positive impacts;  ii. actions to manage actual and potential positive impacts;  ii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage actual and potential positive impacts;  iii. actions to manage a	Impact Report, Materiality Assessment, p. 31-39 Impact Report, People, Ethics, p. 154-159

GRI 301: Materials 2016	3-3 Management of material topics  301-1 Materials used by weight or volume  301-2 Recycled input materials used	For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: l. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts; ii. actions to address actual negative impacts; ii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: l. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incroporated into the organization's v. lessons learned and how these have been incroporated into the organization's and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information: a. 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: l. non-renewable materials used; ii. renewable materials used; iii. renewable materials of recycled input materials used to manufacture the organization's primary products and services during the reporting period, by: l. non-renewable materials used; iii. renewable materials used frecycled input materials used to manufacture the organization's primary products and services.	Impact Report, Materiality Assessment, p. 31 Impact Report, Planet, Circularity, p. 101-114  Omission due to incomplete data/data not available  Significant information is provied in the FY23 Impact Report (Circularity section), p. 101-114.  However, these data points are not currently available. These data will be disclosed within 3 years  Omission due to incomplete data/data not available  Significant information is provied in the FY23 Impact Report (Circularity section), p.
		printing produced and services.	101-114.  However, these data points are not currently available. These data will be disclosed within 3 years
GRI 302: Energy 2016			
GRI 3: Material Topics 2021	3-3 Management of material topics	For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: l. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; iii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: l. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Impact Report, Planet, Climate Action, p. 43-56
GRI 302: Energy 2016	302-1 Energy consumption within the organization	The reporting organization shall report the following information: a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption iii. neating consumption iii. cooling consumption iii. seating consumption d. In joules, watt-hours or multiples, the total: i. electricity sold iii. heating sold iii. deating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	Impact Report, Materiality Assessment, p. 31  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226 a) Total Fuel Consumption from Renewable Sources (GJ): 96,121 GJ. Sources comprise: electricity only b) Total Fuel Consumption from Non-Renewable Sources (GJ): 13,701 GJ. Sources comprise diesel, petrol and refrigerants and gas, as described in the current Impact Report (C) Other: - Total Electricity Consumption (GJ): 101,967 - Total consumption of heating (GJ): 7,267 - Total consumption of refrigerants: GJ: Zero - Total consumption of refrigerants: GJ: Zero d. Total sold electricity, heating, cooling, or steam (GJ): zero e. Total energy consumption within the organization (GJ): 109,821 f. Standards, emission factors, and conversion factors for converting all fuel and electricity, consumption to Whyts are listed in the Emission Factors table of the Data section of the Impact Report. Whyts are converted to GJ by multiplying by a factor of 0.0036. The Data section of the Impact Report will include a table reporting this data going forward g. UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.
	302-3 Energy intensity	The reporting organization shall report the following information: a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it,	Impact Report, Date, Climate Action, p. 43-56  Impact Report, Data, p. 207-226
	302-4 Reduction of energy consumption	or both.  The reporting organization shall report the following information:  a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.  b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.  c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.  d. Standards, methodologies, assumptions, and/or calculation tools used.	Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Standards, emission factors, and conversion factors for converting all fuel and electricity consumption to kW hrs are listed in the Emission Factors table of the Data section of the Impact Report. kWhrs are converted to GJ by multiplying by a factor of 0.0036.
GRI 305: Emissions 2016 GRI 3: Material Topics 2021	3-3 Management of material	For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, Introduction, Materiality Assessment, p. 31
	topics	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe list policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including c. i. actions to prevent or mitigate potential negative impacts; ii. actions to prevent enterial topic; d. ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken:  1. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;  1. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Impact Report, Planet, Climate Action, p. 43-56

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GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	The reporting organization shall report the following information: a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
		c. Biogenic CO2 emissions in metric tons of CO2 equivalent.	
		d. Base year for the calculation, if applicable, including: i. the rationale for choosing it;	
		ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of	
		base year emissions.	
		e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWp source.	
		f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	
		g. Standards, methodologies, assumptions, and/or calculation tools used.	
	305-2 Energy indirect (Scope 2) GHG	The reporting organization shall report the following information: a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	emissions	equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric	Standards, emission factors, and conversion factors for converting global fuel and electricity consumption to kWh are listed in the Emission Factors table of the Data
		tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs,	section of the SR. kWhrs are converted to GJ by multiplying by a factor of 0.0036. The Data section of the Impact Report Report will include a table reporting this data going
		PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including:	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for
		i. the rationale for choosing it; ii. emissions in the base year;	Company Reporting,
		iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	
		e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWp source.	
		f. Consolidation approach for emissions; whether equity share, financial control, or	
		operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	
	305-3 Other indirect (Scope 3) GHG emissions	The reporting organization shall report the following information: a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
		b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	
		c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the	
		a. Other indirect (scope 3) and emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including:	
		i. the rationale for choosing it;	
		ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of	
		base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used,	
		or a reference to the GWp source. g. Standards, methodologies, assumptions, and/or calculation tools used.	
	305-4 GHG emissions intensity	The reporting organization shall report the following information: a. GHG emissions intensity ratio for the organization.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
		b. Organization-specific metric (the denominator) chosen to calculate the ratio.     c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1),	impact report, outs, p. 207-220
		energy indirect (Scope 2), and/or other indirect (Scope 3).	
		d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	
	305-5 Reduction of GHG emissions	The reporting organization shall report the following information: a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
		CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or	Standards, emission factors, and conversion factors for converting global fuel and electricity consumption to kWh are listed in the Emission Factors table of the Data
		all. c. Base year or baseline, including the rationale for choosing it.	section of the SR. kWhrs are converted to GJ by multiplying by a factor of 0.0036. The Data section of the Impact Report Report will include a table reporting this data going
		d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect	forward
	205 6 Emissions of	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	forward  UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.
	305-6 Emissions of ozone-depleting substances (ODS)	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for
		d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).  e. Standards, methodologies, assumptions, and/or calculation tools used.  The reporting organization shall report the following information:  a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.  b. Substances included in the calculation.	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56
	ozone-depleting substances (ODS)	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).  e. Standards, methodologies, assumptions, and/or calculation tools used.  The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following:	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX),	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information:	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP)	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56
GRI 308: Supplier Engiresman - 1 A	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: ii. NOX iii. SOX iiii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM)	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56
GRI 308: Supplier Environmental A: GRI 3: Material Topics 2021	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 3), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX iiii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used.	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: ii. NOX iii. SOX iiii. SOX iiii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy,	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Porsistent organic compounds (VOC) v. Hazardous air pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
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	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Porsistent organic compounds (VOC) v. Hazardous air pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX iii. SOX iii. SoT iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, c. describe its policies or commitments regarding the material topic; d. describe its policies or commitments regarding the material topic; d. describe to revent or mitigles potential negative impacts; j. actions to prevent or mitigles potential negative impacts;	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX via the organic compounds (VOC) v. Hazardous air pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; iii. actions to prevent or mitigate potential negative impacts; iii. actions to prevent or mitigate	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.  The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activites or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to address actual negative impacts; ii. actions to address actual negative impacts; ii. actions to address actual negative impacts; e. report the following information about tracking the effectiveness of the actions	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
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***	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX iii. SOX iii. SoX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships; c. describe actions taken to manage the topic and related impacts, including: ii. actions to manage actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; iii. actions to manage actual and potential positive impacts; iii. colors to manage actual information about tracking the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, iii. Lettions to manage actual information about tracking the effectiveness of the actions; iiii. the effec	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
GRI 308: Supplier Environmental	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material topics	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships; c. describe its policles or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; e. report the following information about tracking the effectiveness of the actions taken: ii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: ii. goals, targets, and indicators used to evaluate progress; iii. etions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions, including progress toward the goals and targets; iv.	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
GRI 3: Material Topics 2021	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material topics  308-1 Percentage of New Suppliers screened using Environmental	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX iiii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; ii. actions to address actual negative impacts, including: i. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; ii. actions to manage actual negative impacts; ii. actions to manage actual negative impacts; iii. the effectiveness of the actions, including progress toward the goals and targe	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Data, p. 207-226  Impact Report, Materiality Assessment, p. 31 Impact Report, People, Supplier Development, p. 185
GRI 308: Supplier Environmental	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material topics  308-1 Percentage of New Suppliers screened using Environmental Criteria 308-2	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Prosistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; ii. actions to manage actual and potential positive impacts; ii. actions to manage actual and potential positive impacts; ii. actions to manage actual and potential positive impacts; ii. actions to manage actual negative impacts; ii. actions to manage actual negative impacts; ii. actions to manage actual and potential positive impacts; ii. acti	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting. Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226  Impact Report, Data, p. 207-226  Impact Report, Materiality Assessment, p. 31 Impact Report, People, Supplier Development, p. 185
GRI 308: Supplier Environmental	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016  3-3 Management of material topics  308-1 Percentage of New Suppliers screened using Environmental Criteria	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX iii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the actualiand potential, regative and positive impacts including: d. describe actions taken to manage the topic and related impacts, including: d. describe actions to address actual negative impacts, including cooperate in their remediation; iii. actions to manage actual and potential positive impacts; ii. actions to manage actual and potential positive impacts; ii. actions to manage actual negative impacts; ii. actions to manage actual negative impacts; ii. actions to manage actual and potential positive impacts; ii. actions to manage actual negative impacts; ii. actions to manage actual and potential positive impacts; ii. actions	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Data, p. 207-226  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185-197
GRI 308: Supplier Environmental	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016 3-3 Management of material topics  308-1 Percentage of New Suppliers screened using Environmental Criteria 308-2 Negative Environmental Impacts in	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 2). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX v. Hazardous air pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (FMP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: ii. actions to and prevent or mitigate potential negative impacts; iii. actions to application and calculation and related impacts, including: ii. actions to prevent or mitigate potential negative impacts; iii. actions to applicate and procedures; iii. actions to applicate and procedures; iii. actions to applicate and procedures; iv. lessons learned and how these have been incorporated into the organization's operational policies and	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Data, p. 207-226  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185-197
GRI 308: Supplier Environmental	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016 3-3 Management of material topics  308-1 Percentage of New Suppliers screened using Environmental Criteria 308-2 Negative Environmental Impacts in	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: ii. NOX iii. SOX iiii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its piolicies or commitments regarding the material topic; d. describe spolicies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; e. report the following information about tracking the effectiveness of the actions taken: ii. processes used to track the effectiveness of the actions; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: ii. processes used to track the effectiveness of the actions; iii. actio	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Data, p. 207-226  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185-197
GRI 308: Supplier Environmental	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016 3-3 Management of material topics  308-1 Percentage of New Suppliers screened using Environmental Criteria 308-2 Negative Environmental Impacts in	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: ii. NOX iii. SOX iiii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe the policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to address actual negative impacts, including: i. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to anage actual and potential positive impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Data, p. 207-226  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185-197
GRI 308: Supplier Environmental	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016 3-3 Management of material topics  308-1 Percentage of New Suppliers screened using Environmental Criteria 308-2 Negative Environmental Impacts in	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX iii. SoT iiii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; ii. actions to address actual negative impacts, including: d. describe actions taken to manage the topic and related impacts, including: d. describe activities or ommitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: ii. actions to manage actual and potential positive impacts; ii. actions to manage actual and potential positive impacts; ii. actions to manage actual negative impacts; ii. actions to manage actual and potential positive impacts; iii. the effectiveness of the actions have been incorporated into the organization's	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Data, p. 207-226  Impact Report, Materiallity Assessment, p. 31  Impact Report, People, Supplier Development, p. 185  Impact Report, Materiallity Assessment, p. 31  Impact Report, Materiallity Assessment, p. 31  Impact Report, Materiallity Assessment, p. 31  Impact Report, People, Supplier Development, p. 185-197
GRI 3: Material Topics 2021  GRI 308: Supplier Environmental	ozone-depleting substances (ODS)  305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions  ssessment 2016 3-3 Management of material topics  308-1 Percentage of New Suppliers screened using Environmental Criteria 308-2 Negative Environmental Impacts in	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), e. Standards, methodologies, assumptions, and/or calculation tools used.  The reporting organization shall report the following information: a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.  The reporting organization shall report the following information: a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. SOX iii. SOX v. Hazardous air pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (IAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to manage actual and potential positive impacts; ii. actions to manage actual and potential positive impacts; ii. chescribe actions taken to manage the topic and related impacts, including: ii. actions to	forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Planet, Climate Action, p. 43-56  Impact Report, Data, p. 207-226  Impact Report, Data, p. 207-226  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185  Impact Report, Materiality Assessment, p. 31  Impact Report, Materiality Assessment, p. 31  Impact Report, Materiality Assessment, p. 31  Impact Report, People, Supplier Development, p. 185-197

GRI 3: Material Topics 2021	3-3 Management of material topics	For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, Introduction, Materiality Assessment, p. 31-39
		a. describe the actual and potential, negative and positive impacts on the economy,	Impact Report, People, Safety, Health and Well-Being, p. 178-184
		environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its	
		activities or as a result of its business relationships, and describe the activities or	
		business relationships; c. describe its policies or commitments regarding the material topic;	
		d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts;	
		ii. actions to address actual negative impacts, including actions to provide for or	
		cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	
		e. report the following information about tracking the effectiveness of the actions	
		taken: i. processes used to track the effectiveness of the actions;	
		ii. goals, targets, and indicators used to evaluate progress;	
		iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's	
		operational policies and procedures;	
		f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees, that are not	The reporting organization shall report the following information:  a. Benefits which are standard for full-time employees of the organization but are not	Impact Report, Safety, health and well-being, p. 178-184  FY23 Annual 10k Report, Note 5 Employee Benefit Plans p. 79
	provided to temporary or	provided to temporary or part-time employees, by significant locations of operation.	The definition used for 'significant locations of operation': We do not distinguish by
	part-time employees, by significant locations of operation	These include, as a minimum: i. life insurance;	significant locations of operation because our policies apply worldwide"
	·	ii. health care;	
		iii. disability and invalidity coverage; iv. parental leave;	
		v. retirement provision;	
		vi. stock ownership; vii. others.	
GRI 403: Occupational Health and !	Safety 2018	b. The definition used for 'significant locations of operation'	
GRI 3: Material Topics 2021	3-3 Management of material	For each material topic reported under Disclosure 3-2, the organization shall:	Logitech has had long-standing Health, Safety and Security policies. Our Global Healt
	topics		Safety and Security Policy Statement, is a foundational policy, which applies to all
		a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	elements of our business. It demonstrates the commitment of our executive management team have to
		b. report whether the organization is involved with the negative impacts through its	protecting our employees and ensuring that we are operating in compliance with
		activities or as a result of its business relationships, and describe the activities or business relationships;	legislative requirements. Logitech maintains a globally certified ISO 45001 system at our facility which facilitates compliance and promotes continual improvement through the compliance and promotes continual improvement through the complex promotes are considered as a second continuation of the continua
		c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including:	the management system planning process. This process considers hazards and well-being aspects, legal, regulatory and internal requirements, effectiveness of
		i. actions to prevent or mitigate potential negative impacts;	current operational controls, financial, operational and business considerations,
		ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	available technology and concerns and views of interested parties. Employees must all times comply with our policies. Violation of this code is cause for discipline,
		iii. actions to manage actual and potential positive impacts;	including dismissal from the company.
		e. report the following information about tracking the effectiveness of the actions taken:	
		i. processes used to track the effectiveness of the actions;	
		ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets;	
		iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;	
		f. describe how engagement with stakeholders has informed the actions taken (3-3-d)	
GRI 403: Occupational Health and	403-1 Occupational health and	and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information for employees and	Impact Report, Safety, Health and Well-being section p. 178-184.
Safety 2018	safety management system	for workers who are not employees but whose work and/or workplace is controlled by	Impact Report, Safety, Health and Well-being section p. 1/8-184.  ISO 45001 Certificate
		the organization: a. A statement of whether an occupational health and safety management system has	
		been implemented, including whether:	
		i. the system has been implemented because of legal requirements and, if so, a list of the requirements;	
			1
		ii. the system has been implemented based on recognized risk management and/or	
		ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether	
	403-2 Hazard identification. risk	ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines. And, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	Impact Report, Safety, Health and Well-being section p. 178-184.
	403-2 Hazard identification, risk assessment, and incident	ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by	Impact Report, Safety, Health and Well-being section p. 178-184.  ISO 45001 Certificate p. 154-159.
		ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. The reporting organization shall report the following information for employees and	
	assessment, and incident	ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:  a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to	ISO 45001 Certificate p. 154-159.
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	assessment, and incident investigation  403-5 Worker training on occupational health and safety  16 3-3 Management of material	ii. the system has been implemented based on recognized risk management and/or management system standard/sguidelines and, if so, a list of the standard/sguidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, may my workers, activities, or workplaces are not covered. The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:  a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:  i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;  ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.  J. description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.  C. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.  d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.  The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by th	Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate applies to all employees and workers at our production facility.  Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate pples p. 154-159, and Data Sections p. 190  ISO 45001 Certificate apples to all employees and workers who are not our employees at our operational Facility in Suzhou.
	assessment, and incident investigation  403-5 Worker training on occupational health and safety  16 3-3 Management of material	ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines. In the standards are standards are standards and standards are standards are standards are standards are standards and standards are standards and standards are standards and standards are standards and management standards and standards are standards and minimize risks, including:  i. how the organization on surest the quality of these processes, including the competency of persons who carry them out;  ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.  b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.  c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.  d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, including the processes to identify hazards and assess risk relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system. The reporting organization is hall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:  a. description of any occupational health	Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate applies to all employees and workers at our production facility.  Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate pples p. 154-159, and Data Sections p. 190  ISO 45001 Certificate apples to all employees and workers who are not our employees at our operational Facility in Suzhou.
	assessment, and incident investigation  403-5 Worker training on occupational health and safety  16 3-3 Management of material	ii. the system has been implemented based on recognized risk management and/or management system standard/sguidelines. In the standard/sguidelines. In the standard/sguidelines. In the standard/sguidelines and, if so, a list of the standard/sguidelines. In administration of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:  a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:  i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;  ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.  b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.  c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.  d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, including the processes to identify hazards and assess risks relating to the incidents, of determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.  The reporting organization shall report the following information for employee	Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate applies to all employees and workers at our production facility.  Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate pples p. 154-159, and Data Sections p. 190  ISO 45001 Certificate apples to all employees and workers who are not our employees at our operational Facility in Suzhou.
	assessment, and incident investigation  403-5 Worker training on occupational health and safety  16 3-3 Management of material	ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines. In the standards are standards are standards are standards are standards. The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:  a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:  i. how the reganization ensures the quality of these processes, including the competency of persons who carry them out;  ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.  b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.  c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.  d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety training provided to workers, including generic	Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate applies to all employees and workers at our production facility.  Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate pples p. 154-159. and Data Sections p. 190.  ISO 45001 Certificate apples to all employees and workers who are not our employees at our operational Facility in Suzhou.
	assessment, and incident investigation  403-5 Worker training on occupational health and safety  16 3-3 Management of material	ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines. In the standards/guidelines. In the standards/guidelines. In the standards/guidelines. In the standards/guidelines and, if so, a list of the standards/guidelines. In and, if so, all so the standards/guidelines. In and, if so, all so the standards/guidelines. In the standards/guidelines. In the standards/guidelines are not covered. The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:  a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:  i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;  ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.  b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.  c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.  d. A description of the policies and processes to workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.  d. A description of the policies and processes used to investigate work-related inclidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health a	Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate applies to all employees and workers at our production facility.  Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate pples p. 154-159. and Data Sections p. 190.  ISO 45001 Certificate apples to all employees and workers who are not our employees at our operational Facility in Suzhou.
	assessment, and incident investigation  403-5 Worker training on occupational health and safety  16 3-3 Management of material	ii. the system has been implemented based on recognized risk management and/or management system standard/sguidelines. In fire so, a list of the standard/sguidelines. In A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:  a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:  i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;  ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.  b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.  c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.  d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, including the processes to identify hazards and assess risks relating to the incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.  The reporting organization shall report the following information for employe	Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate applies to all employees and workers at our production facility.  Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate p. 154-159. and Data Sections p. 190.  ISO 45001 Certificate applies to all employees and workers who are not our employees at our operational Facility in Suzhou.
	assessment, and incident investigation  403-5 Worker training on occupational health and safety  16 3-3 Management of material	ii. the system has been implemented based on recognized risk management and/or management system standard/sguidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why my workers, activities, or workplaces are not covered. The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:  a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:  i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;  ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.  b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.  c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.  d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, including the processes to identify hazards and assess risks relating to the incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.  The reporting organization shall report the following information for employees and for workers who are not employees but whos	Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate applies to all employees and workers at our production facility.  Impact Report, Safety, Health and Well-being section p. 154-159.  ISO 45001 Certificate p. 154-159. and Data Sections p. 190  ISO 45001 Certificate applies to all employees and workers who are not our employees at our operational Facility in Suzhou.

And the property of the proper				
Service to the service of the servic	GRI 404: Training and Education 2016	Programs for Skills Management	a. Type and scope of programs implemented and assistance provided to upgrade	
Personage final packet  In a Special packet and progression of packets  Special packets packets  Specia		the continued employability of Employees and Assist them in Managing Career Endings	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	one month of outplacement training with third-party career coaches. As part of this placement, the individual can work with an assigned career coach who will develop. a customized strategy, identify job leads, help. the individual build a personal brand that attracts career opportunities, connect the individual with potential employers and recruiters to uncover job opportunities and develop. resume and interviewing techniques that help. individual turn a job lead into a competitive offer.
Fig. 1, price in committee in better gap was also, express, we arrived reference of the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the committee in better gap to the period of the period of the committee in better gap to the period of the p		Percentage of Employees Receiving Regular Performance and Career Development Reviews,	a. Percentage of total employees by gender and by employee category who received a	professional development and connecting with one another. It comprises four performance dimensions - ALIGN, ACT, DEVELOP, and CONNECT- together are is
The Action of the Committee of the Commi		by Gender and Employee Category		company as well as fostering a culture that places the whole person at its core. With that said, Logitech believes it is up. to each employee to understand how their individual contributions connect, and ultimately drive personal and team achievement. Logitech's core belief is that each employee is responsible for the impac
CBI 405- Shermity and Cpatername of maternal 1995  The control 1995 and 199				and provides tools and guidance for how individuals and managers can leverage Logi Impact. Logitech does not have a heavily managed process, nor do Logitech audit dialogues. Instead, the company views Logi Impact as an ongoing conversation, highly
The continue of the part of the continue of the cont				possible 100, using a Net Promoter Score methodology. Scores over 70 are considered good and over 80 are considered very good. Typically, any item scoring below 65
Gill 30. Material Topics 2021 A Material Topics 2021 In a Management of material topics provided in the provided specific registers and provided impacts on the excessing of the provided in t				I have clear, achievable goals for my work (73) My performance at my job is fairly evaluated (72) I am able to use my personal initiative or judgment in carrying out my work (81) I feel the work I do is recognized and appreciated (73) At work, I receive feedback that helps me grow & develop, over time (71)
a describe the actual and potential, regardine and posterial, progress and positive impacts on the economy, by the provision of the provision				
GRI 406: Non-discrimination 2016  GRI 40	GRI 405: Diversity and Equal	topics  405-1  Diversity of governance bodies and	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;  b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to anange actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity actegories: ii. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable	Impact Report, People, Diversity Equity and Inclusion, p. 124-132
GRI 3: Material Topics 2021  3-3 Management of material topics  3-3 Management of material poics and case of the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on the throunan rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to address actual and peative impacts; ii. actions to address actual and peative impacts; ii. actions to address actual and peative impacts; ii. actions to manage actual and potential positive impacts; ii. actions to manage actual and potential positive impacts; ii. processes used to track the effectiveness of the actions; taken: ii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. processes used to track the effective	GRI 406: Non-discrimination 2016		(groups).	
a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships; c. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to mere actual negative impacts; iii. actions to mareage actual negative impacts; iii. actions to mareage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: ii. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). Total number of incidents of discrimination and corrective actions taken with reference to the following: ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through in the review of the review		3-3 Management of material	For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, Introduction, Materiality Assessment, p. 31-39
Total number of incidents of discrimination and corrective actions taken  a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; iii. Remediation plans being implemented; iiii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;  a. Total number of incidents of discrimination during the reporting period. b. Status of the incident actions taken in with reference to the following: omission due to Confidentiality Constraints: a&b. Due to reasons of individual privacy and legal limitations, Logitech cannot disclose information about specific cases. Actions taken in response to potential incidents include the review of the incident as well as the development and			a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its subiness relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to amange actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Anti-Harassment and Non-Discrimination Policy
	GRI 406: Non-discrimination 2016	Total number of incidents of discrimination and corrective	Total number of incidents of discrimination during the reporting period.     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	Equity and Inclusion, p. 124-132; and Ethics section, p. 154).  Omission due to Confidentiality Constraints: a&b. Due to reasons of individual privacy and legal limitations, Logitech cannot disclose information about specific cases. Actions taken in response to potential
v. Incident no longer subject to action.   implementation of remedial plans.   implementation of reme			routine internal management review processes; iv. Incident no longer subject to action.	incidents include the review of the incident as well as the development and implementation of remedial plans.

GRI 3: Material Topics 2021			
	3-3 Management of material topics	For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, Introduction, Materiality Assessment, p. 31-39
		a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	Impact Report, People, Human rights and Labor, p. 170-177 FY23 Annual 10k Report, Human Capital Resources, p. 13
		b. report whether the organization is involved with the negative impacts through its	The state of the s
		activities or as a result of its business relationships, and describe the activities or business relationships;	
		c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including:	
		i. actions to prevent or mitigate potential negative impacts;     ii. actions to address actual negative impacts, including actions to provide for or	
		cooperate in their remediation;	
		iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions	
		taken: i. processes used to track the effectiveness of the actions;	
		ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets;	
		iv. lessons learned and how these have been incorporated into the organization's	
		operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d)	
GRI 407: Freedom of Association	407-1	and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information:	Impact Report, Introduction, Our Approach, p. 7-12
and Collective Bargaining 2016	Operations and suppliers in which the right to freedom of association	a. Operations and suppliers in which workers' rights to exercise freedom of association	Impact Report, People, Human rights and Labor, p. 170-177
	and collective bargaining may be	or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier;	Logitech is one entity with one operational facility the information provided in the
	at risk	ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support	Human Rights and Labor and Supplier development pertaining to due diligence programs is relevant to 100% of our operations.
		rights to exercise freedom of association and collective bargaining	Impact Report, People, Supplier Development, p. 185-197
			FY23 Annual 10k Report, Human Capital Resources, p. 13
GRI 408: Child Labor 2016 GRI 3: Material Topics 2021	3-3 Management of material	For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, People, Responsible Sourcing of Minerals, p. 163-169
	topics		Impact Report, People, Human rights and Labor, p. 170-177
		<ul> <li>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</li> </ul>	
		<ul> <li>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or</li> </ul>	
		business relationships; c. describe its policies or commitments regarding the material topic;	
		d. describe actions taken to manage the topic and related impacts, including:	
		i. actions to prevent or mitigate potential negative impacts;     ii. actions to address actual negative impacts, including actions to provide for or	
		cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	
		taken:	
		i. processes used to track the effectiveness of the actions;	
		ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets;	
		iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;	
		f. describe how engagement with stakeholders has informed the actions taken (3-3-d)	
GRI 408: Child Labor 2016	408-1	and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information:	Impact Report, People, Responsible Sourcing of Minerals, p. 163-169
	Operations and suppliers at significant risk for incidents of	a. Operations and suppliers considered to have significant risk for incidents of:     i. child labor;	Impact Report, People, Human rights and Labor, p. 170-177
	child labor	ii. young workers exposed to hazardous work.	Logitech is one entity with one operational facility the information provided in the
		<ul> <li>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</li> </ul>	Human Rights and Labor and Supplier development pertaining to due diligence programs is relevant to 100% of our operations.
		i. type of operation (such as manufacturing plant) and supplier;     ii. countries or geographic areas with operations and suppliers considered at risk.	
		c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	
GRI 409: Forced or Compulsory Lab		to the effective abouton of clina labor.	
GRI 3: Material Topics 2021	3-3 Management of material topics	For each material topic reported under Disclosure 3-2, the organization shall:	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39
		a. describe the actual and potential, negative and positive impacts on the economy,	Impact Report, People, Human rights and Labor, p. 170-177
		environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its	
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic;	
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts;	
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or	
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken:	
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress;	
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's	
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;	
GBI 400: Except of Commission	100 1 Operation and	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to manage actual and potential positive impacts;  e. report the following information about tracking the effectiveness of the actions taken:  i. processes used to track the effectiveness of the actions;  iii. goals, targets, and indicators used to evaluate progress;  iii. the effectiveness of the actions, including progress toward the goals and targets;  iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;  d. active the organization of the actions have negative informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of	b. report whether the organization is involved with the negative impacts through its activities or a a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39
		b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to address actual and potential positive impacts;  e. report the following information about tracking the effectiveness of the actions taken:  i. processes used to track the effectiveness of the actions;  iii. goals, targets, and indicators used to evaluate progress;  iii. the effectiveness of the actions, including progress toward the goals and targets;  iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;  f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective [3-3-e). The reporting organization shall report the following information:  a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:	Impact Report, Introduction, Our Approach, p. 7-12
	significant risk for incidents of	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to manage actual and potential positive impacts;  e. report the following information about tracking the effectiveness of the actions taken:  i. processes used to track the effectiveness of the actions;  iii. polas, targets, and indicators used to evaluate progress;  iii. the effectiveness of the actions, including progress toward the goals and targets;  iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;  f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information:  a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:  1. type of operation (such as manufacturing plant) and supplier;  ii. countries or geographic areas with operations and suppliers considered at risk.	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39
Labor 2016	significant risk for incidents of forced or compulsory labor	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to address actual and potential positive impacts;  e. report the following information about tracking the effectiveness of the actions taken:  i. processes used to track the effectiveness of the actions;  iii. goals, targets, and indicators used to evaluate progress;  iii. the effectiveness of the actions, including progress toward the goals and targets;  iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;  f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective [3-3-e). The reporting organization shall report the following information:  a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39
	significant risk for incidents of forced or compulsory labor	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships, and describe the activities or business relationships, or describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to provide for or cooperate in their remediation; iii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: l. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. be effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; if. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:  1. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39
Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; iii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; iii. processes used to track the effectiveness of the actions; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor 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. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor t 2016	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to paddress actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to anddress actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to anddress actual and potential positive impacts;  e. report the following information about tracking the effectiveness of the actions taken:  i. processes used to track the effectiveness of the actions;  iii. goals, targets, and indicators used to evaluate progress;  iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;  f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective [3-3-e). The reporting organization shall report the following information:  a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor 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.  b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.  For each material topic reported under Disclosure 3-2, the organization shall:  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
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Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor t 2016	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; iii. does not including the effectiveness of the actions; iii. the effectiveness of the actions, including progress; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; i. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is in involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c.	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
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Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor t 2016	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: ii. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organiza	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor t 2016	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to paddress actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: ii. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iiii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor t 2016	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships, and describe the activities or business relationships, and describe the activities or business relationships, and care describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to provide for or cooperate in their remediation; iii. actions to anddress actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to anange actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: iii. actions to anange actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: iii. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organizations all report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: ii. type of operation (such as manufacturing plant) and supplier; iii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.  For each material topic reported under Disclosure 3-2,	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor t 2016	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic;  d. describe actions taken to manage the topic and related impacts, including:  i. actions to prevent or mitigate potential negative impacts;  ii. actions to paddress actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to anange actual and potential positive impacts;  e. report the following information about tracking the effectiveness of the actions taken:  iii. actions to anange actual and potential positive impacts;  e. report the following information about tracking the effectiveness of the actions taken:  iii. processes used to track the effectiveness of the actions;  iii. goals, targets, and indicators used to evaluate progress;  iii. the effectiveness of the actions, including progress toward the goals and targets;  iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;  f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information:  a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:  i. type of operation (such as manufacturing plant) and suppliers;  ii. countries or geographic areas with operations and suppliers;  ii. countries or geographic areas with operations and suppliers;  ii. countries or geographic areas with operations and suppliers considered at risk.  b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.  For each material topic reported under Disclosure 3-2, the organization shall:  a.	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor t 2016	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to paddress actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: iii. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, envi	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
Labor 2016  GRI 414: Supplier Social Assessmer	significant risk for incidents of forced or compulsory labor t 2016	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships, and describe the activities or business relationships, and describe the activities or business relationships;  c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to darders actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; if. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor 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. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.  For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved wi	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177
GRI 414: Supplier Social Assessmen GRI 3: Material Topics 2021	significant risk for incidents of forced or compulsory labor  at 2016  3-3 Management of material topics	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships, and describe the activities or business relationships, and describe the activities or business relationships, and describe the policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to provide for or cooperate in their remediation; iii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: ii. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-a). The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor ether in terms of: ii. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization is hinoved with the negative impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts including: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization i	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177  Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report: People: Supplier Development, p. 185-197

GRI 3: Material Topics 2021  3-3 Management of material topics  a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is whoved with the negative impacts through its activities or as a result of its business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; iii. actions to address actual negative impacts; iii. actions to manage actual and potential positive impacts; iii. processes used to track the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions taken: ii. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-e).  GRI 416: Customer Health and Safety impacts of product and safety impacts of produ	1-39
environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts; ii. actions to prevent or mitigate potential regative impacts; iii. actions to address actual negative impacts; iii. actions to address actual negative impacts; iii. actions to manage actual and potential positive impacts; iii. actions to manage actual and potential positive impacts; iii. actions to manage actual and potential positive impacts; iii. processes used to track the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, indication used to evaluate progress; iii. the effectiveness of the actions, indications used to evaluate progress; iii. the effectiveness of the actions, indications used to evaluate progress; iii. the effectiveness of the actions, indications used to evaluate progress; iii. the effectiveness of the actions, indications used to evaluate progress; iii. the effectiveness of the actions, indications used to evaluate progress; iii. the effectiveness of the actions, indications used to evaluate progress; iii. the effectiveness of the actions, indications used to evaluate progress; iii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, indications used to evaluate progress; iii. the effectiveness of the actions and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; operational policies and procedures; iii. the effectiveness of the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  Impact Rep	
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iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  GRI 416: Customer Health and Assessment of the health and Safety 12016  Assessment of the health and safety impacts of product and service categories for which health and safety impacts of product and safety impacts of product and service categories for which health and safety impacts of product and safety impacts of product and service categories for which health and safety impacts of product and safety impacts of product and service categories for which health and safety impacts of product and safety impacts of product and service categories for which health and safety impacts of product and safety impacts of products are assessed for improvement.	
f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  GRI 416: Customer Health and Safety 2016  Safety 2016  Assessment of the health and safety impacts of product and safe	
GRI 416: Customer Health and Safety 2016  Safety 2016  Assessment of the health and Safety impacts of product and Safety impac	
Safety 2016  Assessment of the health and safety impacts of product and safety impacts are assessed for health and safety impacts are assessed for improvement.  a. Percentage of significant product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of the product and service categories for which health and safety compliance with RoHS and REACH hazmat compliance and representations of the product and representations of the prod	
Safety impacts of product and impacts are assessed for improvement.	
service categories (EMF/EMF, battery safety etc)	
416-2 Incidents of non-compliance concerning the health and safety a. Total number of incidents of non-compliance with regulations and/or voluntary Number of incidents of non-compliance with regulations and/or voluntary	
impacts of products and services codes concerning the health and safety impacts of products and services within the service information and labeling resulting in a fine or pen	
reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; was zero in FY23.	
ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes.	
<ul> <li>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</li> </ul>	
GRI 417: Marketing and Labeling 2016	
GRI 3: Material Topics 2021 3-3 Management of material topics ported under Disclosure 3-2, the organization shall: Impact Report, Introduction, Stakeholder Engagement, p. Impact Report, Introduction, Materiality Assessment, p. 3	
a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	
b. report whether the organization is involved with the negative impacts through its	
activities or as a result of its business relationships, and describe the activities or business relationships;	
c. describe its policies or commitments regarding the material topic;	
d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts;	
ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	
iii. actions to manage actual and potential positive impacts;	
e. report the following information about tracking the effectiveness of the actions taken:	
i. processes used to track the effectiveness of the actions;	
ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets;	
iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;	
f. describe how engagement with stakeholders has informed the actions taken (3-3-d)	
and how it has informed whether the actions have been effective (3-3-e).  GRI 417: Marketing and Labeling 417-1 The reporting organization shall report the following information: Impact Report, Introduction, Stakeholder Engagement, p.	16-23
2016 Requirements for product and a. Whether each of the following types of information is required by the organization's Impact Report, Planet, Carbon Clarity, p. 63-69	10 23
service information and labeling procedures for product and service information and labeling: Impact Report, People, Targeted Substances, p. 94-100 i. The sourcing of components of the product or service; Impact Report, People, Circularity, p. 101	
ii. Content, particularly with regard to substances that might produce an Impact Report, People, Ethics, p. 154-159	
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).	
b. Percentage of significant product or service categories covered by and assessed for	
compliance with such procedures.  417-2 Incidents of non-compliance   The reporting organization shall report the following information:   Impact Report, People, Ethics, p. 154-159	
concerning product and service information and labeling 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.	
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 The reporting organization shall report the following information: Impact Report, People, Ethics, p. 154-159	
Incidents of non-compliance a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and	
communications 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.	
b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	
GRI 418: Customer Privacy 2016  GRI 3: Material Tonics 2021 3: Management of material	
GRI 3: Material Topics 2021 3-3 Management of material topics For each material topic reported under Disclosure 3-2, the organization shall: Impact Report, People, Privacy and Security, p. 160-62 topics	
a. describe the actual and potential, negative and positive impacts on the economy,     environment, and people, including impacts on their human rights;	
b. report whether the organization is involved with the negative impacts through its	
activities or as a result of its business relationships, and describe the activities or business relationships;	
c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including:	
i. actions to prevent or mitigate potential negative impacts;	
ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	
iii. actions to manage actual and potential positive impacts;	
e. report the following information about tracking the effectiveness of the actions taken:	
i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress;	
<ol> <li>II. goals, targets, and indicators used to evaluate progress;</li> <li>III. the effectiveness of the actions, including progress toward the goals and targets;</li> </ol>	
iv. lessons learned and how these have been incorporated into the organization's	
iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d)	
<ul> <li>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</li> <li>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	
ix, lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  GRI 418: Customer Privacy 2016  418-1  Substantiated complaints a. Total number of substantiated connecting breaches of	
iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  GRI 418: Customer Privacy 2016 418-1 The reporting organization shall report the following information: Impact Report, People, Privacy and Security, p. 160-162	
iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  GRI 418: Customer Privacy 2016  418-1  Substantiated complaints concerning breaches of customer privacy and losses of customer privacy and losses of customer privacy and losses of customer data  ii. complaints received from regulatory bodies.	
iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).  GRI 418: Customer Privacy 2016  Substantiated complaints concerning breaches of customer privacy and losses of customer privacy	