



Environment, Health and Safety Report, 2009



<i>Content</i>	<i>Page</i>
1. Logitech Commitment to Environment, Health and Safety.	1
1.2 Logitech Environmental Health and Safety System	2
2. EHS Management Systems	3
2.1 Logitech Environmental Health and Safety System	
2.2 Regulatory Compliance Systems	
2.3 Human Resources Health and Safety Policy	
2.4 Manufacturing Site Health and Safety Activities	
3. Carbon Emissions	4
3.1 Supply Chain	
3.2 Business Travel	
4. Power Consumption	5-6
4.1 Manufacturing Site Energy Reduction	
4.2 Energy Awareness Program	
4.3 Product electrical Power Consumption	
5. Product Stewardship	7
5.1 Waste Electrical and Electronic Equipment (WEEE)	
5.2 Packaging and Battery Recycling	
6. Resource Management and Minimization	8-9
6.1 Materials Selection, Substitution and Elimination	
6.2 Packaging Minimization	
6.3 Spare Parts Store	
6.4 Manufacturing Site Resource Management	

1. Logitech's Commitment to Environment, Health and Safety

Logitech is committed to protecting the environment and the health and safety of our employees, customers and the communities around the globe where we work and live. We recognize that by integrating sound environmental, health and safety management practices into all aspects of our business, we can offer technologically innovative products and services while conserving and enhancing resources for future generations. Logitech strives for continual improvement in our environmental, health and safety management systems and in the environmental quality of our products, processes and services.

Logitech is a responsible global corporate citizen. We recognize the importance of conserving the earth's precious natural resources to protect the planet. Logitech acknowledges that our actions have a direct impact on the planet and we engage in a process of ongoing improvement to sustain and protect the environment.

Logitech also recognizes that we have a responsibility to our employees, suppliers and partners and to the communities, in which we operate, demonstrated by our commitment to, and active membership of, the Electronics Industry Citizenship Coalition (EICC). The EICC actively promotes an industry-recognized Social and Environmental Code of Conduct, and Logitech activities reinforce our commitment to this code.

The EICC Code of Conduct, which Logitech fully supports, outlines standards to ensure that working conditions in operational facilities, and all supply chain partners' activities supporting these facilities, are safe, that workers are treated with respect and dignity, and that manufacturing processes used by EICC members and their partners are environmentally responsible.

As an employer, Logitech has defined operating standards in the areas of Labor, Health and Safety, the Environment, and Business Ethics.

- Labor standards include criteria related to freely chosen employment, child labor avoidance, working hours, wages and benefits, humane treatment, non-discrimination and freedom of association.
- Health and Safety standards include criteria related to occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding and dormitory and canteen areas.
- Environmental standards include criteria in relation to pollution prevention and resource reduction, energy conservation, hazardous substances, wastewater and solid waste, air emissions and product content restrictions.
- Business Ethics standards include criteria related to fair and responsible business practices. Logitech management is committed to operating within these standards and has established a management system designed to ensure:
 - Compliance with applicable laws, regulations and customer requirements
 - Conformance with the Electronic Industry Code of Conduct
 - Identification and mitigation of operational risks related to the EICC Code of Conduct

This report aims to provide you with details of Logitech's commitment to Environmental, Health and Safety practices and to share with you some of the EHS achievements in 2009. Logitech continues to evolve its policies and programs to meet its EHS responsibilities as a global citizen and we look forward to sharing with you ongoing improvements in future years to come.



Gerald P. Quindlen
President and CEO

1.2 Logitech Commitment to Electronic Industry Code of Conduct.



The Electronic Industry Code of Conduct is a global code of best practices adopted and implemented by some of the world's major electronics brands and their suppliers. The goal is to improve conditions in the electronics supply chain.

Electronic Industry Citizenship Coalition members develop tools to facilitate the successful global implementation of the Code of Conduct. Members are committed to achieving the Code's high standards in their operations and within their supply chain.

Logitech is a full supporter and active member of the Electronic Industry Citizenship Coalition and all our suppliers are required by contract to comply with all applicable laws and regulations where they conduct their business. In addition, we ask suppliers to embrace high standards of ethical behavior and treat their employees fairly and with dignity and respect, consistent with local laws. Specifically, we require our suppliers to adhere to the standards outlined by the Electronic Industry Code of Conduct.

In cases where laws and regulations do not provide adequate controls and protection, Logitech uses the Electronic Industry Code of Conduct to apply standards to protect human health and the environment.



Pat Brubeck

Vice President, Worldwide Quality and Customer Satisfaction

2. EHS Management Systems

2.1 Logitech Environmental Health and Safety

System

Logitech recognizes that manufacturing activities have a significant influence over a company's impact on society and the environment. Therefore Logitech has taken steps to implement improvements in manufacturing practices, including the implementation of externally certified manufacturing management systems and the restriction of chemical compounds or materials that can be a risk to the environment, health and safety.

Logitech uses formal management systems to manage its Environmental and Health and Safety (EHS) programs such as [ISO 14001](#) and [OHSAS 18001](#), as well as the [ISO 9001](#) Systems certification.

Logitech's primary manufacturing sites are certified to:

- ISO 14001 Environmental Management System
- OHSAS 18001 Occupational Health and Safety management system
- ISO9001 Quality Management System certification.

Under these EHS Management Systems, Logitech has established comprehensive procedures and practices designed to maintain a safe and healthy workplace as well as minimize the impact to the environment from our operational activities.

2.2 Product Regulatory Compliance Systems

Logitech takes a systematic approach to product development by assessing product-related legislation to ensure our products are compliant with all relevant regulations for the markets in which they are sold.

Where possible, Logitech takes a proactive global approach by expanding certain regional environmental requirements to cover our entire worldwide product range. An example of this is Logitech's approach to the introduction of the EU RoHS Directive which places rigorous legal restrictions on certain material content in all products sold in the European Union. Logitech implemented a policy to extend RoHS product restrictions to all of our products sold globally resulting in all Logitech products manufactured since early 2006 being RoHS compliant.

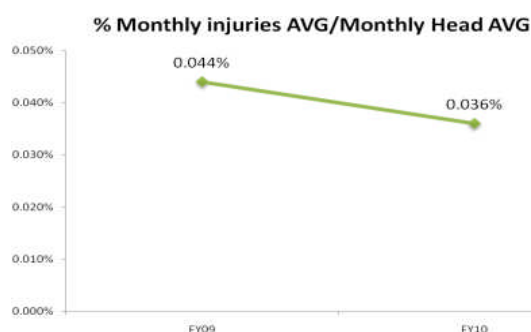
2.3 Human Resources EHS Systems

Logitech conducts our business in a manner that protects the health, safety and environment of our employees, temporary agency workers, independent contractors, customers, and the global communities where we live and work. This is achieved by:

- Meeting or exceeding all applicable EHS requirements and verifying performance through audit.
- Adopting EICC standards where laws and regulations do not reflect best management practices.
- Striving to create products that are safe in their intended use, conserve energy and materials, promote safety, and prevent pollution throughout the product life cycle, including design, manufacture, use and end-of-life management.
- Supporting and promoting sound scientific principles and fiscally responsible public policies that enhance environmental quality, health and safety.
- Advocating the adoption of prudent EHS principles and practices by our partners, contractors and suppliers.
- Communicating environmental, health, and safety policies and programs to Logitech employees.
- Designing, managing and operating our facilities to maximize safety, promote energy efficiency, and protect the environment.
- Informing all employees of their roles and responsibilities in fulfilling and sustaining Logitech's EHS policies.

2.4 Manufacturing Site Health and Safety Activities

Logitech performs health and safety monitoring as part of our ISO18001 Health and Safety Management System activities at our China manufacturing plant. An aspect of this is to monitor and reduce employee injury rates through continuous improvement activities.



3. Carbon Emissions

Logitech is conscious that our activities contribute to increased CO₂ emissions and we continue to look for opportunities to reduce carbon emissions. Examples of what Logitech is doing to drive down carbon emissions in 2009, include:

3.1 Supply Chain

“Slow-Steaming” Program

Rising fuel prices, CO₂ emissions reductions and overcapacity are spurring container ship lines to operate more of their ships at slower speeds. Logitech is now participating in the worldwide push to this “Slow Steaming” approach.

Slow Steaming is the practice of container ships travelling at a reduced speed, thereby reducing not only fuel consumption significantly, but also reducing CO₂ emissions.



Through ocean freight shipping optimization trials, it has been determined that travel speeds down to 10% engine load are possible and this enables a more flexible voyage and schedule planning as well as vessel savings amounting to 10-30% fuel and CO₂ in some cases.

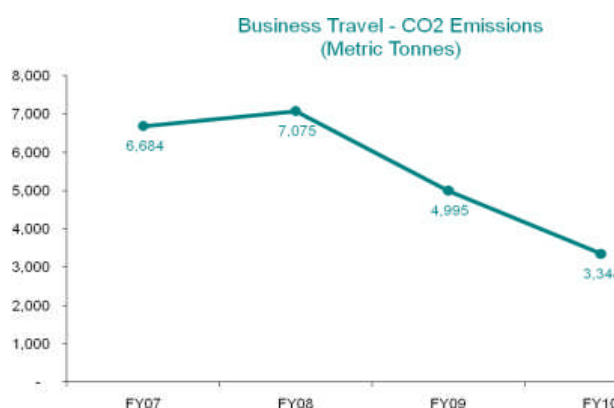
This approach allows for Logitech to maintain an accurate schedule of deliveries while reducing the environmental impact of moving our products to market.

3.2 Business Travel

Less travel, more productive, thanks to LifeSize

Air travel is often the single greatest carbon contributor in a business traveler’s total carbon footprint. While all reductions in carbon dioxide emissions are desirable, a single jet trip can completely outstrip the carbon dioxide savings made in other areas. Video communications can reduce or eliminate the need to make routine plane trips altogether.

Logitech continues to control and eliminate the need for business travel by using our LifeSize video conferencing product line to collaborate remotely and, in doing so, avoid some of the travel that would increase our travel CO₂ emissions. The graph below shows we are making good progress in reducing CO₂ Emissions by, in part, use video conferencing.



The electricity used for video calls is negligible in comparison to the energy used to travel. Each video call that saves a trip is a direct reduction of carbon dioxide output.

How Video Conferencing Helps the Environment

Real environmental change can only happen when many people change their behavior and travel less. Until recently, video conferencing equipment did not provide a satisfactory experience. Blurry, jerky video doesn’t deliver the quality experience needed to drive behavior changes – people want a video call to feel as natural as being in someone’s office.

4. Power Consumption

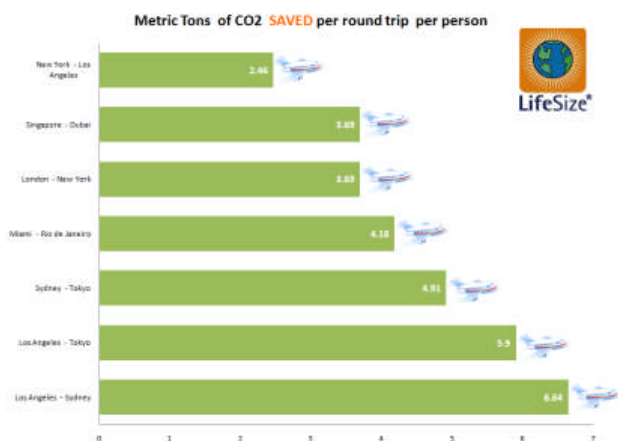
4.1 Manufacturing Facility Power Usage

Our primary Suzhou manufacturing site has focused on energy efficiencies by taking practical steps to reduce energy waste. The graph below shows energy use reduction improvements during 2009.



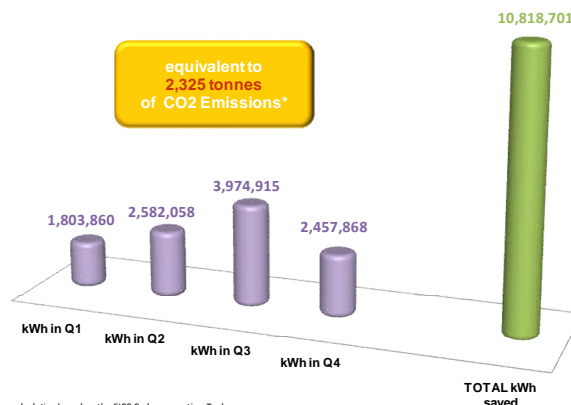
Life Size's greatest contribution to the environment is to deliver a communication experience so realistic and natural that it is preferable to travel and affordable enough for mainstream adoption.

LifeSize Express is the latest offering to make video conferencing accessible for everyone and as companies adopt video conferencing solutions, they can greatly reduce routine travel. This chart shows the CO₂ emissions savings that can be achieved per roundtrip.



LifeSize delivers on the promise of video communications by providing a telepresence experience that is lifelike, useful, reliable and affordable.

Once people start using video to communicate, they want to use it more – **and the environmental benefits multiply.**



* CO₂ Emissions calculation based on the EICC Carbon reporting Tool.

4.2 Energy Awareness Program

In 2009, to reduce energy consumption in the office and at home, Logitech promoted employee energy awareness efforts and set a worldwide goal to reduce energy costs in our offices by 10%.

An energy awareness, training and monitoring program has been established at Logitech and practical reminders were implemented. An example of what we have done is to place green labels on light switches, monitors, and other devices in shared space areas as a reminder to conserve energy. These labels also act as a signal that authorizes any employee to power off or turn down a device to reduce energy consumption.



We have seen an enthusiastic adoption of this program companywide and plan to share the results of this program in coming reports.

4.3 Product Electrical Power Consumption

We are aware of product energy usage as a CO₂ contributor and continue to drive efficiencies in product power consumption. One of our latest product offerings in product energy efficiency is the Logitech® M705 Marathon Mouse.

Logitech® M705 Mouse

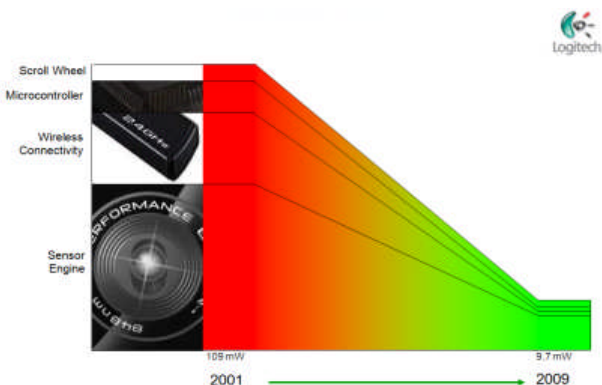
A wireless mouse that runs for up to 3 years on one set of batteries



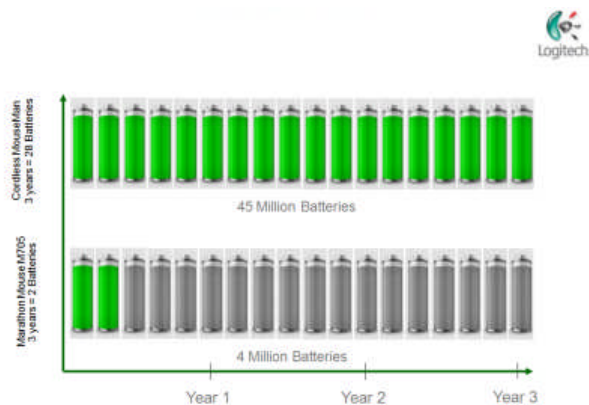
With the Logitech M705, up to three years of battery life helps you save time, money, and the planet by practically eliminating the need to change batteries.

Big on battery life? We are, too.

Benefiting from a decade of power consumption innovation - Power Consumption Reduced by >90%



Saving an estimated 41 Million Batteries Over 3 Years*



*calculation is based on projected sales quantities and average battery usage for a non energy efficient optimized wireless mouse

Energy related Products (ErP)

The ErP EU Directive (2009/125/EC) aims to encourage manufacturers to produce products that are designed to minimize their overall environmental impact.



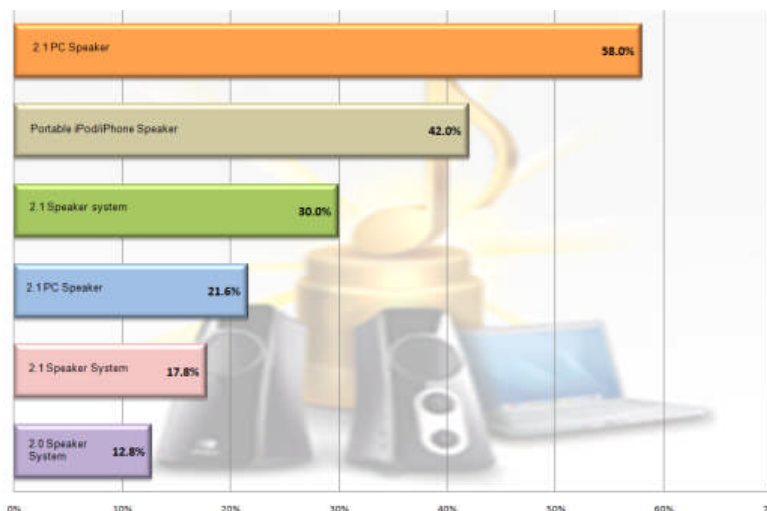
The Directive provides coherent EU-wide rules for eco-design and ensures that differences among national regulations do not become obstacles to intra-EU trade.

The Directive itself facilitates an expanding list of requirements, known as “implementing measures,” which outline requirements regarding environmentally relevant product characteristics and allow for implementation of new requirements to occur quickly and efficiently.

ErP’s “implementing measures” in 2009 have focused on certain product “stand-by” energy consumption requirements, which are achieved at the design stage of the impacted products’ development cycle.

Logitech has been active in ensuring that our products meet the requirements of stand-by power restrictions and here are just a few examples of achievements made in 2009 against ErP:

% Stand-by Power (Watts) Reduction via Product Design



5. Product Stewardship

Logitech is committed to meeting its legal product, packaging and battery stewardship obligations in all countries in which our products are sold.

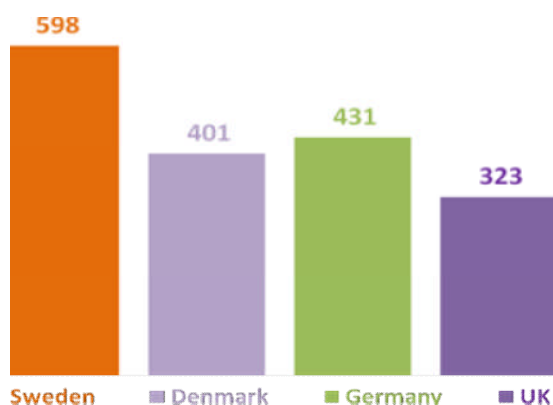


We are members of several product, packaging and battery waste recovery and recycling schemes. Through our membership of these schemes, we finance, on an ongoing basis, the collection, recovery and recycling of product, packaging and battery waste.

5.1 Product Hardware Recycling – Waste Electrical and Electronic Equipment (WEEE) Directive

Logitech is committed to meeting the requirements of the [European Union's WEEE \(Waste from Electrical and Electronic Equipment\) directive](#). The WEEE directive aims to reduce the waste arising from electrical and electronic equipment, and improve the environmental performance of everything involved in the life cycle of electrical and electronic equipment.

Example of some WEEE Stewardship Obligations met in 2009 (metric tonnes)



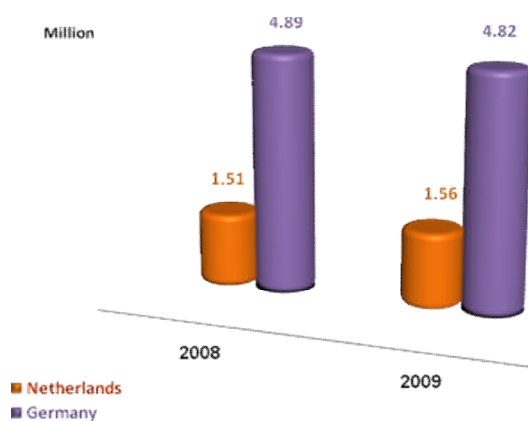
5.2 Packaging and Battery Recycling

Logitech has active packaging and battery stewardship programs in place in several geographies and continue to look for ways to expand our responsibility in this area.

Batteries

In 2009, Logitech has added to its registered battery recycling schemes in the U.K. and Italy to replicate our existing registration in Germany and The Netherlands, to fulfill the requirements under the [EU Batteries Directive \(2006/66/EC\)](#).

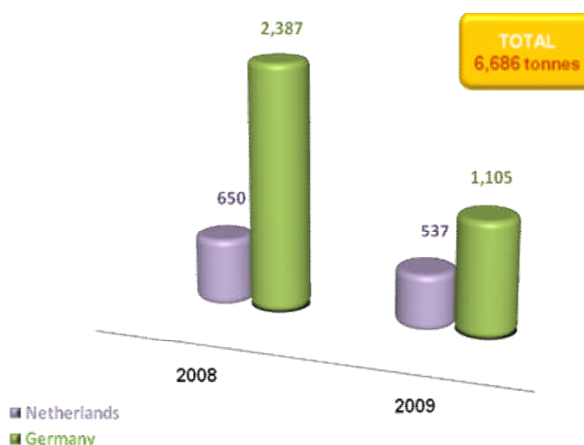
Battery Recycling – Qty of Units



Packaging

In 2009, Logitech continued to meet its obligations in financing the recycling of used packaging under the [EU Packaging Directive \(94/62/EC\)](#)

Packaging Recycling – metric tonnes financed



6. Resource Management and Minimization

6.1 Materials Selection, Substitution and Elimination

Restriction of Hazardous Substances (RoHS)

All Logitech products are compliant with the [EU RoHS Directive](#)

Substances under ban by the RoHS Directive include:

- Cadmium (Cd) –above 100 PPM (parts per million)
- Lead (Pb) – above 1000 PPM
- Mercury (Hg) – above 1000 PPM
- Hexavalent Chromium (Cr+6) – above 1000 PPM
- PBB (polybrominated biphenyls) – above 1000 PPM
- PBDE (polybrominated diphenyl ethers) – above 1000 PPM

Compliance with China RoHS

In addition to RoHS, Logitech products also comply with similar requirements in other jurisdictions, including similar Chinese regulated requirements commonly known as “China RoHS.”

Phthalate restrictions

Phthalates are a group of substances used to make some plastics more flexible or resilient. Certain phthalates have been linked to human reproductive issues and other health concerns.

Logitech already restricts the use of certain phthalates where there is specific legislation governing our products (CA Prop 65, EU REACH etc.) and in 2009, we started a process that dictates our restriction of phthalates, even for product categories not currently part of current legislation.

This is a significant commitment by Logitech and we plan to share details of our progress in phthalate restrictions in coming reports.

EU ban Dimethyl Fumarate (DMF) from May 1st, 2009

DMF is used in consumer products to help avoid mold growth during transport and storage. DMF in consumer products has been linked to health issues. A [European Directive \(2009/251/EC\)](#) was published in March 2009 requiring the ban of DMF use in the EU market.

Logitech does not specifically use DMF in our products or packaging but we undertook an investigation in 2009 to verify this and we can confirm that DMF is not present in Logitech products or packaging.

EU REACH Directive (1907/2006/EC)

REACH is a new EU regulation for chemicals and their safe use. It deals with the **R**egistration, **E**valuation, **A**uthorization and **R**estriction of **C**hemical substances.



The aim of REACH is to improve the protection of human health and the environment through better and earlier identification of the intrinsic properties of chemical substances.

Logitech is required to disclose to our customers and EU authorities any "Substances of Very High Concern" (SVHC) that are present in our products at a predefined concentration level (>0.1% w/w)

Logitech is committed to the elimination of SVHC from our products and the results of a review of our products confirm that Logitech meets all the requirements of REACH.

6.2 Packaging Minimization

Improvements in the Use of Packaging Materials

Logitech continues to make improvements in packaging material minimization and below is an example of what we have achieved on our latest Logitech® M505 Wireless Mouse:

- Dome footprint material reduced by **20%** resulting in a plastic packaging weight savings of **20%**.
- Inner tray footprint material reduced by **30%** resulting in plastic reduction (by weight) of **46%**.

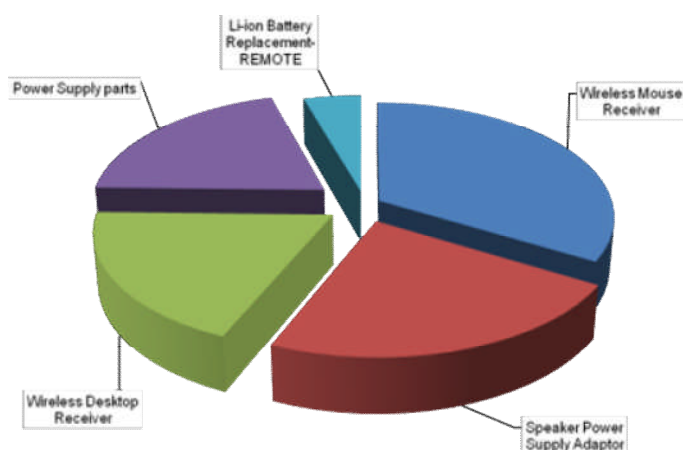
6.3 Spare Parts Store

Product Repair and Refurbishment – Spare Parts Store

Since its first introduction in 2008, the online [Logitech® Spare Parts Store](#) has helped consumers extend the life of their Logitech product and avoid unnecessary product replacements.

For lost or broken product parts, consumers can find a replacement part online, and avoid having to replace the entire product. As a result, they save on the energy and resources that would have been required to manufacture and supply that product.

Here are some details of the mix of products that have been given a second chance via the Spare Parts Store:



Some products whose useful working life was extended by the Spare Parts Store:



Minimization by Design

The introduction of the Logitech® Unifying™ wireless receiver technology has eliminated the need for separate mouse and keyboard receivers.

With the Logitech Unifying products, it is now possible to cut out multiple receivers and, as a result, save on the energy and resources that would have otherwise been used.

Unifying – good for the environment



Manufacturing Site Resource Management and Minimization

In 2009 Logitech continued to make significant manufacturing site activity improvements in the area of resource reduction and materials minimization. The graph below gives one example of the progress made in solvent usage reduction:

