

# Zero Tolerance Statement on Slavery and Human Trafficking

## 1. Purpose

Logitech is committed to eliminating slavery and human trafficking in all forms from its operations and supply chain. As a member of the Responsible Business Alliance (RBA), Logitech adopts the RBA Code of Conduct, which explicitly prohibits forced labor, bonded labor (including debt bondage), involuntary prison labor, and human trafficking.

We work in close partnership with our suppliers to ensure compliance with these standards, creating a working environment where employees freely choose their employment. Logitech also collaborates with other RBA members to share best practices and improve the management of slavery and human trafficking risks across the supply chain.

Logitech is fully committed to transparent reporting of its efforts to combat slavery and human trafficking, as required by the California Transparency in Supply Chains Act of 2010, the United Kingdom Modern Slavery Act of 2015, and the Australian Modern Slavery Act of 2018. This statement outlines our commitment and the actions taken in the past year to verify the absence of forced labor, slavery, and human trafficking in our supply chain. Further information can also be found in Logitech's Statement of Supply Chain Due Diligence Related to Human Rights, Child Labor and Working Conditions.

## 2. Scope

This statement applies to Logitech's operations and all tiers of our supply chain, including both direct and indirect suppliers involved in the production and distribution of Logitech products and business partners.

## 3. Requirements

### 3.1 General

Logitech enforces a zero tolerance policy toward slavery and human trafficking throughout its operations and supply chain. As an RBA member, we are committed to upholding the RBA Code of Conduct and adhering to international standards in managing these risks. We will continue to collaborate with our suppliers and stakeholders to create a supply chain free from exploitation and abuse, ensuring that all workers are treated with dignity and respect.

**Company Code of Conduct:** All employees are contractually required to comply with our [Company Code of Conduct](#), which mandates adherence to applicable labor and human rights laws. Employees complete business ethics induction training and refresher courses. Those responsible for supply chain management receive targeted training to identify and manage supply chain risks, in line with both our Company Code of Conduct and

the RBA Code.

**Supplier Compliance:** Compliance with the RBA Code is a contractual requirement for our Tier 1 suppliers, who are also required to manage their supply chain in accordance with the RBA Code. We raise awareness and provide training through Supplier Capability-Building Sessions, where suppliers can also share best practices.

## 3.2 Eliminating Risks During Recruitment

Logitech prioritizes managing recruitment in order to eliminate slavery and human trafficking risks at the earliest stage of potential employment. As part of the hiring process, Logitech ensures that workers are provided with a written employment agreement in their native language. This agreement clearly outlines the terms and conditions of employment, and workers are free to terminate their employment at any time. Logitech strictly prohibits the retention of employee documents, such as IDs, passports, and work permits, and ensures that workers are not required to pay any recruitment fees or related charges.

While managing recruitment risks can be challenging due to potential third-party recruiters charging fees without our knowledge, we mitigate this risk by maintaining long-established, contractually obligated relationships with our recruitment companies. These companies are required to comply with our standards for compliance and due diligence.

Our [Responsible Recruitment Policy](#) further strengthens our approach by clearly outlining our expectations and making compliance with these standards a contractual requirement for all suppliers. This policy is central to our efforts to ensure that recruitment practices are ethical and transparent.

## 3.3 Checking and Verifying Compliance

### 3.3.1 Auditing Logitech Operations

As an RBA member, our manufacturing operations undergo third-party audits as part of the RBA-endorsed Validated Audit Process (VAP) to assess our compliance with the RBA Code, including requirements on slavery and human trafficking. The VAP process involves on-site audits, documentation reviews, and worker and management interviews. In addition, we conduct our own internal audits and worker interviews periodically to ensure good practices are followed. Third-party VAP audits, internal audits, and worker interviews have not identified any non-conformities related to slavery and human trafficking in the last three years.

### 3.3.2 Auditing Supplier Operations

We have an established prequalification process for any potential new supplier. 100% of potential new suppliers are audited to determine their compliance with Priority Aspects of the RBA Code of Conduct and legal requirements. This includes consideration of slavery and human trafficking risks. Prior to commencing mass production with a new Finished Goods Supplier, we carry out a full compliance audit against all aspects of the RBA Code and applicable legal requirements. This includes an assessment of the extent to which the supplier has policies and management processes enabling effective management of slavery and human trafficking risks.

For our existing suppliers, we utilize the 80-20 Rule and focus our auditing effort on material “Major Suppliers” (i.e. the suppliers who account for 80% of our direct spend). This approach aligns with good practice as

endorsed by the RBA. 100% of our Major Suppliers are audited at least once annually. Our auditing program for existing suppliers is also risk-based. In addition to applying the 80-20 rule, we identify any High Risk suppliers using the RBA's Self-Assessment Questionnaire (SAQ) and Risk Assessment Tool. The supplier uses these tools to carry out a self-evaluation of their performance and disclose pertinent information regarding their business activities and organization. We carry out a desk-based review of that information to verify accuracy and completeness and to determine the level of risk and the need (or value) of on-site audit. Our audit process includes a fully established process for corrective action planning, tracking and reporting, including termination of the agreement with the supplier, if needed. We have not identified any non-conformities relating to slavery and human trafficking in our supply chain in the last three years.

### **3.3.3 Ethics Hotline**

We have an established Ethics Hotline, which is hosted by a third-party service provider and available by phone or web portal. This hotline facility provides employees with a whistle-blowing mechanism to confidentially report any identified risks or malpractices. Any reports to the hotline are investigated and managed by the Internal Audit function. We have policies in place to prevent retaliatory action against those who make a good-faith report.

## **4. Review and Update**

Our requirements, actions, and this statement are reviewed by our Board of Directors annually and publicly disclosed on our website.

## **5. Further Information**

We would be happy to provide further information or clarification regarding any aspect of this policy. Any queries can be directed to [sustainability@logitech.com](mailto:sustainability@logitech.com)



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