

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 2023.	
GRI Standards Used	GRI 1: Foundation 2021 GRI 2: General Disclosures 2021 GRI 3: Material Topics 2021 GRI 201: Economic Performance 2016 GRI 202: Market Presence 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 301: Materials 2016 GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 401: Employment 2016	GRI 403: Occupational Health and Safety 2018 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 414: Supplier Social Assessment 2016 GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016 GRI 418: Customer Privacy 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; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation Impact Report: Introduction: Our Company p.5-6 FY23 Annual 10k Report , p. 3 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; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities 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 are included in the impact reporting. Impact Report, Our Company, p. 5. All brands listed are covered by the Impact Report. 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; 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.. Reporting Period: FY23: 01 April 2022 to 31 March 2023. Reporting Frequency: Annual 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: a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements. Impact Report: About this Report: Corrections or Restatements of Information, p. 199
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 & ii Impact Report, Materiality assessment, Our value chain p. 39, Climate Action p. 43, Responsible Sourcing of Minerals p. 163 FY23 Annual 10 K Report iii 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. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; c. 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) i, ii, iv & v Impact Report, About this Report, p. 198-306 c) i 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 employees	The organization shall: 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; ii. 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: 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; c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	a) Impact Report, About this Report, p. 198-206 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	2-9 Governance structure and composition	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; ii. independence; iii. 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; viii. stakeholder representation.	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	2-10 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, p. 52
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 report 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 FY23 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; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; 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.	FY23 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 ratio	The organizations shall: 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.	FY23 Annual Proxy Submission FY23 Annual 10k Report
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 FY23 Annual 10k Report , Risk Factors, p. 16
GRI 2: General Disclosures 2021	2-23 Policy Commitments	The organization shall: a. describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; b. describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. 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 senior 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 Approach, p. 7. 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 Approach, p. 7. 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 advice and raising concerns	The organization shall: describe the mechanisms for individuals to: 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 Approach, p. 7. 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 Organization 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 employment 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	3-1 Process to determine material topics	The organization shall: 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 topics	Impact Report, Materiality Assessment, p. 31-39

GRI 3: Material Topics 2021	3-2 List of material topics	<p>The organization shall:</p> <p>a. list its material topics</p> <p>b. report changes to the list of material topics compared to the previous reporting periods</p>	<p>Material topics are listed in Impact Report: Materiality Assessment, p31</p> <p>And covered under the following GRI Standards:</p> <p>201: Economic Performance 2016</p> <p>202: Market Presence 2016</p> <p>205: Anti-Corruption 2016</p> <p>206: Anti-Competitive Behaviour 2016</p> <p>301: Materials 2016</p> <p>302: Energy 2016</p> <p>305: Emissions 2016</p> <p>308: Supplier Environmental Assessment 2016</p> <p>401: Employment 2016</p> <p>403: Occupational Health and Safety 2018</p> <p>404: Training and Education 2016</p> <p>405: Diversity and Equal Opportunity 2016</p> <p>406: Non-Discrimination 2016</p> <p>407: Freedom of Association and Collective Bargaining 2016</p> <p>408: Child Labor 2016</p> <p>409: Forced or Compulsory Labor 2016</p> <p>414: Supplier Social Assessment 2016</p> <p>416: Customer Health and Safety 2016</p> <p>417: Marketing and Labeling 2016</p> <p>418: Customer Privacy 2016</p>
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>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;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>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).</p>	<p>No significant change in material topics since the FY22 reporting period.</p> <p>Impact Report, Introduction, Materiality Assessment, p. 31</p> <p>Impact Report, Planet, p. 40-118</p> <p>Impact Report, People, p. 119-196</p> <p>Impact Report, About this Report, Data, p. 197-233</p> <p>Throughout these sections we address the requirements of 3-3 for each material topic section by section.</p>
GRI 201: Economic Performance 2016			
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>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;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>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).</p>	FY23 Annual 10k Report
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<p>The reporting organization shall report the following information:</p> <p>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:</p> <p>i. Direct economic value generated: revenues;</p> <p>ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</p> <p>iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.</p> <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	FY23 Annual 10k Report , p. 73
	201-3 Defined benefit plan obligations and other retirement plans	<p>The reporting organization shall report the following information:</p> <p>a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <p>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;</p> <p>ii. the basis on which that estimate has been arrived at; iii. when that estimate was made.</p> <p>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.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>e. Level of participation in retirement plans, such as participation in mandatory or</p>	FY23 Annual 10k Report , p. 79
	201-4 Financial Assistance Received from Government	<p>The reporting organization shall report the following information:</p> <p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <p>i. tax relief and tax credits;</p> <p>ii. subsidies;</p> <p>iii. investment grants, research and development grants, and other relevant types of grant;</p> <p>iv. awards;</p> <p>v. royalty holidays;</p> <p>vi. financial assistance from Export Credit Agencies (ECAs);</p> <p>vii. financial incentives;</p> <p>viii. other financial benefits received or receivable from any government for any operation.</p> <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	Logitech does not receive financial assistance from Governments.
GRI 202: Market Presence 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, 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).	Impact Report, Talent Development (p. 147-153), Human Rights and Labor (p. 170-177), and Supplier Development (p. 185-197) sections.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	The reporting organization shall report the following information: a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing 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 above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	Impact Report, Human rights and labor (p. 170) and supplier development (p. 185) and Talent Development (p. 147) sections. To promote dialogue and action in the organization with regard to pay equity, we conduct an annual compensation review to help ensure we pay fairly and to eliminate gender, racial and other discrimination 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 in the U.S. We make salary adjustments as necessary each year during the review process to ensure wages are market competitive and fair. The minimum wage is not gender-differentiated in China, where our operational 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: 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).	Impact Report, Introduction, Materiality Assessment, p. 31 Impact Report, People, Ethics, p. 154-159
GRI 205: Anti-corruption 2016	205-1 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	The reporting organization shall report the following information: a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment	Impact Report, People, Ethics, p. 154-159 Logitech Code of Conduct Logitech Anti-Corruption Policy 100% of our operations are assessed for risks related to corruption
	205-2 Communication & Training on Anti-Corruption policies and procedures	The reporting organization shall report the following information: 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 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 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.	Impact Report, People Ethics, p. 154-159
	205-3 Confirmed incidents of corruption and actions taken	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.	Impact Report, People Ethics, p. 154-159
GRI 206: Anti-competitive Behavior 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, 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).	Impact Report, Materiality Assessment, p. 31-39 Impact Report, People, Ethics, p. 154-159
GRI 206: Anti-competitive Behavior 2016	206-1 Total number of legal actions for anti-competitive behavior, anti-trust, and total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	The reporting organization shall report the following information: a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	Impact Report, People, Ethics, p. 154-159
GRI 301: Materials 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, 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).	Impact Report, Materiality Assessment, p. 31 Impact Report, Planet, Circularity, p. 101-114
GRI 301: Materials 2016	301-1 Materials used by weight or volume	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: i. non-renewable materials used; ii. renewable materials used.	Omission due to incomplete data/data not available Significant information is provided 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
	301-2 Recycled input materials used	The reporting organization shall report the following information: a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	Omission due to incomplete data/data not available Significant information is provided 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
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, 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).	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 ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating 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 steam (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 kWhrs 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. 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, or both.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	302-4 Reduction of energy consumption	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 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, 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).	Impact Report, Introduction, Materiality Assessment, p. 31 Impact Report, Planet, Climate Action, p. 43-56

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. 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.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	305-2 Energy indirect (Scope 2) GHG emissions	The reporting organization shall report the following information: a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. 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.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226 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 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 forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.
	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. 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 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.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	305-4 GHG emissions intensity	The reporting organization shall report the following information: a. GHG emissions intensity ratio for the organization. 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), 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.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	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 CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. 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.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226 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 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 forward UK Government GHG Conversion, IEA, and US EPA eGRID emissions factors used for Company Reporting.
	305-6 Emissions of ozone-depleting substances (ODS)	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.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	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) 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.	Impact Report, Planet, Climate Action, p. 43-56 Impact Report, Data, p. 207-226
GRI 308: Supplier Environmental Assessment 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, 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).	Impact Report, Materiality Assessment, p. 31 Impact Report, People, Supplier Development, p. 185
GRI 308: Supplier Environmental Assessment 2016	308-1 Percentage of New Suppliers screened using Environmental Criteria	The reporting organization shall report the following information: a. Percentage of new suppliers that were screened using environmental criteria	Impact Report, Materiality Assessment, p. 31 Impact Report, People, Supplier Development, p. 185-197
	308-2 Negative Environmental Impacts in the Supply Chain and actions taken	The reporting organization shall report the following information: a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why	Impact Report, People, Supplier Development, p. 185-197
GRI 401: Employment 2016			

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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). 	<p>Impact Report, Introduction, Materiality Assessment, p. 31-39</p> <p>Impact Report, People, Safety, Health and Well-Being, p. 178-184</p>
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees, that are not provided to temporary or part-time employees, by significant locations of operation	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation' 	<p>Impact Report, Safety, health and well-being, p. 178-184</p> <p>FY23 Annual 10k Report, Note 5 Employee Benefit Plans p. 79</p> <p>The definition used for 'significant locations of operation': We do not distinguish by significant locations of operation because our policies apply worldwide"</p>
GRI 403: Occupational Health and Safety 2018			
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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). 	<p>Logitech has had long-standing Health, Safety and Security policies. Our Global Health, Safety and Security Policy Statement, is a foundational policy, which applies to all elements of our business.</p> <p>It demonstrates the commitment of our executive management team have to protecting our employees and ensuring that we are operating in compliance with legislative requirements. Logitech maintains a globally certified ISO 45001 system at our facility which facilitates compliance and promotes continual improvement through the management system planning process. This process considers hazards and well-being aspects, legal, regulatory and internal requirements, effectiveness of current operational controls, financial, operational and business considerations, available technology and concerns and views of interested parties. Employees must at all times comply with our policies. Violation of this code is cause for discipline, including dismissal from the company.</p>
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>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:</p> <ul style="list-style-type: none"> a. A statement of whether an occupational health and safety management system has been implemented, including whether: <ul style="list-style-type: none"> i. the system has been implemented because of legal requirements and, if so, a list of the requirements; 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. 	<p>Impact Report, Safety, Health and Well-being section p. 178-184.</p> <p>ISO 45001 Certificate</p>
	403-2 Hazard identification, risk assessment, and incident investigation	<p>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:</p> <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system. 	<p>Impact Report, Safety, Health and Well-being section p. 178-184.</p> <p>ISO 45001 Certificate p. 154-159.</p> <p>ISO 45001 Certificate applies to all employees and workers at our production facility.</p>
	403-5 Worker training on occupational health and safety	<p>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:</p> <ul style="list-style-type: none"> a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations. 	<p>Impact Report, Safety, Health and Well-being section p. 154-159.</p> <p>ISO 45001 Certificate p. 154-159. and Data Sections p. 190</p> <p>ISO 45001 Certificate applies to all employees and workers who are not our employees at our operational Facility in Suzhou.</p>
GRI 404: Training and Education 2016			
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>"For each material topic reported under Disclosure 3-2, the organization shall:</p> <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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)." 	<p>Impact Report, Materiality Assessment, p. 31-39</p> <p>Impact Report, Talent Development, p. 147-153</p>

GRI 404: Training and Education 2016	404-2 Programs for Skills Management and Lifelong Learning that support the continued employability of Employees and Assist them in Managing Career Endings	The reporting organization shall report the following information: a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Impact Report, Talent Development, p. 147-153 Impact Report, Safety, health and well-being, p. 178 In the case of involuntary termination (redundancy), individuals can be given up to 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.
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews, by Gender and Employee Category	The reporting organization shall report the following information: a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Logi Impact is Logitech's framework for goal setting, action planning, personal & professional development and connecting with one another. It comprises four performance dimensions - ALIGN, ACT, DEVELOP, and CONNECT- together are is designed to support and boost an individual's impact at Logitech. Logitech is committed to sharing the vision, purpose, and strategic direction of the 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 impact that they have have: both in their current role and in how they develop ourselves. Logitech does not use annual performance ratings as a backwards-looking assessment. Instead, Logitech focuses on forward-looking planning and a development mindset - 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 aligned with the appropriate business/project cycle for the specific team/individual. Logitech employees are given the opportunity to feed back on areas closely correlated to performance management & development through the Logi Pulse survey which is run twice a year. The Logi Pulse is anonymous and each item is scored out of a 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 would be considered as needing attention. In December 2021, some relevant Logi Pulse items and scores were: 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) Through my work, I often learn new skills or develop new abilities (74)
GRI 405: Diversity and Equal Opportunity 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, 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).	Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Diversity Equity and Inclusion, p. 124-132
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	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 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).	Impact Report, People, Diversity Equity and Inclusion, p. 124-132 Impact Report, Data, Diversity, Equity and Inclusion Data p. 219-221
GRI 406: Non-discrimination 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, 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).	Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Diversity Equity and Inclusion, p. 124-132 Anti-Harassment and Non-Discrimination Policy
GRI 406: Non-discrimination 2016	406-1 Total number of incidents of discrimination and corrective actions taken	The reporting organization shall report the following information: 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; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	Significant information on this topic is provided in the FY23 Impact Report (Diversity 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 incidents include the review of the incident as well as the development and implementation of remedial plans.
GRI 407: Freedom of Association and Collective Bargaining 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, 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).	Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Human rights and Labor, p. 170-177 FY23 Annual 10k Report , Human Capital Resources, p. 13
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The reporting organization shall report the following information: a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	Impact Report, Introduction, Our Approach, p. 7-12 Impact Report, People, Human rights and Labor, p. 170-177 Logitech is one entity with one operational facility the information provided in the Human Rights and Labor and Supplier development pertaining to due diligence programs is relevant to 100% of our operations. 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 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, 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).	Impact Report, People, Responsible Sourcing of Minerals, p. 163-169 Impact Report, People, Human rights and Labor, p. 170-177
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child 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. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	Impact Report, People, Responsible Sourcing of Minerals, p. 163-169 Impact Report, People, Human rights and Labor, p. 170-177 Logitech is one entity with one operational facility the information provided in the Human Rights and Labor and Supplier development pertaining to due diligence programs is relevant to 100% of our operations.
GRI 409: Forced or Compulsory Labor 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, 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).	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 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	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
GRI 414: Supplier Social Assessment 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, 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).	Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report: People: Supplier Development, p. 185-197
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	The reporting organization shall report the following information: a. Percentage of new suppliers that were screened using social criteria.	Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report: People: Supplier Development, p. 185-197
GRI 416: Customer Health and Safety 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, 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).	Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Targeted Substances, p. 94-100
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	The reporting organization shall report the following information: a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Impact Report, People, Targeted Substances, p. 94-100 Note: 100% of Logitech products are assessed for health and safety impacts including compliance with RoHS and REACH hazmat compliance and other compliance aspects (EMF/EMF, battery safety etc)
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	The reporting organization shall report the following information: a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, 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.	Impact Report, Data Section, Table 32 Ethics and Compliance. Number of incidents of non-compliance with regulations concerning product and service information and labeling resulting in a fine or penalty or regulatory warning was zero in FY23.
GRI 417: Marketing and Labeling 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, 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).	Impact Report, Introduction, Stakeholder Engagement, p. 16-23 Impact Report, Introduction, Materiality Assessment, p. 31-39 Impact Report, People, Ethics, p. 154-159
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	The reporting organization shall report the following information: a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	Impact Report, Introduction, Stakeholder Engagement, p. 16-23 Impact Report, Planet, Carbon Clarity, p. 63-69 Impact Report, People, Targeted Substances, p. 94-100 Impact Report, People, Circularity, p. 101 Impact Report, People, Ethics, p. 154-159
	417-2 Incidents of non-compliance concerning product and service information and labeling	The reporting organization shall report the following information: 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.	Impact Report, People, Ethics, p. 154-159
	417-3 Incidents of non-compliance concerning marketing communications	The reporting organization shall report the following information: a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Impact Report, People, Ethics, p. 154-159
GRI 418: Customer Privacy 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, 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).	Impact Report, People, Privacy and Security, p. 160-62
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	The reporting organization shall report the following information: a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	Impact Report, People, Privacy and Security, p. 160-162