



**OR** OUTDOOR  
RESEARCH

# Annual Impact Report

2022



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## Chapter 1

# Intro

We are incredibly proud to announce the release of our inaugural annual impact report. This document signifies our unwavering commitment to measuring the influence our company has on the planet and reflects our core values of sustainability, social responsibility, and environmental stewardship.

Within the report, we focus on various aspects that highlight our commitment to making a positive impact:

- » Preferred Materials Processes and Philosophy: Our dedication to sustainable practices is evident in our collections' extensive use of recycled materials and bluesign®-approved fabrics. Moreover, we prioritize animal welfare, ensuring it remains a top ethical priority in our sourcing and manufacturing processes.
- » Per- or Polyfluorinated Chemicals (PFAS) Strategy: As part of our ongoing efforts to enhance our environmental footprint, we have embarked on a mission to remove intentionally added PFAS from our products, with full implementation scheduled to begin in 2024. By doing so, we aim to reduce the potential harm caused by these chemicals to both people and the environment.
- » GHG Reduction Targets and Actions: Recognizing the urgent need to address climate change, we have set ambitious goals to reduce our greenhouse gas (GHG) emissions. We proudly report that we currently power 100% of our direct-owned operations with renewable energy, significantly reducing our carbon footprint. Looking ahead, we have established a target of a 48% reduction in our Scope 3 GHG emissions per unit of value added by 2030, using 2021 as our base year. This commitment ensures that we continuously strive for greater sustainability in our operations.
- » Commitment to Fair Labor and Human Rights: We steadfastly uphold human rights and ensure fair labor practices throughout our supply chain. By working closely with our partners and suppliers, we aim to create an environment that respects and protects the rights and well-being of workers.
- » Diversity, Equity, and Inclusion (DEI) Initiatives: We believe that diversity, equity, and inclusion (DEI) are essential pillars of a successful and impactful organization. As such, we have implemented DEI initiatives that foster an inclusive culture within the outdoor industry and our own offices. We celebrate diversity and strive to create an environment where everyone feels valued, respected, and empowered to contribute their unique perspectives.

With this report, we aim to share our achievements, shed light on our challenges, and outline our future commitments. We invite you to join us on this journey toward a more sustainable and responsible future in the outdoor apparel industry.



## A Message From Our President

Dear Outdoor Research Community,

At Outdoor Research, our love for the outdoors goes hand in hand with our responsibility to protect the planet. Warming global temperatures are increasing glacier melt-off rates, altering ski seasons, and causing more frequent and intense wildfires. As a business, we face the challenge of mitigating our environmental impact while promoting outdoor activity and operating a growing brand.

To that end, I'm proud to announce the release of our inaugural annual impact report. Over the last several years, our team has worked to measure the impact of our products and processes on the planet, and we're excited to share our findings with you.

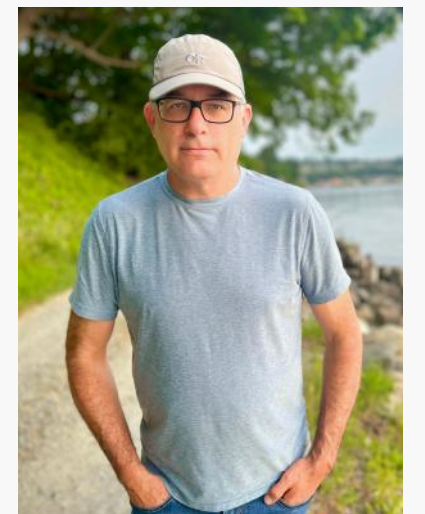
We've set science-aligned targets to reduce our greenhouse gas emissions, and we're taking action to achieve them. We're investing in renewable energy and sustainable materials, reducing waste, and working with like-minded partners throughout our supply chain. Science, data, and ethical responsibility guide our decision-making as we balance brand growth and the need to protect our planet.

In addition to our efforts to reduce our carbon footprint, we are proud to share the positive impact we have made on the people and organizations associated with our brand. Our inclusive sizing project has allowed more people to enjoy the outdoors while staying warm, dry, and comfortable. Our strategic non-profit partners share our vision of expanding opportunities for all while balancing conservation and access to the places we love. And our internship program provides opportunities for individuals who traditionally have limited access to our industry.

Thank you for being a part of the Outdoor Research community. We're committed to transparency in our business practices, identifying areas for improvement, and making strides to mitigate our global environmental impact while continuing to create elite outdoor gear and apparel for people who love being outside.

Sincerely,

Roger Barton, President



## Brand Statement

Outdoor Research was founded in 1981 by Ron Gregg, a nuclear physicist who sought to eliminate the gear issues he experienced during an Alaskan expedition that ended in a decision to abandon his group's objective. He returned from that expedition with a simple goal – build unfailing technical gear that allows the user to focus on their objective. We continue that mission today.

Our approach to crafting sustainable outdoor apparel analyzes every step along our value chain to ensure compliance with industry standards in material sourcing, environmental impact, and social awareness. We have established baseline metrics and science-aligned targets to guide us toward carbon neutrality. Our supply and factory partners share our social and environmental standards and routinely assess worker conditions.

We partner with like-minded organizations whose conservation and educational efforts protect outdoor spaces and aim to create an inclusive environment that welcomes all people. We work alongside our partners to advance their advocacy efforts through financial contributions and in-person activations. Their successes are directly tied to our own.

Outdoor spaces shape the lives of our employees. Our passion for the outdoors motivates us to develop and bring to market a technical mix of environmentally and socially responsible products, backed by a lifetime guarantee.

Ron Gregg's legacy continues to guide our brand. We remain focused on prioritizing an inclusive outdoor community, the development and implementation of responsible business practices, ethical and innovative material sourcing, with a passion to develop elite outdoor gear and apparel.

## About this Report

### Scope

This report was published in April 2023 and reflected activities and initiatives in our fiscal year 2022 (January 1, 2022–December 31, 2022). All quantitative company data, unless otherwise stated, reflect the fiscal year 2022.

### Structure

This report was written for a broad range of stakeholders, including our team members, customers, suppliers, and nonprofit partners. Outdoor Research routinely engages with third-party consultants such as human rights experts, certification verifiers, and auditors to ensure high accuracy and accountability in our reporting.





Chapter 2

# Product

## Product

### Design Philosophy

The “form-follows-function” design philosophy drives product development at Outdoor Research. Every fabric selection, technology implementation, and design feature aim to address a specific need or create a solution to an issue experienced while recreating outdoors. Durability and performance are always top of mind, and we aim to craft outdoor gear and apparel that stands the test of time and enhances the user experience.

Materials, technologies, processes, and sourcing ethics have evolved exponentially since our beginning. Enhancements in each category have allowed us to discover new technical and sustainable solutions to continue to develop world-class gear solutions while focusing on the environment and being socially conscious.

Our Infinite Guarantee covers every Outdoor Research product in the marketplace. We stand behind the quality and performance of our gear and offer a lifetime warranty against all manufacturer defects.

### Preferred Materials

#### Recycled Materials

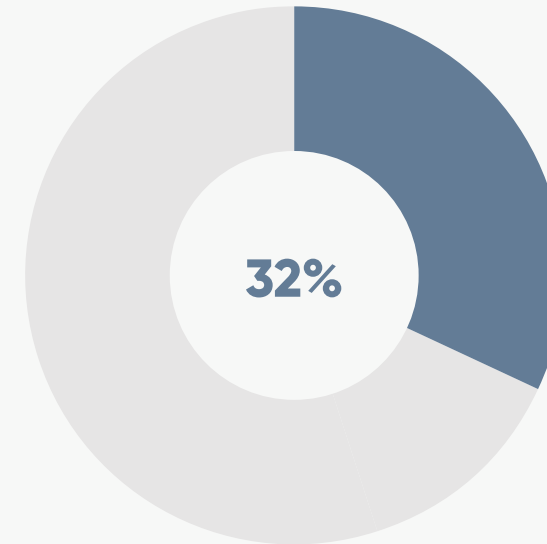
Using recycled materials displaces the use of new (virgin) raw materials, which helps reduce the environmental impacts of our material selection. We began using recycled materials before we had a process to track and benchmark our transition from virgin materials. However, in 2022 we started intentionally tracking materials by yardage. Rather than monitoring environmental attributes on a finished-good level, we have elected to track by yardage as this method reveals where the most significant volume and opportunities are. We are continually improving our process to track this metric more efficiently, and we will soon be able to see year-over-year percentages to measure our shift toward using more recycled materials across our product line.

#### bluesign® Partnership

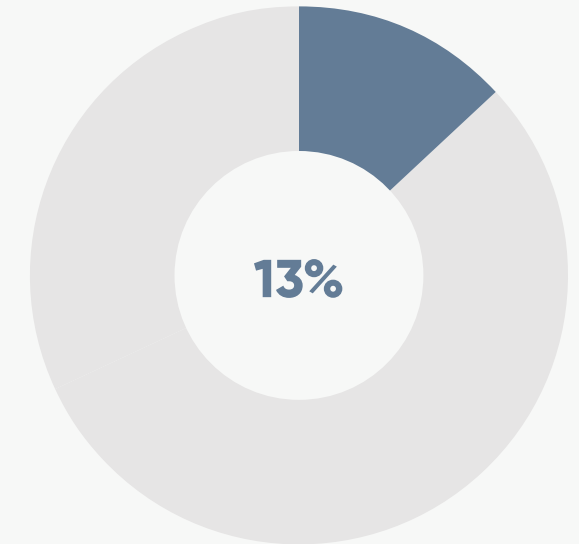
Partnering with bluesign® ensures we are better corporate citizens by taking ownership of our supply chain inputs and reducing the impact of the gear we sell. Materials that are bluesign®-approved have gone the extra step to provide the greatest assurance of chemical safety for the consumer, the worker, and the environment in which the product and materials are created. Further, by working with bluesign®, our supply chain partners who make these materials optimize their resource efficiency—specifically water, energy, and chemical inputs—which minimizes the impact on the planet.

## Preferred Materials 2022

### Recycled Polyester



### Recycled Nylon



2022\* % Recycled Polyester: 32%

- » Percentage of recycled polyester material is calculated from total polyester yardage used across our collections.
- » Recycled polyester is more widely available, correlating to increased use in our collections.

2022\* % Recycled Nylon: 13%

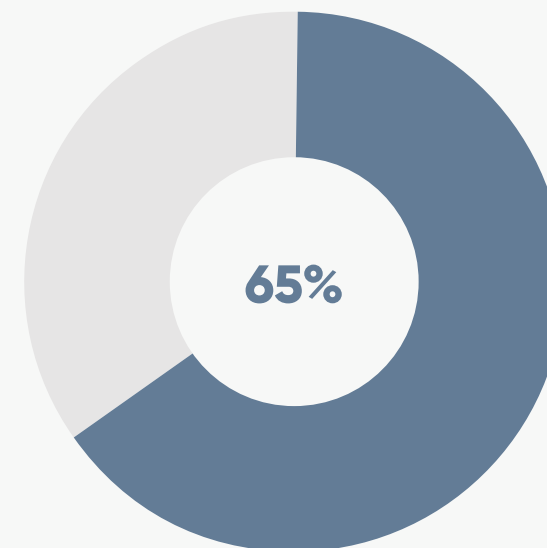
- » Percentage of recycled nylon material is calculated from total nylon yardage used across our collections.

2022\* % Recycled (Nylon and Polyester): 16%

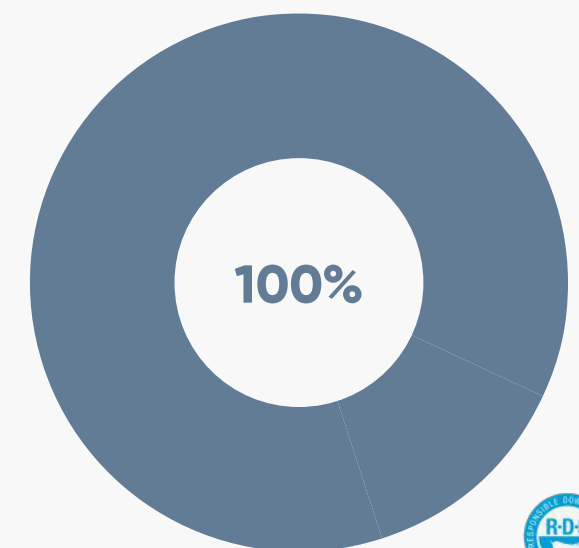
- » Percentage of recycled nylon and polyester material is calculated from total nylon and polyester yardage combined

\*References fabrics only. Excludes zippers, binding, cord, etc.

### bluesign® approved materials



### RDS Down



2022 % bluesign®: 65%

- » Percentage of bluesign® material is calculated from ALL fabric yardage used across our collections.
- » Excludes zipper and trims.



RDS certified by  
Control Union CU  
846520



## Animal Welfare

We prioritize animal welfare when incorporating materials such as down, wool, and leather into our products. Animal welfare refers to the treatment and well-being of animals throughout their lifecycle. We adhere to independently recognized global standards, with supplier declarations used when standards are not yet used, further ensuring that animal welfare is elevated, and the materials used are traceable. Our supplier collaborations focus on freedom from injury, disease, and hunger during the animal's lifecycle and material resource harvesting.

### Responsible Down Standard (RDS)

100% of our down is independently certified to the Responsible Down Standard (RDS)

The Responsible Down Standard describes and certifies animal welfare practices in down and feather production and tracks the certified down from farm to final product. This includes prohibiting live-plucking or molt harvesting and ensuring a holistic respect for animal welfare from hatching to slaughter. We are committed to using traceable materials and prioritizing animal welfare.

<https://textileexchange.org/responsible-down-standard/>

### Allied Down And Feather

We partner with Allied Feather and Down, a company that shares our commitment to ethical sourcing practices. Allied Feather and Down has been requiring farm verification of animal welfare practices and has been a fellow bluesign® system partner since 2008. Through their consumer-facing Track My Down program, customers can view detailed sourcing information for each lot, including species and origin, relevant certifications, fill power, cleanliness testing information, verified content analysis, and down-care instructions, ensuring traceability and transparency. By partnering with Allied Feather and Down, we simplify our supply chain and ensure that all materials are harvested with the highest standard of care.

### Wool

We recognize the importance of animal welfare when sourcing wool for our products, and we work closely with our suppliers to ensure we purchase non-mulesed wool. Ensuring traceability and freedom from harm are top priorities, allowing us to develop products that perform well and align with our values as a company.

### REACH Standards

The leather we use in our gloves follows the sourcing guideline outlined by the REACH standard, a European Union regulation that promotes alternative substance assessment methods to improve animal welfare.

### PFAS Strategy

The landscape of water-repellency in outerwear is rapidly changing. Legacy fabric treatments have overwhelmingly contained per- or polyfluorinated chemicals (PFAS), an extremely functional chemical Durable Water Repellent (DWR) treatment applied to a fabric to make a garment waterproof. These DWR chemicals can repel water as well as, if not better than, any alternative, which is why they have been so widely adopted across the outerwear industry.

The issue with PFAS is that they persist in the environment without breaking down for a very long time. Nearly every outerwear company has utilized PFAS on their garments for decades, but the time has come to pivot away from this technology to a more sustainable water-repellent treatment. We have been exploring several solutions to address the shift from PFAS use on our products, and emerging alternate treatments are being developed. Our team proudly declares that nearly all of our 2024 Spring/Summer product assortment will contain no intentionally added PFAS chemicals, and we're targeting January 1, 2025, to be fully transitioned away from intentionally added PFAS chemicals across our catalog. We're excited to continue to build and test water-resistant products with these new technologies and embrace sustainable water-repellency solutions as we move forward.





Chapter 3

# Planet

# Planet

We rely on nature not only for inspiration and recreation, but as the source of energy, water, and raw materials for making our products. Our planet has finite resources, and we have a responsibility to measure our impact and set targets to stay within safe limits. Greenhouse Gas (GHG) emissions are creating a rise in global average temperature, directly impacting outdoor recreation and our own industry. Now is a critical time for managing our contribution to GHG emissions.

Sustainability professionals often say, "You cannot reduce what you cannot measure." By measuring our impact, we can identify areas where we can improve and develop strategies to reduce our environmental footprint. Measuring our environmental impact is a complicated table stakes process that is essential to meet our sustainability targets and hold ourselves accountable to our customers, employees, and the planet.

Outdoor Research was born from the need to solve a technical gear issue, and problem-solving through innovation is embedded in our DNA. Identifying an obstacle, analyzing it to understand its nature and underlying causes, and developing and implementing a plan of action to overcome it is a process we know and understand well.

The following statements describe our initial measuring efforts, and we acknowledge imperfections may exist. Initiating progress can be challenging, but we remain committed to taking steps to achieve our environmental sustainability goals. We perpetually strive to be better today than we were yesterday.

## Growth vs Environmental Impact

Outdoor Research is enjoying a brand resurgence over the last five years. We are proud and honored that our product development, sales, and marketing efforts have influenced our core and new customers alike, and we've been able to create impactful touchpoints for our customers across our marketing funnel and product lifecycle. Like most companies, we have sales and growth targets that we aim to hit. But we understand that growth inevitably accompanies a more significant environmental impact across our value chain. Establishing baseline sustainability and environmental impact metrics allows us to set a course toward our sustainability targets and measure our progress against a clearly defined starting point. This system will enable us to course correct along with our materials suppliers, factories, and internal operations as needed along the path toward carbon neutrality.

## Environmental Strategy

### Greenhouse Gas (GHG) Reduction

We have completed the calculation of our greenhouse gas (GHG) footprint for our base year of 2021. From 2021 forward, we will calculate our emissions annually, tracking progress toward reducing our footprint.

Our footprint is calculated following Greenhouse Gas Protocol measuring Scope 1, 2, and 3 emissions. These GHG emissions categories are defined as:

- » Scope 1: All direct GHG emissions. Natural gas, company owned vehicles, refrigeration, and A/C.
- » Scope 2: Indirect GHG emissions from consumption of purchased electricity.
- » Scope 3: Other indirect emissions, such as the extraction and production of purchased materials, finished goods production, business travel, employee commuting, inbound and outbound transportation and distribution, waste generated, capital goods, etc.

Our organizational boundaries for Scope 1 & 2 emissions include buildings we operate in our North American facilities.

- » Seattle, WA – Brand HQ, flagship retail, and production facility.
- » Des Moines, WA – Distribution center, outlet store, and customer service center.
- » El Monte, CA – Production facility.

2021 Footprint:

- » Scope 1 emissions: 107.8 Metric Tons of Carbon Dioxide Equivalent (MT CO2e)
- » Scope 2 emissions (location-based): 424.4 MT CO2e
- » Scope 2 emissions (market-based): 0 MT CO2e
- » Scope 3 emissions: 15,724 MT CO2e

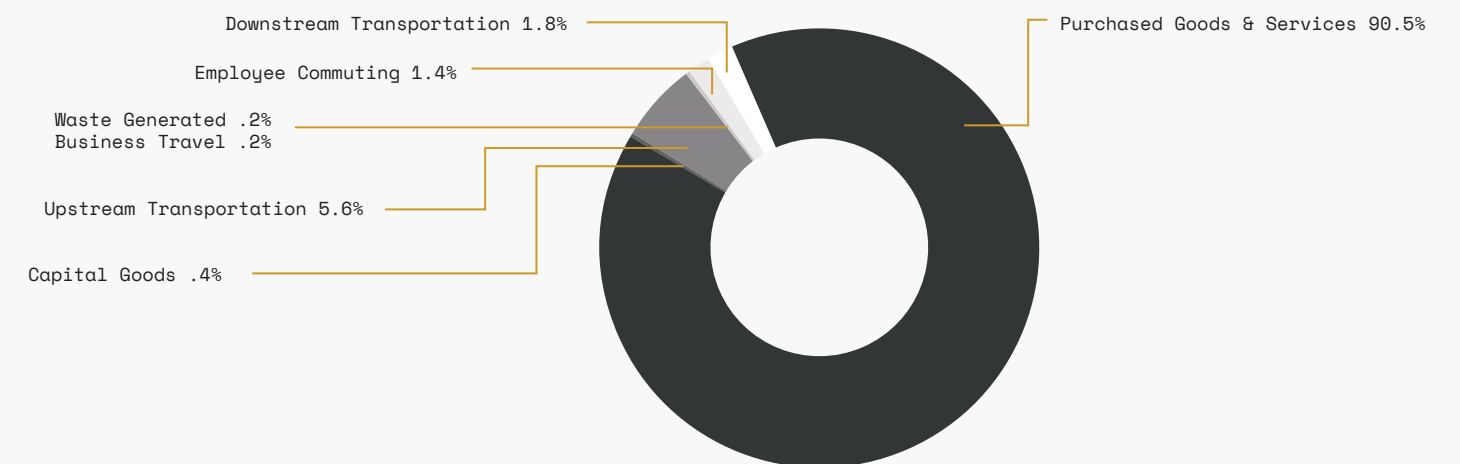
2022 Footprint:

- » Scope 1 emissions: 98.4 MT CO2e
- » Scope 2 emissions (location-based): 282.4 MT CO2e
- » Scope 2 emissions (market-based): 0 MT CO2e
- » Scope 3 emissions: 21,397.9 MT CO2e\*
  - \*emissions calculation still in progress

In 2022, we decreased Scope 1 GHG emissions by reducing stationary and mobile combustion. Scope 2 emissions were reduced due to a decrease in production volume and energy usage at US factories. Conversely, our Scope 3 emissions increased because of increased production through contract manufacturers.

Scope	Description	2021 Metric Tons of CO2e	2022 Metric Tons of CO2e
	Stationary Combustion	86.8	77.7
	Mobile Combustion	4.0	3.7
	Process Emissions	0.0	0.0
	Fugitive Emissions	17.0	17.0
<b>1</b>	<b>Subtotal</b>	<b>107.8</b>	<b>98.4</b>
	Purchased Electricity	424.4	282.4
	RECs Purchased (1524 mWh)	0.0	0.0
	<b>Subtotal Location Based</b>	<b>424.4</b>	<b>282.4</b>
<b>2</b>	<b>Subtotal Market Based</b>	<b>0.0</b>	<b>0.0</b>
	PG&S - Balance (FG production / etc.)	1,399.8	2,325.7
	PG&S - Material Footprint	11,838.9	17,024.0
	Capital Goods	317.4	91.8
	Upstream Transportation	934.9	1,189.5
	Waste Generated	3.9	34.2
	Business Travel	29.9	44.9
	Employee Commuting	504.6	307.8
	Downstream Transportation	586.9	380.0
<b>3</b>	<b>Subtotal</b>	<b>15,616.3</b>	<b>21,397.9</b>
<b>All Scopes</b>	<b>Total CO2e (MT)</b>	<b>15,724</b>	<b>21,778.7</b>

## Metric Tons of CO2e 2022



## Science-Aligned Targets

We are setting science-aligned targets to reduce our GHG emissions following the Science Based Target Initiative (SBTi) guidance. GHG reduction targets are considered “science-based” if they align with what the latest climate science says is necessary to meet the goals of the Paris Agreement – to pursue efforts to limit global warming to 1.5 degrees Celsius.

The majority of our impact comes from raw material extraction and finished goods production (Scope 3). This is where our actions can move the needle the most and are a primary focus of GHG reduction efforts. In addition, while our direct-owned operations represent only a small percentage of the total impact on our ecosystem, we have taken action by sourcing 100% renewable energy to power our direct-owned facilities. Finally, measuring our impact and reporting the progress toward our Scope 3 GHG reduction targets is positive for our financial goals. According to CDP (Carbon Disclosure Project), corporations that actively manage and plan for climate change secure an 18% higher return on investment (ROI) than companies that don't – and a 67% higher ROI than companies that refuse to disclose their emissions. To those ends:

**We commit to continue sourcing 100% renewable energy annually through 2030 for our North American facilities and aim to reduce our scope 3 GHG emissions (materials and manufacturing) by 48% per unit value added by 2030 compared with a 2021 base year.**

Our science-aligned targets include reducing greenhouse gas emissions across our entire value chain, including our operations, supply chain, and consumable product use. Establishing the science-aligned target above sets us on the path to strategically mitigate our operational effects on our ecosystem. Social responsibility dictates that we make a shift for the planet and future generations, and we are committed to evolving our business practices and collaborating with our suppliers, customers, and stakeholders to strive toward our target.

## Climate Action Corps

We are a founding member of the Climate Action Corp, launched in 2021. The primary objective of the CAC is to confront the challenges the outdoor industry faces along the path to a climate positive future. Along with each member company, we have pledged to measure and create actionable steps to reduce our GHG emissions and share our progress annually.

Like other companies, the bulk of our impact is in our upstream manufacturing processes in a supply chain that we share with many other companies. We understand that collaboration with our market competitors to modernize processes amongst mutual supply partners is essential to making strides toward a climate positive future.

## Renewable Energy

We are committed to taking action to power our direct-owned and controlled North American operations with renewable energy. To specifically address our Scope 2 emissions, we have purchased Renewable Energy Certificates (REC) proportional to our energy usage at our North American operations. By calculating our Scope 2 emissions using a market-based approach, the purchase of REC reduces Scope 2 emissions to zero. We report in compliance with the Scope 2 emissions requirement and follow the rules of REC reporting.

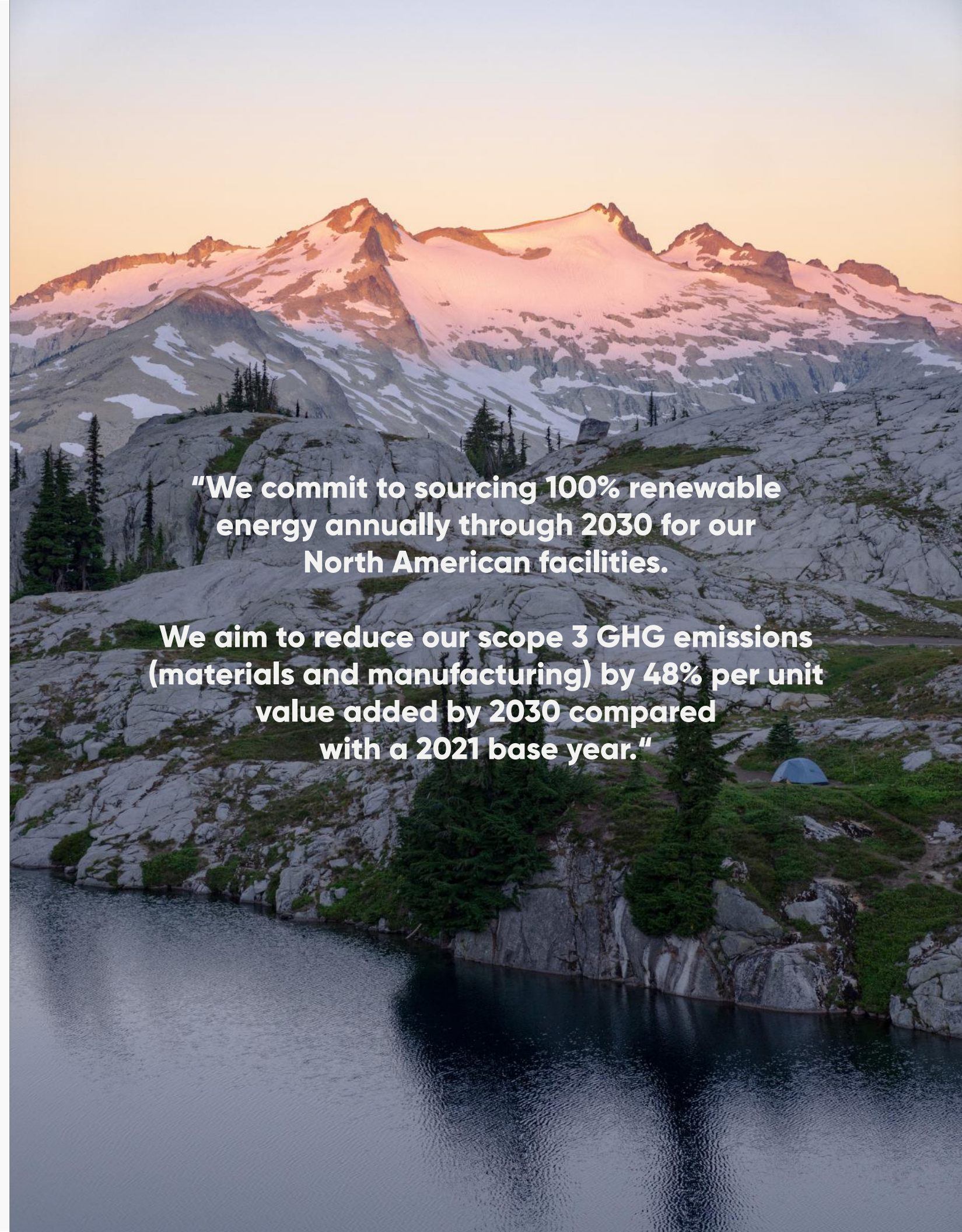
Through our partnership with Bonneville Environmental Foundation (BEF), we purchased approximately 1000 MWh of renewable electricity in 2022 through REC. Each certificate traces energy production back to its source and certifies that 100% of Outdoor Research's electricity usage in North America originates from renewable energy facilities through the purchase and retirement of REC. The allocation of our investments is as follows:

- » 50% National Wind REC
- » 25% Tribal Renewable Energy Fund Stacked REC
- » 25% Fire Resilience Planting Stacked REC

Each Renewable Energy Certificate purchase contributes to the growth of the renewable energy market and supports BEF's mission to restore freshwater ecosystems, prepare the next generation for clean energy jobs, and catalyze a renewable energy future for all.

Learn more about Bonneville Environmental Foundation and their REC portfolios below.

[Bonneville Environmental Foundation](#)



**“We commit to sourcing 100% renewable energy annually through 2030 for our North American facilities.**

**We aim to reduce our scope 3 GHG emissions (materials and manufacturing) by 48% per unit value added by 2030 compared with a 2021 base year.”**

## Tools

### Higg Index

The Higg Index is a suite of tools for the standardized measurement of sustainability within the apparel industry. To calculate impact, Higg uses methodologies built by some of the foremost innovators in sustainability and some of the industry's largest brands and retailers.

**Materials Sustainability Index (MSI):** The Higg MSI tool helps apparel companies assess the environmental impacts of varied materials used in their products. It includes assessments on energy use, greenhouse gas emissions, water use, and chemical use. By using the Higg MSI, companies can make more informed decisions about the materials they use and choose more sustainable options, reducing their environmental footprint and improving the sustainability of their products.

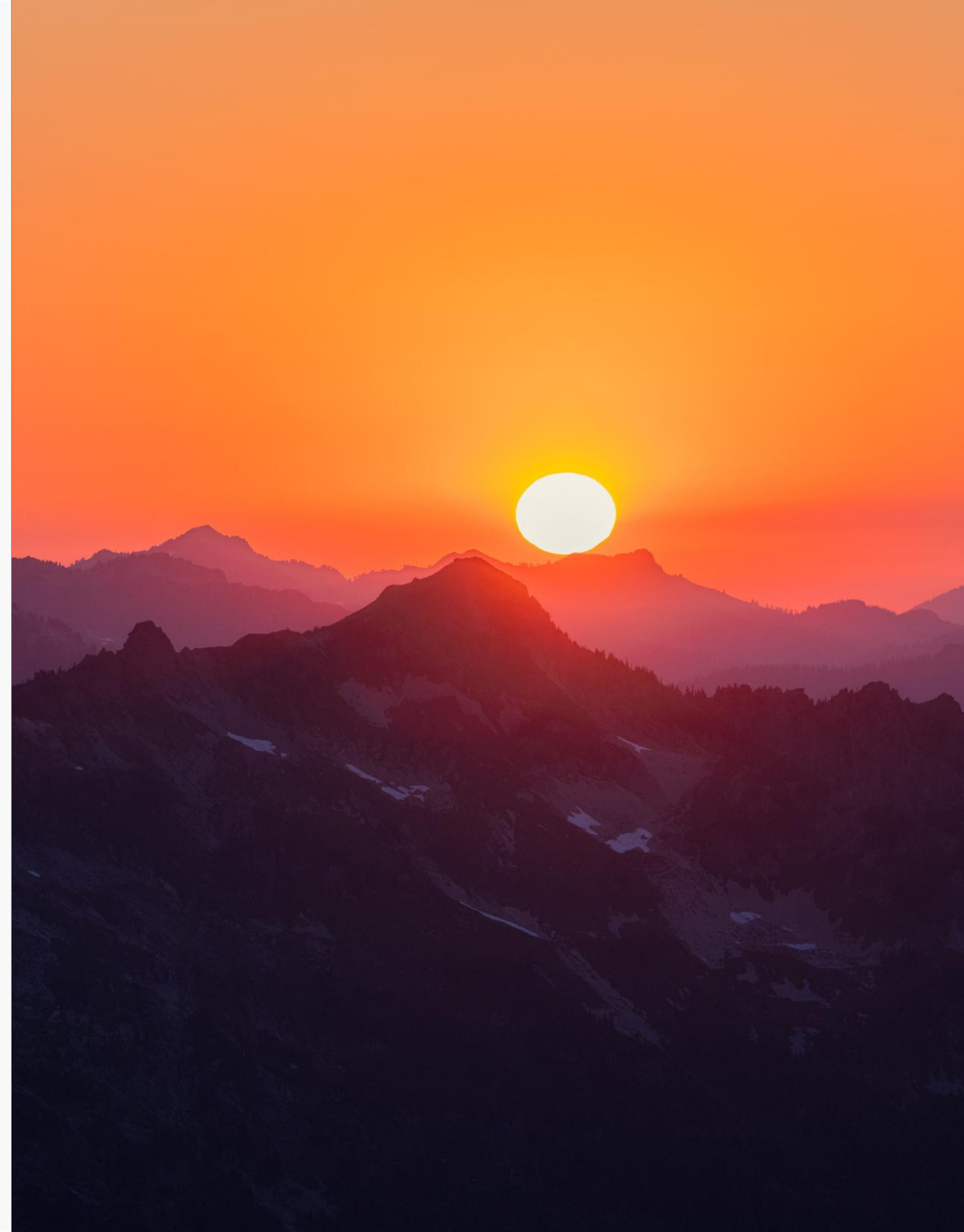
We utilize the MSI to calculate our GHG footprint relative to our total material usage. We modeled and analyzed over 75% of our material by total yardage across our product line to determine its global warming potential (CO<sub>2</sub>e). This process allowed us to establish a baseline to measure our year-over-year progress toward our GHG reduction target.

**Facility Environmental Module (FEM):** The Higg FEM tool helps apparel companies measure and manage the environmental impacts of their manufacturing facilities. It includes energy use and greenhouse gas emissions, water use, waste management, wastewater, air emissions, chemicals management, and overall environmental assessments. Using the Higg FEM, companies can identify areas for improvement in their facilities and implement strategies to reduce their environmental footprint.

We utilize the FEM to evaluate our GHG footprint at our Tier 1 (finished goods) facilities. To calculate our GHG footprint, we covered over 80% of our production volume under FEM assessments that were verified by third parties. We are looking forward to expanding our use of the FEM further into our supply chain to increase our use of primary data and evaluate environmental practices.

**Higg Brand and Retail Module (BRM):** The Higg BRM tool allows apparel companies to measure and manage the sustainability performance of their brands and retail operations. It includes assessments on product design, sourcing practices, and social and environmental impacts. Companies can use the Higg BRM to identify opportunities to improve their sustainability practices throughout the supply chain, from raw materials to the end consumer.

We have completed the BRM assessment annually since 2019. This evaluation helps us establish and maintain strong corporate social responsibility strategies and practices that promote the well-being of workers and the planet while providing a benchmark for measuring our progress.





Chapter 4

# People

# People

## Manufacturing and Supply Chain

We have been connected to manufacturing since our beginning. We produce garments at our Seattle, WA, and El Monte, CA, manufacturing facilities, and we have expanded our production to offshore facilities. Materials, technologies, processes, and sourcing ethics have evolved exponentially since our beginning, and we partner with vetted, socially conscious, sustainability-focused suppliers and factories abroad to meet the growing global demand for Outdoor Research products and manage the operating costs of a growing business.

Our US facilities' attention to detail, quality, and performance is mirrored at our global production centers. Every item we place in the market, regardless of its manufacturing origin, is backed by our Infinite Guarantee as an affirmation of its caliber of construction.

## Fair Labor/Human Rights

### Responsible Sourcing Strategy

We are committed to protecting human rights throughout our supply chain. This practice includes ensuring fair and safe working conditions for everyone producing our products. To do this we require annual social audits from our Tier 1 factory partners to monitor critical areas such as labor conditions, working hours, and health and safety.

Our responsible sourcing strategy is an integral part of our overall business strategy and a fundamental pillar of the growth and success of the brand. We incorporate social responsibility criteria into our supply chain partner selection process to develop long-term relationships with those who demonstrate a strong commitment to ethical practices.

We regularly collaborate and share strategies with other brands because responsible sourcing is an industry-wide challenge and opportunity. Our goal is to continuously improve conditions for workers and use our influence to advance social responsibility within the apparel industry.

### Factory Audits

We utilize Higg tools to analyze social responsibility within our supply chain – the Social and Labor Convergence Program (SLCP) and the Facility Social & Labor Module (FSLM). SLCP is a social responsibility questionnaire filled out by the factory and then verified by a third-party auditor. Higg FSLM is a scoring system for SLCP data that highlights legal and labor standard non-compliances. We use this data to monitor working conditions at our factory partners and follow up on issues as needed.

We transitioned our Tier 1 social responsibility program to the Higg FSLM at the beginning of 2022 to reduce the audit fatigue experience by our supply chain partners. Apparel industry factories are often inundated by customer-specific social audits, most of which are redundant and tie up factory resources, reducing their capacity to make improvements. By consolidating to a single shared industry-standard tool, we can reduce the number of audits our supply partners implement, improving overall efficiencies.

In 2022, 71% of our Tier 1 factory partners shared their verified FSLM audits. Today, 100% of our Tier 1 factory partners in countries with access to the SLCP have shared their third-party verified FSLM with us. In addition, we are now working to streamline our corrective action plan process to address non-compliance issues found within our supply chain.

### Supplier Code Of Conduct

We are proud to work with supply chain partners who share the social and environmental standards outlined in our Code of Conduct. These standards include topics such as forced labor, child labor, harassment and abuse, compensation, working hours, and health and safety. 100% of our active Tier 1 & Tier 2 suppliers are required to sign the Outdoor Research Code of Conduct and must resign the document every three years. Signing the Code of Conduct acknowledges they will abide by the regulations within the document.

Our Code of Conduct covers the following topics:

- » Compliance with Laws and Workplace Regulations
- » Prohibition of Forced Labor
- » Prohibition of Child Labor
- » Prohibition of Harassment or Abuse
- » Compensation and Benefits
- » Hours of Work
- » Prohibition of Discrimination
- » Health and Safety
- » Freedom of Association and Collective Bargaining
- » Environment





## DEI

Diversity, equity, and inclusion (DEI) are paramount to our success. Embracing DEI principles enables us to connect with a broader range of customers, fostering a sense of belonging and inclusivity within the outdoor community. By embracing diversity, we can better understand and cater to the needs and preferences of diverse populations, ensuring that our products and marketing messages are relevant and resonate with a wider audience. Additionally, fostering an inclusive and equitable work environment helps us to attract and retain talented individuals from various backgrounds, perspectives, and experiences, resulting in a more innovative and creative workforce. DEI initiatives also promote social responsibility, allowing us to address systemic inequalities and contribute to positive societal change. By prioritizing DEI, we can ultimately cultivate a more vibrant and authentic brand, driving growth, customer loyalty, and positive social impact.

### DEI Internship Program

Our internship program aims to address the gaps in our industry, targeting traditionally underrepresented groups in the outdoor industry to nurture the upcoming talent in this field and ignite their passion for the outdoors. The experience teaches functional skill development across various factions of our business, aiming to propel the participants into a successful career in the outdoor industry.

The response to the program's inaugural year in 2022 was remarkable, with over 100 applicants competing for just four positions. The interns and the departments that hosted them provided overwhelmingly positive feedback, and as a result, we are thrilled to expand the program in 2023 by adding another team and accommodating five interns. This expansion will enable us to further support and empower aspiring and talented individuals in the outdoor industry.

## Inclusive Sizing

The philosophy of the inclusive sizing collection is founded in our brand pillar of outdoors for all. We proudly lead in the outdoor apparel inclusive sizing category, offering a robust collection of technical gear in sizes up to 4X. In 2020, we began an iterative design process with our ambassador team, leaning on their design cues and learning as we went. We prototyped, sampled, tested, and refined several styles, initially focusing on our best-selling collections, and released our inaugural collection in Fall 2021. Relying on customer and ambassador feedback, we continuously refine these designs with a focus on comfort and fit.

Although unintended, the exposure gained through various earned media spotlights surrounding our inclusive sizing program and the overwhelmingly positive reception from our wholesale partners has gotten more eyes on our brand and opened the door to increasing global sales opportunities. We're thrilled with this program's accolades and momentum and look forward to expanding into other key styles in our product assortment.

## Over 50 Outside

Each year, we partner and support the Over 50 Outside, a program structured within the 52 Hikes Challenge. Over 50 Outside invites 150 women over 50 years old to take on the challenge of hiking 52 individual hikes in a calendar year. Outdoor Research provides funding, in-kind gear, and access to deep gear discounts to each participant while offering additional support through virtual product and "how-to" clinics, along with an annual in-person retreat to gather and share successes, challenges, and stories about their experiences in the outdoors. Most of the outdoor industry's marketing efforts are geared toward younger people, reflected in images selected, activities highlighted, and larger than life characters who are often viewed as heroes. As a part of our continuing journey to create room for all outdoors, we are proud to support Over 50 Outside in their mission to connect underserved populations to wild spaces.

## Talent Acquisition and Development

In our commitment to continuous improvement, our Human Resources team consistently reevaluates our internal processes. Our goal is to provide exceptional support to our existing team members and attract talented individuals who will join us in the future. To achieve this, we actively expand our recruitment efforts by utilizing diverse job boards and embracing inclusivity as we seek out a wide range of candidates. We challenge the norms that have guided us in the past, fostering an environment of innovation and progress. By offering educational series encouraging us to question our perspectives, we promote personal and professional growth among our team. Finally, recognizing the importance of employee satisfaction, we continuously enhance our benefits packages, ensuring the well-being and contentment of our valued team members.

Additionally, we invest in developing our employees, equipping them with the skills and experiences necessary for expanded roles and future success. In line with our commitment to inclusivity, we actively support employee groups that promote connection and a sense of belonging within our organization. Lastly, we joyfully celebrate our collective achievements, acknowledging that our success results from collaborative efforts and shared accomplishments.

## Camber Outdoors

Camber is a nonprofit organization that helps us to implement best practices in Workplace Diversity, Equity, and Inclusion (Workplace DEI). Using Camber's tools and resources, we are better equipped to implement equitable systems, create and sustain an inclusive culture, and attract a diversity of talent.

Camber's offerings go beyond providing OR with a snapshot of the outdoor industry and its collective progress. One of the most impactful aspects of Camber is its mentorship program, which plays a vital role in connecting our employees to professionals within the outdoor industry. By fostering mentor-mentee relationships, Camber creates a more robust and interconnected network in the outdoor space. This program has proven to be particularly beneficial for employees in the early stages of their careers, who gain valuable insights and guidance from experienced industry professionals. Moreover, our senior leaders have found immense value in this initiative as they gain fresh perspectives and knowledge from their mentees. Camber's mentorship program enriches the OR community, empowering individuals at all levels to thrive in the outdoor industry.

# Community Impact

## Employee Volunteer Days

Each year we offer the opportunity to our employees to step away from their daily responsibilities to donate time to the causes of their choice. Balancing the attention required to nurture relationships with family and friends with the tasks of everyday life makes it challenging to set aside time to give back to the causes our team members relate to.

We set aside three working days per year for our employees to get out of the office and work alongside organizations to advance their advocacy efforts, from trail restoration and cleanup to legislative initiatives and regulatory change, social assistance programs, or other philanthropic or charitable causes. In 2022, OR employees donated 251 hours to programs of their choosing.

## Ambassadors

Our ambassadors connect the dots between our customers and their passions with our product. We partner with individuals who excel at their respective sports, share our values, and lead by example in their communities. Whether spearheading climate advocacy initiatives, mentoring at-risk communities, or pushing the boundaries of what is possible in the mountains, we lean on our ambassador team to drive product innovation and ignite passion within our customers to connect with their communities through outreach and the love of the outdoors.



## Non-Profit Partners

### WTA

Washington Trails Association mobilizes hikers and everyone who loves the outdoors to explore, steward, and champion trails and public lands. In 2022, Outdoor Research's in-kind gear donation to the WTA Gear Library helped break down entry barriers in underserved communities to gear people outdoors and introduce them to potentially lifelong passions.

### NWAC

The Northwest Avalanche Center exists to increase avalanche awareness, reduce avalanche impacts, and equip the community with mountain weather and avalanche forecasts, education, and data. Outdoor Research equips all NWAC forecasters with the technical outerwear and layering pieces they need to access avalanche forecast zones across the Washington Cascades and Northern Oregon.

### Access Fund

Access Fund is a nonprofit advocacy organization that leads and inspires the climbing community toward sustainable access and conservation of the climbing environment. In 2022, our donation helped to steward 39 climbing areas, construct 13,836 ft of sustainable climbing trails, and secure threatened climbing areas across the US.

### Conservation Alliance

We harness the collective power of business and outdoor communities to fund and advocate for protecting North America's wild places. Each year OR employees are biannually invited to vote on the initiatives that matter to them, giving them a unique opportunity to steer the direction of OR's annual donation. In 2022, these votes helped to protect areas of North Cascades National Park and the Skagit River headwaters in our home state of Washington.

### American Alpine Club

To share and support our passion for climbing and respect for the places we climb. In 2022 OR helped fund 166 grant recipients to advance conservation and awareness initiatives across the US.

### Avalanche Canada

With assistance from OR through our VIP program, Avalanche Canada provides avalanche forecasting information and educational opportunities for the public across the whole of Canada. They aim to minimize public risk in avalanche terrain by raising funds to support public avalanche safety initiatives and related research.

### CPAWS

The Canadian Parks and Wilderness Society advocates for the effective, long-term protection of Canada's ecologically and culturally significant land, freshwater, and ocean areas. Working to respect Indigenous nations' sovereignty and leadership, we achieve our mission through knowledge-based advocacy and public education and engagement, underpinned by collaboration and partnership.

### Indigenous Women Outdoors

OR partners with IWO to provide guidance and mentorship to indigenous women who are interested in developing the skills required to lead in the outdoors and the outdoor industry, sharing their knowledge and connection with their native lands with the greater public along the way.

### Take A Hike

During the 21/22 school year, OR's VIP program supported 143 at-risk high school students with the skills and resilience they need to graduate, build healthy relationships, navigate the challenges of young adulthood, and achieve success, with 43 students graduating from the program. Take A Hike's programming engages youth in intensive and continuous clinical counseling and regular outdoor adventures while fostering a safe and caring community.

### Warrior Expeditions

Veteran nonprofit outdoor therapy program that helps veterans transition from their wartime experiences through long-distance outdoor expeditions. In 2022, Outdoor Research provided in-kind gear donations to equip veterans for their life-changing through-hike adventures.

### Women's Wilderness

In 2022, Outdoor Research's VIP program helped to serve 429 individuals on their path to new outdoor experiences. 75% of the WW programming was offered at no cost, 86% identified as BIPOC, and 25% identified as LGBTQ+. We're proud to support WW on their MISSION to support girls, women, and LGBTQ+ people in accessing their power and improving their health through connections to the outdoors and community.





Chapter 5

# Summary

## Summary

This report summarizes our ongoing efforts to reduce environmental impact across our material sourcing and manufacturing processes. Our dedicated team has worked tirelessly to gather information, data, and stories to showcase our progress. Despite the complexities of these efforts, we have endeavored to provide a clear and concise summary in this report.

While we take a moment to celebrate our accomplishments, we also acknowledge the importance of holding ourselves accountable for our sustainability targets. Moving forward, we plan to complete this report annually and reflect on our progress and setbacks. We understand this is an ongoing journey and are committed to continuously improving our sustainability practices.

### A few things on our horizon are:

- » We are continuing the development of a plan to achieve our science-aligned climate targets. This work takes discipline and creativity and is an ongoing process.
- » Our swiftest opportunity for carbon impact reduction is our products. We are looking at our largest collections and styles to determine projects to reduce environmental impact. We are exploring water and energy reductions, decarbonization, and emerging raw material innovations.
- » We are having a focused dialog with our supply chain partners about opportunities for improvement in social and environmental topics.
- » Our inclusive size initiative continues to grow; we look forward to bringing more of our products to more end users through market expansion.
- » "Process" in sustainability is often lacking but vitally important. We are constantly weaving this topic into everyday business—specifically go-to-market meetings, budget reviews, product development, and supply chain analytics.



A woman in a blue tank top and dark shorts is hiking on a snowy mountain trail. She is smiling and wearing a backpack. In the foreground, a hand is reaching towards her, partially obscuring the view. The background shows a rocky mountain landscape under a clear blue sky.

# OR OUTDOOR RESEARCH