



Established: August 2020

Latest updated: June 2022

OUR SUPPLIER DIVERSITY PLEDGE

We Will Support Suppliers and Partners That Are Minority, Woman and Diverse-Owned

We are committed to growing the number of minority, woman and other diverse-owned businesses across the globe and pledge to take the following five key actions.

1. Going forward, for every Request For Proposal (RFP), our US-based purchasing will include at least two qualified minority, women and other diverse-owned suppliers to be part of the candidate pool (when applicable).
2. To build a sustainable, inclusive and diverse supply base, we will ask our selected suppliers to submit a clear diversity action plan as a qualifying criteria to win our business. This will amplify our impact by communicating our expectation for current suppliers to put in place concrete actions in their business practices – hiring, buying, and culture to promote diversity.
3. We will make it easier for minority, women and other diverse-owned suppliers to work with Logitech by offering them shorter payment terms and stream-lining their contractual obligations. Minority, women and other diverse-owned suppliers are often small suppliers who oftentimes face barriers and contractual challenges, which can impede their growth and ability to compete for business, never mind winning business! We are committed to removing these barriers to entry and give these suppliers an equal chance at winning our business.
4. But we won't stop at 1), 2) and 3). We will partner with like-minded corporations, diversity advocacy organizations (such as National Minority Supplier Development Council, Women Business Enterprise National Council etc.) and international advocacy groups (such as WeConnect) to further support minority, women and other diverse-owned suppliers in our own network.
5. Each year, we will select 5-10 diverse suppliers to participate in our diverse supplier development programs. For these suppliers, we will offer mentorship, advisory services, pilot projects, network access, and capital. Some elements of this support will come via Logitech's Volunteer Time-Off program for employees.

Our program will focus on the US initially where advocacy groups are well established, so we can track our impact and make a positive and meaningful impact quickly. We will learn from this initial focus and pledge to then take our working model worldwide to support minority, women and other diverse-owned businesses worldwide.

EQUITY THROUGHOUT OUR SUPPLY BASE

The Coalition For Gender Fair Procurement

Logitech co-founded the [Coalition for Gender Fair Procurement](#) in June 2022 with an organization called Gender Fair. The coalition is an alliance of like-minded organizations seeking to promote Gender Fairness. It is based on The UN Women's Empowerment Principles and the coalition is working to inspire sustained positive progress towards UN SDG 5 (Gender Equality). Members are asked to promote Gender Fairness in their own organization and across all industries and organizations.

Our ultimate goal is to contribute to an industry-wide shift in procurement practices whereby every organization assesses their high-impact suppliers for gender fairness, requires suppliers to report and improve on gender equality year-on-year and preferentially procures from suppliers who are certified Gender Fair. We want to establish a new industry standard for gender fair procurement. A standard that will advance gender equality by leveraging the power of corporate procurement as a lever for change. To provoke this industry-wide change, we know we need allies. We are therefore advocating for other like-minded organizations to join us in the Coalition For Gender Fair Procurement. As a coalition, we have the power to influence large companies with our consolidated spending power.

As a co-founder of the coalition, we pledge to take the following key actions:

1. Request our highest impact suppliers take the Gender Fair assessment each year and put in place a roadmap for further progress on gender equality;
2. Incorporate the Gender Fair assessment in to our new supplier selection requirements; and
3. Amplify our impact towards gender equality by advocating for other gender fair organizations to join the coalition for gender fair procurement.



Prakash Arunkundrum
Head of Global Operations