Black Diamond®



ANNUAL IMPACT REPORT 2024

PROTECT WHAT MATTERS

A letter from Black Diamond President Neil Fiske.

Our founder, Peter Metcalf, started Black Diamond in 1989 with a deeply held conviction that we would be more than just a business. We were here for a bigger purpose—to make a difference on matters of great importance to our community of fellow climbers, mountaineers, skiers, and outdoor enthusiasts.

From the start, our vision to be “one with the sports we serve” went well beyond making great products. It meant taking on a role of advocacy, involvement and stewardship in the outdoors.

This vision is rooted in our heritage, which dates back to 1972, when Chouinard Equipment—the predecessor of Black Diamond—published the pivotal Clean Climbing Manifesto. At the time, most climbers were using fixed bolts and pitons, which permanently scarred and altered the rock.

The Clean Climbing Manifesto encouraged climbers to embrace a new ethic of using removable climbing protection. At the time, 70% of Chouinard Equipment’s sales were from pitons—the very protection we were asking climbers to abandon.

Today, we apply the same principles from “clean climbing” to our ever-conscious effort to reduce our environmental impact. And from the beginning, we’ve always had a broader mandate than just building innovative climbing protection. We strive to protect what matters in a larger sense. That’s why our impact report expands beyond our sustainable practices to include advocacy for the causes we hold dear and broadening the inclusivity of the sports we serve. These three tenets—sustainability, advocacy, and inclusion—are the pillars of our annual Impact Report.

In the following pages, we outline our long-range goals for 2030, show how we are measuring our baseline and our progress, and spotlight a number of key initiatives. Highlights include:

- A new system of certification and transparency for aluminum recycling
- The launch of our Reroute program for product circularity
- Major gains in the shift toward preferred materials
- Joint long-range sustainability planning with our key suppliers
- Reducing waste by simplifying the business
- Critical wins on the legislative and regulatory front

While we’re pleased with our progress, we know we have long climb ahead to our 2030 objectives. We are committed to sharing our progress and challenges along the way—openly, honestly, and in accordance with science-based and data-driven methods.



VISION

Be one with the
sports we serve

MISSION

Engineer the future of mountain
sport with the most innovative,
trusted gear

VALUES

Innovation, trust, commitment,
sustainability, community

PURPOSE

Make a difference on matters of
great importance to our community



IMPACT STRATEGY

Three Pillars of Impact

ADVOCACY



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SUSTAINABILITY



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INCLUSION



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ADVOCACY





ADVOCACY

Protecting Wild Places

Wild natural landscapes and public lands are intrinsically connected to the life-defining pursuits of climbing, skiing and mountain sports that Black Diamond was built to serve. These sacred places are where we develop and test gear, find community and where we push ourselves. From our humble beginnings in 1989, we have been committed to helping preserve this precious resource for the next generations of outdoor enthusiasts.

Throughout our history as a brand, the wild places we love have continually come under threat. That's why we have used our place in the global outdoor community to become stewards of the land. We have always used our voice to raise awareness around the value of saving and preserving natural landscapes, and today, we continue our legacy of advocacy and our mission to protect wild places.

- **ACCESS FUND** — P. 12
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- **LOCAL ADVOCACY** — P. 18



ACCESS FUND



Since 1991, Black Diamond has contributed over a million dollars to the Access Fund to protect America's climbing. With the mission of leading our community toward sustainable access and conservation of the climbing environment, the Access Fund continues to be our trusted partner in the advocacy of climbing land conservation. For over two decades now, we have worked tirelessly together to protect and care for the wild places we love, so generations of today and tomorrow can share the joy of climbing outside.



Today, our partnership with the Access Fund is crucial as the sport of climbing continues to grow. Not only are we finding sustainable solutions for access and conservation to climbing areas, but we're also building a community of inspired advocates—will in turn protect the future of America's climbing. A great example of the recent work we've done together is success of the PARC Act.

Protecting America's Rock Climbing (PARC) Act

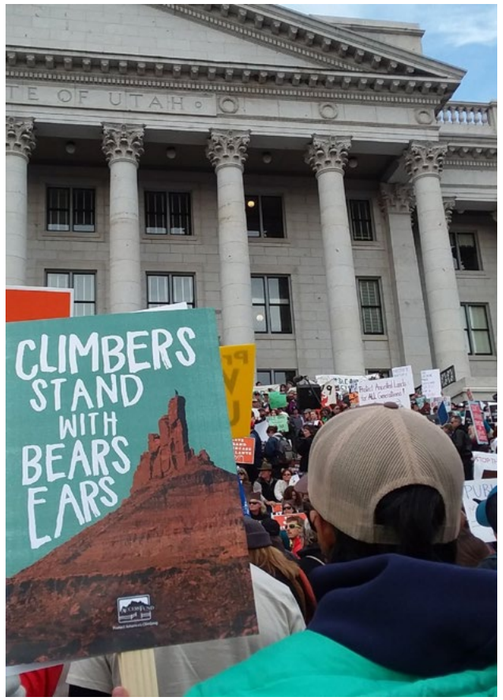
In 2024, rock climbing in America was facing an unprecedented challenge. The National Park and United States Forest services put forth a new policy that would have re-classified fixed anchors (including bolts, slings, and pins) as "prohibited installations" in wilderness areas, both existing and new. The impact of this policy would have negatively affected iconic rock climbs from Yosemite to Joshua Tree, Rocky Mountain National Park to the Wind Rivers. The proposed guidance would have prohibited the maintenance of all existing slings, pins, and bolts in wilderness areas until an intensive bureaucratic process determined whether they should stay in place or be removed. More than than 50,000 routes in 28 states would have been impacted and eventually rendered unsafe without proper maintenance. This would have included some of America's most iconic climbing routes such as The Nose on El Capitan, big walls in Utah's Zion National Park, adventures in Wyoming's Wind River Range, historic climbs in Washington's North Cascades, and many others.



Under the guidance of the Access Fund, a simple and elegant legislative solution was created: the PARC Act. This act requires Secretaries of Interior and Agriculture to issue national guidance on management of climbing within wilderness areas. The act also clarifies that climbing and the placement, use, and maintenance of fixed anchors (including bolts, slings, and pins) is appropriate, not prohibited, in wilderness areas. The PARC Act also preserves the existing authority of land management agencies to regulate climbing to ensure it protects wilderness character, natural resources, and cultural values; and provides for public participation in decisions affecting climbing in wilderness areas.

With the legislation of the PARC Act being proposed, Black Diamond joined the effort to rally the climbing community. Following the guidelines of the Access Fund, we wrote letters to our representatives and senators explaining the PARC Act's importance. We followed up with phone calls. Then, a team of professional Black Diamond Athletes joined the Access Fund for advocacy on the hill, traveling to Washington D.C. Together with the greater climbing community, we gained congressional support for the PARC Act.

Through this ground action, phone calls, letters, and the activation of our community, the PARC Act passed in December 2024.



VICTORY! Congress Passes Protecting America's Rock Climbing Act — Access Fund

CONSERVATION ALLIANCE

https://conservationalliance.com/who-we-are/

The Conservation Alliance believes that cooperation among businesses is the most effective way to make the biggest impact. And for Black Diamond, being members of this alliance has allowed us to use our voice, community and resources to protect the wild places we rely on. The Conservation Alliance provides the leadership and expertise in safeguarding these wild places, building strategic plans and investments in land and water conservation, because protecting nature is fundamentally good for business and the planet.





LOCAL ADVOCACY WORK

In addition to our commitment to activate on broader community challenges and national policy issues, we continue to stay involved in our own backyard. In 2024, we worked with some of our trusted local partners on several important land-use issues, including a continued fight against the construction of the Little Cottonwood Canyon Gondola, the selling and development of Moe's Valley (an iconic bouldering area in southern Utah), and opposing a proposed gravel mine development in Parley's Canyon.





Trusted Local Partners

- SALT LAKE CLIMBERS ALLIANCE
- SAVE OUR CANYONS
- SOUTHERN UTAH CLIMBERS ALLIANCE
- FRIENDS OF ALTA

Our Fight Against the Little Cottonwood Gondola

Black Diamond moved to the foothills of the Wasatch Mountains in 1991 for a purpose. We came for the bottomless powder, soaring crags, and endless scenic trails. It's where we get our turns, miles, and pitches, where we test the latest equipment, and find inspiration.

Our company's roots are irrevocably intertwined with the Cottonwood Canyons located a mere 15 minutes from our headquarters. These canyons are our home.





Recently, the Utah Department of Transportation proposed the construction of a Little Cottonwood gondola as a solution for winter traffic congestion. This project would use $1.4 billion of Utah taxpayer's dollars to build a gondola 8 miles long up the canyon with 20 towers and two angle stations. The proposed gondola endangers critical watershed, harms local wildlife, and removes access to, and in some cases completely destroys, established climbing areas.

Black Diamond firmly stands against the Utah Department of Transportation's proposal for the Little Cottonwood Canyon Gondola. We believe more viable, lower-impact alternatives exist, and that this project is not in the best interest of the canyon, our community, or the recreational resources we hold dear.

When we learned about the proposed gondola of Little Cottonwood Canyon we took action.

We teamed up with our local conservation partners, like Save Our Canyons, and got to work. We hosted letter writing workshops at our retail stores, fundraised for litigation efforts, met with local representatives, and built effective public awareness campaigns.

SUSTAINABILITY





SUSTAINABILITY

From Clean Climbing To Clean Business.

As a climbing company, we apply the key principles of clean climbing and alpinism to guide our sustainability strategy: simplify as much as possible, take only what you need, leave nothing behind, know that maximum effort is required for maximum success, and sometimes it takes more than one try. These principles are inherent to who we are, who we have always been, and are applied to our sustainability strategy with rigor and passionate commitment.



Black Diamond has been working with sustainability experts and other companies from our industry to shape our sustainability strategy. One of the fundamentals of our approach is a focus on measurement, traceability, and accountability in accordance with scientific methods and protocols. That requires clear and regular communication, as well as clear standards for measuring our progress.

In order to achieve our overarching goal of being aligned with the Paris Agreement by 2030, our sustainability strategy is focused around driving positive change in the following key areas:

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- **FOCUS ON PREFERRED MATERIAL USE** P. 32
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REDUCE OUR CARBON FOOTPRINT



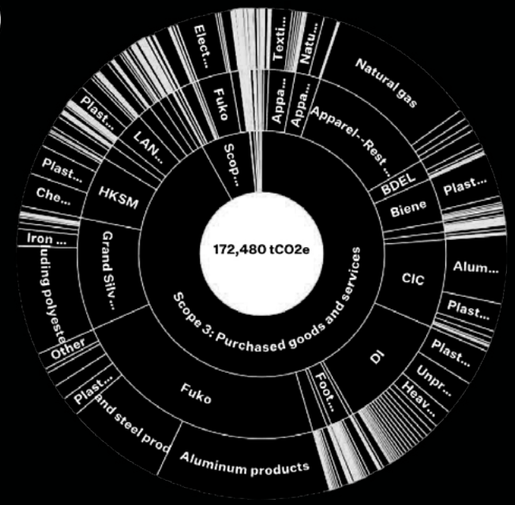
At Black Diamond we are one with the sports we serve, which means we spend as much time in the mountains as we do in the office. It's during our time backcountry skiing, climbing, running, and hiking in the high alpine where we've witnessed first-hand the detrimental effects of global warming and climate change. Caused by greenhouse gas emissions, global warming and climate change has been officially recognized as a global problem that needs a global solution. To combat global warming, the Paris Agreement, adopted in 2015, has set the goal of limiting the increase in global temperatures to 2 degrees Celsius, ideally 1.5 degrees, by the end of the century. To accomplish this, we must reduce our carbon emissions in half by 2030.

Based on this global guideline, we have set our company's carbon emission reduction goals. Every objective in our sustainability strategy supports our overarching goal of a 50% reduction of our company's carbon footprint by 2030.

INITIAL BLACK DIAMOND EMISSIONS FOOTPRINT (2021)

We use the Greenhouse Gas Protocol to define and measure our carbon footprint. This protocol outlines three scopes of emissions:

- Scope 1: direct emissions from sources owned or controlled by a company
- Scope 2: indirect emissions from purchased energy
- Scope 3: all other indirect emissions in the value chain



We first adopted this protocol in measuring our 2021 footprint as a baseline of facts and understanding. The diagram here shows the results of that first effort. Importantly, about 90% of our carbon footprint comes from the vendors with whom we partner—so any comprehensive reduction in emissions must come from deep, proactive climate friendly partnerships with the most capable vendors. And that principle—not low costs—has become the central part of our supply chain strategy.

2030 GOALS

50%	Reduction in carbon intensity
50%	Reduction in waste
30%	Reduction in ton mileage (relative to revenue) of Distribution and Supply Chain

Reductions In Manufacturing

Approximately 90% of our carbon emissions come from the factories where we manufacture our products. To make substantial reductions in our carbon footprint, we must work together with our factories and align with fewer vendors that are deeply committed to the cause.

Here, we'll highlight two shining examples of vendors that have made great efforts in emission-reduction initiatives. First is our apparel manufacturer, Tan De, based in Vietnam. Second is our hardgoods manufacturer, Fuko, located in Taiwan.



Tan De—Soft Goods Vendor

Tan de is our fair-trade-certified apparel vendor that has led impactful solar and clean water initiatives in the past year.

- 77.9% CO2 reduction through using renewable/solar energy
- 50% of total land area of each factory is used for collecting rainwater for firefighting, gardening, and flushing refuse
- Planted 92,000 trees through various local programs
- 20-25% reduction in clean water usage across factories in 2024

Fuko—Hard Goods Vendor

Fuko is our trusted hard goods vendor that has accomplished the following emission reduction and sustainability initiatives at its facilities in 2024.

- On-site recycling program
- Water usage and waste-water reduction efforts
- Reductions in electricity and standby power usage
- Recycled material prioritization

INITIATIVE	TONS OF CO2 SAVED
Energy-efficient cooling system	132.8
Energy-efficient LED light tubes	46.7
Rooftop solar generation system	455.5

Reductions On Campus

Our headquarters at the foot of the Wasatch Mountains in Salt Lake City, Utah is the embodiment of our brand and home to a number of changes intended to reduce our carbon footprint.



INCENTIVIZED PUBLIC TRANSPORTATION

Beginning in 2026, Black Diamond will offer an incentivized bike- or bus-to-work program. While employee commuting is not a significant contributor to our overall footprint, shifting our company culture to one where everyday decisions are measured and considered will make us more thoughtful and impactful in our product design, business travel and personal lives.

100% RENEWABLE POWER

An expansive rooftop solar panel array has been a mainstay of BD HQ for over a decade, and we are working to expand our capacity in order to cover 100% of our energy needs with renewable energy by the end of 2028.

COMPANY-WIDE RECYCLING PROGRAM

In addition to traditional recycling receptables available throughout the building, an expanded on-campus program is currently under development, where BD employees can bring in anything from glass to old electronics to help keep them out of the landfill.

FOCUS ON PREFERRED MATERIALS



The materials we use to manufacture our products contribute greatly to our carbon footprint. By choosing materials that are renewable, have a lower embodied energy (energy used in their production) or sourced sustainably, we can reduce our carbon footprint.

Whenever possible, we're making the extra effort to use materials such as recycled polyester, organic cotton, bamboo or cork products, and recycled aluminum. Materials that are regenerative, bio-based, recycled, minimize waste, have environmental certifications, or include circular design and economics, not only reduce our carbon footprint but can benefit the lands from which it was obtained.

2030 GOALS

50%	of materials are from preferred sources
25%	Of products sold have an environmental impact certification (in product or production process)

Focus on preferred, more earth-friendly sources for our 10 most-used materials below:

- **ALUMINUM**
- **CARBON FIBER**
- **ABS PLASTIC**
- **POLYCARBONATE**
- **POLYESTER**
- **STEEL**
- **POLYPROPYLENE**
- **NYLON**
- **TPU POLYURETHANE**
- **COTTON**

Preferred Materials: 2024 by the Numbers





- **AS OF 2025, 100% OF BLACK DIAMOND APPAREL, BACKPACKS, GLOVES AND FOOTWEAR ARE NOW MADE WITHOUT ANY INTENTIONALLY ADDED PFAS.**
- **74% OF OUR COTTON IS ORGANICALLY SOURCED**
- **52% OF POLYESTER STYLES CONTAIN RECYCLED CONTENT**
- **100% OF OUR DOWN COMES FROM FARMS CERTIFIED TO THE RESPONSIBLE DOWN STANDARD**
- **100% OF OUR WOOL IS ETHICALLY SOURCED**
- **37% OF GLOVES HAVE FABRICS WITH RECYCLED CONTENT**
- **50% OF OUR POLES CONTAIN A MINIMUM OF 16% OF RECYCLED CONTENT, CONSISTING OF 30% RECYCLED ALUMINUM**

Leading the Outdoor Industry with Recycled Content Verification

Visibility and traceability in the supply chain are paramount to making impactful changes in emission reductions. In 2024, we began to certify our recycled aluminum content in key product lines, partnering with UL Solutions to independently validate the recycled aluminum content in our climbing hardware and trekking poles. By integrating recycled aluminum into these products, we will be reducing our annual consumption of virgin aluminum by approximately 88 tons.

“We’ve been pursuing a substantial, measurable and ongoing reduction in our carbon footprint as a part of our overarching sustainability initiative,” explains Neil Fiske. “Replacing raw material with recycled material wherever possible plays a large role in shrinking that footprint. The verification from UL Solutions substantiates our efforts.”





Black Diamond’s verification from UL Solutions sets a new standard for sustainability in the outdoor industry. Using the UL Environmental Claim Validation Procedure for Recycled Content (ECVP 2809-2), UL Solutions has verified that 25% of our proprietary BD7075 aluminum alloy billet contains pre-consumer recycled aluminum. We use this aluminum in all our carabiners.

UL Solutions has validated the amount of recycled aluminum content in our trekking poles, one of the company’s largest hardgoods categories:

- Trail, Trail Cork, and Trail Back Trekking Poles: Made with 30% pre-consumer recycled aluminum, with a minimum of 14% recycled content by total finished weight
- Pursuit FLZ, Distance FLZ, and Distance Z Trekking Poles: Contain 30% pre-consumer recycled aluminum, with a minimum of 16% recycled content by finished weight

Moving forward, this verification measurement will allow us to increase the percentage of recycled aluminum in our products. Simply put, by understanding how much recycled aluminum is currently in our products, we can now strive to increase that percentage for future products. We’re also working to incorporate post-consumer recycled aluminum through our ReRoute program.

This milestone is just one part of Black Diamond’s broader sustainability efforts. The company recognizes the challenges of achieving true circularity in hardgoods but remains committed to taking incremental steps in that direction. Products featuring the UL Solutions Environmental Claim Validation Mark began reaching consumers in Q1 2025. We’re also extending product lifespans by designing trekking poles to be more easily repairable. A new spare parts program will also launch in early 2025, making it easier for customers to maintain their gear and reduce waste. Additionally, we’re launching an end-of-life recycling program for trekking poles and metallic climbing equipment, with the goal of creating new aluminum products from directly recycled materials.



SIMPLIFY THE BUSINESS

Over the past three years, our product and business unit teams have made a concerted effort to simplify the Black Diamond product line. This wasn't just a margin or efficiency play—it was a sustainability decision rooted in cutting waste, streamlining operations, and focusing our energy on what really matters to our users.

From Spring 2023 to Spring 2026, we've reduced our total active styles and SKUs by 31.4%. That's not a trim—that's a significant shift toward a leaner, more focused, and less wasteful product ecosystem.

We've always drawn inspiration from the alpinist mindset: do more with less. This simplification work reflects that philosophy—not just on the mountain, but across our entire product creation process.



2030 GOALS

20%	reduction in number of components
20%	reduction in our vendor and manufacturing partnerships

Trekking Poles
Doing More with Less

Since 2023, we have been working to simplify our trekking pole line in an effort to reduce waste and create a more sustainable product offering. By improving efficiency and creating spare parts that can be utilized across the line, we have reduced the number of styles by 31%, our unique accessories by 33% and our unique spare parts by 54%.



BLACK DIAMOND TREKKING POLES

Spring 23 – Spring 26	2023	2026	# Change	% Change
STYLE	26	18	8	31%
ACCESSORIES	18	12	6	33%
SPARE PARTS	125	58	67	54%

Benefits of Simplification



- **FEWER VENDORS, INCREASED INFLUENCE:**

  Decreasing our number of vendors increases our influence with our partners. With this increased influence we can better align on sustainability goals such as reducing our shipping and transportation in both miles and quantity (which helps to lower our carbon footprint), transition to clean and renewable energy throughout our entire supply chain and enhance preferred material sourcing.

- **FEWER SKUS = LESS WASTE:**

  Less overproduction, reduced risk of obsolete inventory, and fewer materials consumed across the line.

- **SIMPLIFIED TOOLING + COMPONENTS:**

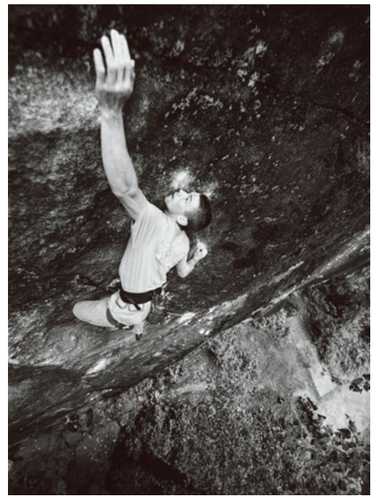
  Supports our goals around material reduction, repairability, and product circularity.

- **STRONGER SELL-THROUGH:**

  A tighter line leads to better stories for retail partners and greater inventory efficiency.

- **MORE ROOM FOR INNOVATION:**

  Cutting marginal styles frees up space to focus on what truly moves the needle.



IMPROVE PRODUCT LONGEVITY

The single most impactful way to improve sustainability is to make products that stand the test of time. That's why Black Diamond products are built to last. Ask around, and you'll find that nearly every climber has a rack of carabiners or Camalots that they purchased at the beginning of their journey. Some over 30 years old. This longevity is part of our sustainability strategy. Not only do carbon footprint measurements include all emissions leading up to the creation of a product but also include what happens to a product at the end of life.

We're also expanding our longevity strategy with a robust warranty and repair program to keep our products in use and out of landfills. Finally, we're working on creating circular product lines that will reduce our need for new materials while still creating excellent products and reduce waste.



2030 GOALS

- **INDUSTRY-LEADING WARRANTY POLICY**
- **<1% PRODUCT FAILURE RATE**
- **3% OF TOTAL REVENUE FROM REUSED/REPURPOSED BD MATERIALS AND PRODUCTS**
- **30% OF BD PRODUCTS DESIGNED WITH CIRCULAR PRINCIPLES**
- **PERFORM LCA'S ON TOP 3 PRODUCTS PER CATEGORY**
- **REDUCE FOOTPRINT BY 20% WITHIN 5 YEARS OF LCA COMPLETION**

REROUTE

The Black Diamond ReRoute program breathes new life into outdoor equipment through expert repair and thoughtful refurbishment. Our mission is to ensure that less gear finds its way into landfills and instead embarks on a new adventure.

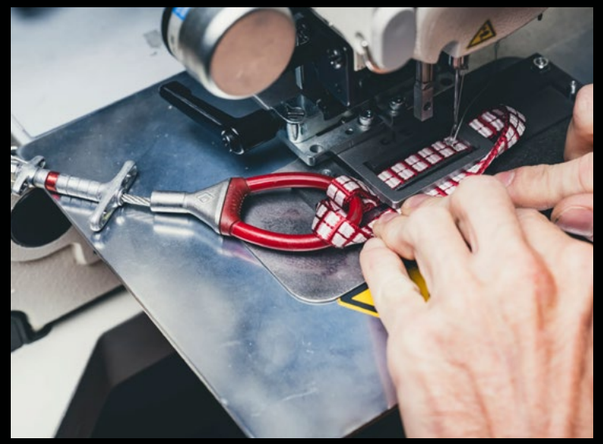
REPAIR

We are building enhanced in-house repair services for BD products outside of warranty, as well as self-repair guides and videos, and a spare parts program—all designed to keep BD gear in use and out of landfills.



REPURPOSE

We are investing significantly in upcycled products. We will reroute our waste from the landfill to the consumer by creating dog leashes, toiletry bags, and other products built entirely from retired webbing, scrap metal and other materials returned to BD by customers.



RECYCLE

In addition to increasing the use of recycled aluminum in our products, we are piloting the outdoor industry's first post-consumer aluminum recycling program, where we will turn worn-out climbing carabiners into new trekking pole components. Customers can drop off their retired carabiners at any Black Diamond retail store and receive a 10% discount for their donation.



BECOME A CERTIFIED B CORP

To us, becoming a certified B Corp is about more than just being on a list with other businesses doing important things. To us, it is a commitment. Certifying as a B Corp aligns seamlessly and supportively with our sustainability strategy. In some cases, it helped us better map our way to success. In others, it helped us locate our blind spots. Mostly, though, it will hold us accountable to being a company that puts people and planet first, which is right where we want to be.





INCLUSION





INCLUSION

Creating a more inclusive outdoor community.

We are firm believers in the power of outdoor spaces, and their ability to change lives for the better. Because we have been positively shaped by our own outdoor experiences, we are committed to making those same experiences more accessible to marginalized communities.



Community Partners

- **AMGA BIPOC SPI PROGRAM**
- **CLIMBING 4 CHANGE**
- **ASCEND ATHLETICS**
- **COLOR THE WASATCH**
- **SALT LAKE AREA QUEER CLIMBERS**

AMGA BIPOC SPI Program

In an attempt to create more visible leaders from marginalized communities, Black Diamond has been working with the American Mountain Guides Association (AMGA) to offer fully sponsored BIPOC programs. Since the launch of this program in 2020, BD has provided 55 scholarships resulting in:

34 SPI GUIDES

5 APPRENTICE ROCK GUIDES

1 APPRENTICE ALPINE GUIDE

1 APPRENTICE SKI GUIDE



In 2024, we sponsored 6 individuals through the BIPOC SPI Program which included 100% coverage of course tuition, free Black Diamond product, and a travel stipend.

https://amga.com/bipoc-spi-programs/



Climbing 4 Change

Climbing 4 Change has one mission: making connections and uplifting underserved minorities within the outdoor industry. From athletes to industry leaders or film makers, Climbing 4 Change aims to make our industry a more diverse, equitable, and inclusive environment. Since 2020, we have worked with Climbing 4 Change by sponsoring their Gym to Crag Grant. Together in 2024, we utilized over $15,000 in grants that went to over 170 individuals. These grants were used to:

1. Build a gear library for a Latina outdoor group
2. Sponsor climbing clinics in Smith Rock for Crazy for Adventure
3. Facilitate gym climbing for over 60 inner-city kids in Arkansas
4. Give 10 children from the Boys and Girls Club the opportunity to climb in a gym for 8 weeks
5. Sponsor a BIPOC Intro to Trad weekend for 8 climbers from Central Rock Gym
6. Facilitate an outdoor climbing experience for 11 people from BIPOC Outside
7. Supply BD Gear for a Latino Group Trip for 3 youth climbers
8. Provide gear to Escalamos





Ascend

A women-led nonprofit organization, Ascend works in some of the most gender-unequal places in the world, providing tools for women and girls to develop self confidence and leadership skills - with the mountains as a classroom. This includes training new climbing and mountaineering instructors, building a pipeline of professional development in a women-helping-women approach. Through experiential education and collaboration, Ascend invests in communities to contribute to a world where women can thrive.

Through immense respect and belief in their powerful mission, Black Diamond became a proud supporter and partner of the work they do. In 2024, we supported Ascend and their mission by providing gear for four women to obtain their SPI Certification, facilitated and ran numerous fundraising campaigns, and donated hardware, climbing shoes, and ropes for the use of their climbing program.



OTHER ACCESS & INCLUSION SPONSORSHIPS IN 2024:

- Climbing shoes, harnesses and helmets donated to support a DEI climbing initiative at Eldorado Canyon State Park
- Sponsorship of a 4-day glacier training module for 8 people in Alpine Ascent International's BIPOC Guide Development Program
- Product donations to organizations such as Memphis Rox, Coombs Outdoors, She Moves Mountains, Paradox Sports, Salt Lake Area Queer Climbers, and Color the Wasatch

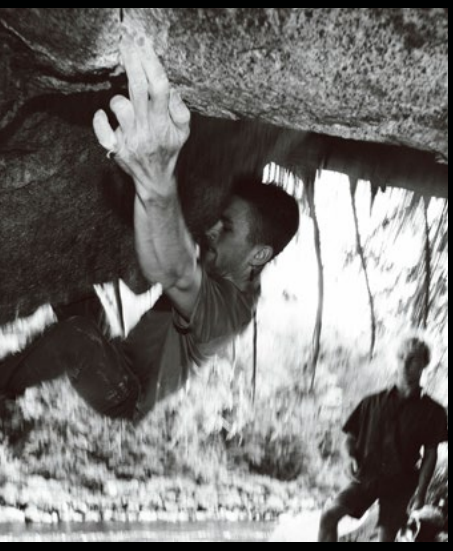
ACCESSIBILITY AND INCLUSION ON CAMPUS

The Outdoors is for Everyone

Because we know continuous improvement requires continuous education, we have required annual Access & Inclusion trainings for all employees since 2020. In 2025, we will be expanding this program to be bi-annual allowing us to cover more topics unique to various marginalized communities.

To help facilitate a more inclusive and thoughtful culture at Black Diamond, we have an in-house Access & Inclusion committee. To drive fundamental positive change at BD, this committee works to plan and execute our regular trainings, center access and inclusion principles in daily processes through regular department assessment, and create opportunities for BD employees to build community together through events.

Black Diamond®



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