



# IMPACT REPORT



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# ABOUT THIS REPORT



# Sharing is in our nature

In July 2024, our business achieved one of its greatest endeavours in its history: B Corp certification. For us, this certification serves as a keystone of progress; that means we have a much stronger obligation to uphold, and even surpass, our usual standards and continue propelling ourselves forward for good.

In this third edition of our Impact Report, we highlight the milestones we've achieved and the setbacks that set us on course to seek solutions. We outline everything, from our carbon footprint to waste management, supply chain practices, and the impacts we've made across our communities.

The road goes ever on, and we're proud to be able to share this with you once again. We know it can always be better—but if it were easy, could we really call it a journey?

Altitude Sports team



**Inquiries about this report:**

[social\\_responsibility@altitude-sports.com](mailto:social_responsibility@altitude-sports.com)

**Note:**

The report covers the entire Altitude Sports and The Last Hunt businesses, including our proprietary brands for the fiscal year starting April 1, 2024, ending March 2025.



A misty mountain landscape with dense evergreen forests and rocky peaks. The scene is hazy, with layers of mountains visible in the distance. The foreground shows a rocky outcrop with some sparse vegetation.

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# ABOUT ALTITUDE SPORTS



# About Altitude Sports

100% online

Montreal-  
based

head office and distribution centre

400 brands

purchased across both websites:  
Altitude Sports and The Last Hunt

305 full-time  
employees

as of March 31, 2024

160,000  
square feet

warehouse

Canada-wide  
sales

with 55% outside of Quebec

Owned Brands

Altitude Sports, The Last Hunt, Vallier,  
Altitude Sports Label

Same-day  
delivery

Same-Day Delivery in Montreal and  
Next-Day Delivery in 2,000 Canadian cities

More than  
1.2M shipped  
orders

(April 1, 2024 - March 31, 2025)



# History

**1984**

Our roots start when the first Altitude Sports store opens, known at the time as Altitude Sports Plein Air, with a purpose to promote the outdoors by selling and renting quality outdoor apparel and equipment.

**1999**

The launch of our e-commerce store—the first online outdoor retailer in Canada. The website becomes well-known to people looking for very specific technical products. We carry brands like The North Face, Salomon and Osprey and offer special request orders—the first store to do so, which is met with a positive reception.

**2010**

The launch of our outlet store, The Last Hunt, dedicated to selling past-season products from Altitude Sports at high discounts, allows us to reduce waste while offering durable, long-lasting products to everyone.

**2011**

Employees Alexandre Guimond and Maxime Dubois purchase Altitude Sports, becoming majority owners.

**2012**

We launch the “Don’t Dump that Downie” pilot project, collecting jackets in wearable condition to donate to Old Brewery Mission, an NGO helping people in need.

**2016**

We help design and launch the first ever parka insulated with milkweed, a local, renewable, and completely natural fibre, with Quartz Co.

**2017**

Alti Action starts up supporting the outdoors through various programs.

**2018**

We launch our Short Film series, providing a glimpse behind the scenes of our partner brands. These stories are brought to life by Altitude Sports employees who travel to remote areas to test gear and gain deeper insights into the vision of these brands.

The Business Development Bank of Canada becomes minority shareholder.

**2019**

Our Marketplace goes live to connect Altitude Sports to the inventory of partner brands, offering customers enhanced options for sizes, colours and more to complement their shopping experience.

**2020**

We launch Same-Day and Next-Day Delivery options.

**2021**

Introduce the much anticipated and popular Ski & Snowboard hard goods category.

**2022**

Introduce the Climbing Category, offering products ranging from harnesses, to shoes, and hardware.

**2023**

We provide options for delivery across the Island of Montreal using 100% electric vehicles and bicycles.

**2024**

We become B Corp certified. This certification ensures we meet the utmost standard in five categories: workers, governance, community, environment, and customers.

We launch Altitude Sports private label



Our **vision** is to be  
the world's biggest  
little shop.

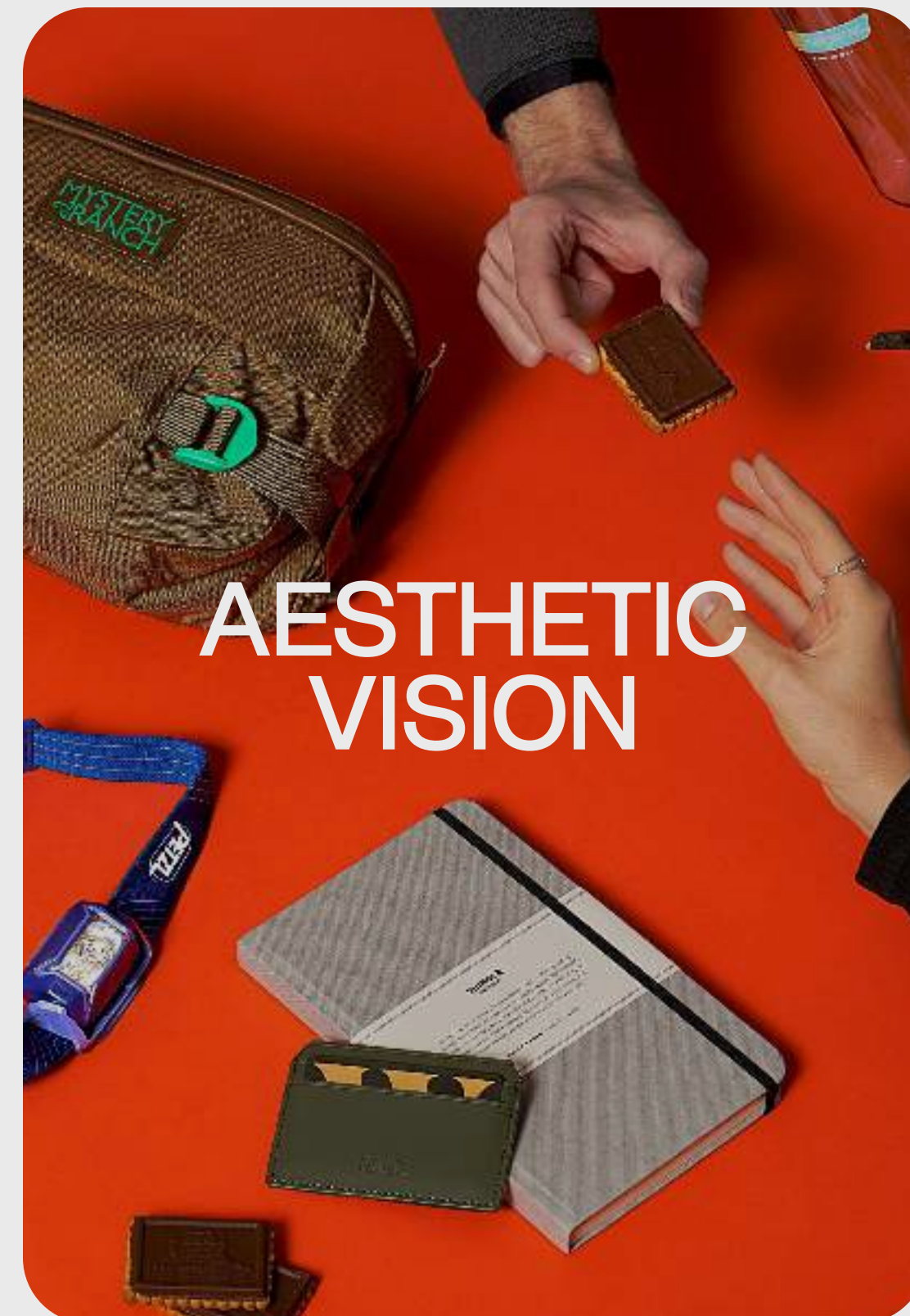


Our mission is to equip you with the most durable & well-designed products through an online experience that's unequalled.





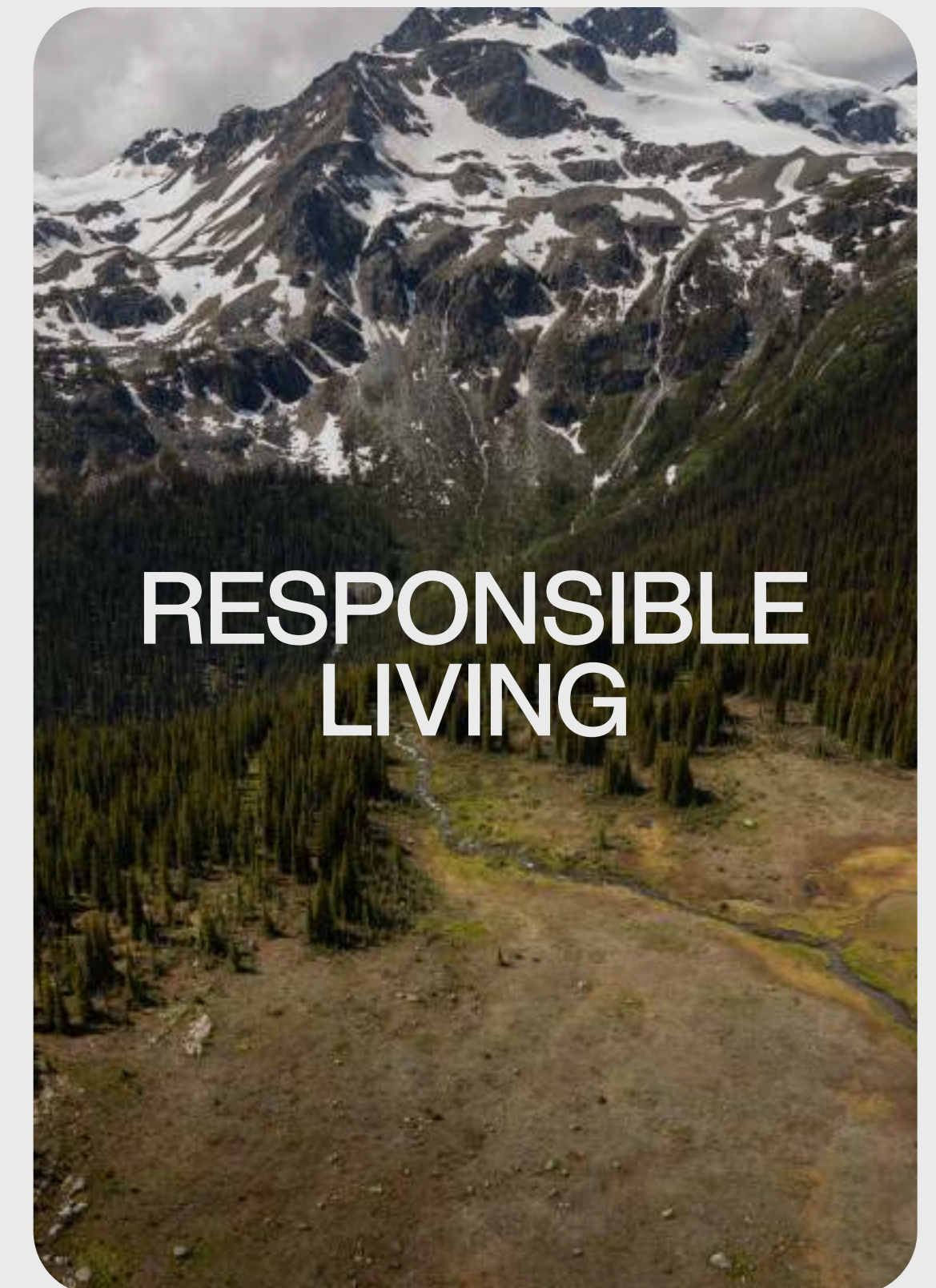
We prioritize functional design, where everything serves a purpose. This principle guides how we select products and shapes our user experience: simple, clean, and efficient.



We strive for high aesthetic standards in our curated collections, experiences, and content. Aesthetics bring self-confidence, whether you are practicing a sport or simply going through your everyday life.



We aim to personalize every customer journey, offering best-in-class advice on premium gear and technical apparel. Our goal is for everyone, from beginners to hardcore adventurers, to feel at home in our online store.



We promote equality, diversity, and environmental harmony by partnering with brands and individuals who share our values. Through education and various initiatives, we aim to create positive change.



of our scope 2 GHG emissions has been offset with Ostrom Climate.

B Corp Certified

as of July 2024.

\$375,420

donated to nonprofit organizations through our Alti Action Program.

100%

of our bubble wrap was eliminated from packaging, fully transitioning to shredded cardboard fillers.

272,309

electric deliveries in total.  
Increased our last-mile electric delivery by 76%.

100%

of our scope 2 GHG emissions has been offset with Ostrom Climate.

32.91%

of products purchased from brands that participated in our survey include third-party certifications, recycled and/or biodegradable materials, or are responsibly sourced.



Altitude Sports has a well-structured governance model that balances the **guidance of its board of directors**, comprising both internal and external advisors, with the interests of all stakeholders, including the majority owners, who ultimately hold the highest authority within the company.

The executive leadership team consistently provides quarterly updates to the board to ensure transparency and alignment.

In alignment with the UN Sustainable Development Goals and our B Corp standards, in 2024, we implemented a revised bonus structure that directly links a portion of annual bonuses to the achievement of sustainability targets. This change reinforces accountability and underscores the importance of integrating sustainability into our decision-making processes.

ESG matters are addressed comprehensively through a variety of channels, including quarterly board meetings, specialized committee sessions, quarterly foundation board reviews, company-wide events, training programs, and initiatives to raise awareness

At every level of the organization, from board members to employees, individuals are committed to tackling Altitude Sports' sustainability challenges and contributing to meaningful societal change.



# Majority Owners

Maxime Dubois

CO-CEO



Alexandre Guimond

CO-CEO





# Board of directors



**Alexandre Guimond**  
Member



**Maxime Dubois**  
Member



**François Roberge**  
Member & Director



**Serge Dubois**  
Member & Treasurer



**Dustin Robertson**  
Independent Member & Chair



**Valérie Sicard**  
Observer



**Maxime Tourangeau**  
Observer



**Guillaume Felx**  
Observer



# Executives



**Alexandre Guimond**  
Co-CEO & Chief Privacy Officer



**Maxime Dubois**  
Co-CEO



**Jason Grenier**  
Chief Financial Officer



**Raff Paquin**  
Chief Technology Officer & Chief Security Officer



**Louis-Dominic Parizeau**  
Chief Marketing Officer



**Bao Trinh**  
Vice-President Merchandising



**Sharlinee Maharaj**  
Vice-President People & Culture



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**WORKING  
TOGETHER**



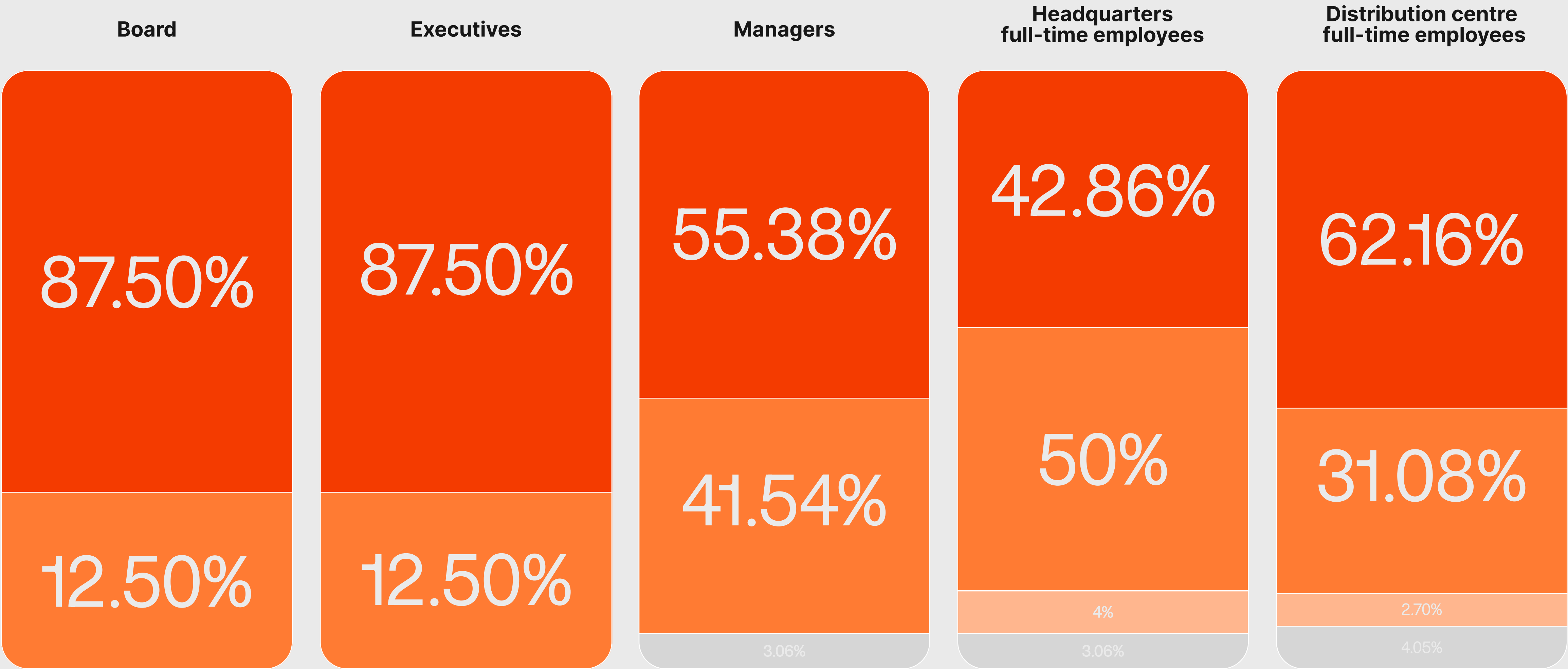
# 3.1

# OUR PEOPLE



# Workplace gender identity data

- Men
- Women
- Identify as Transgender or Gender Non-Conforming
- Prefer not to say



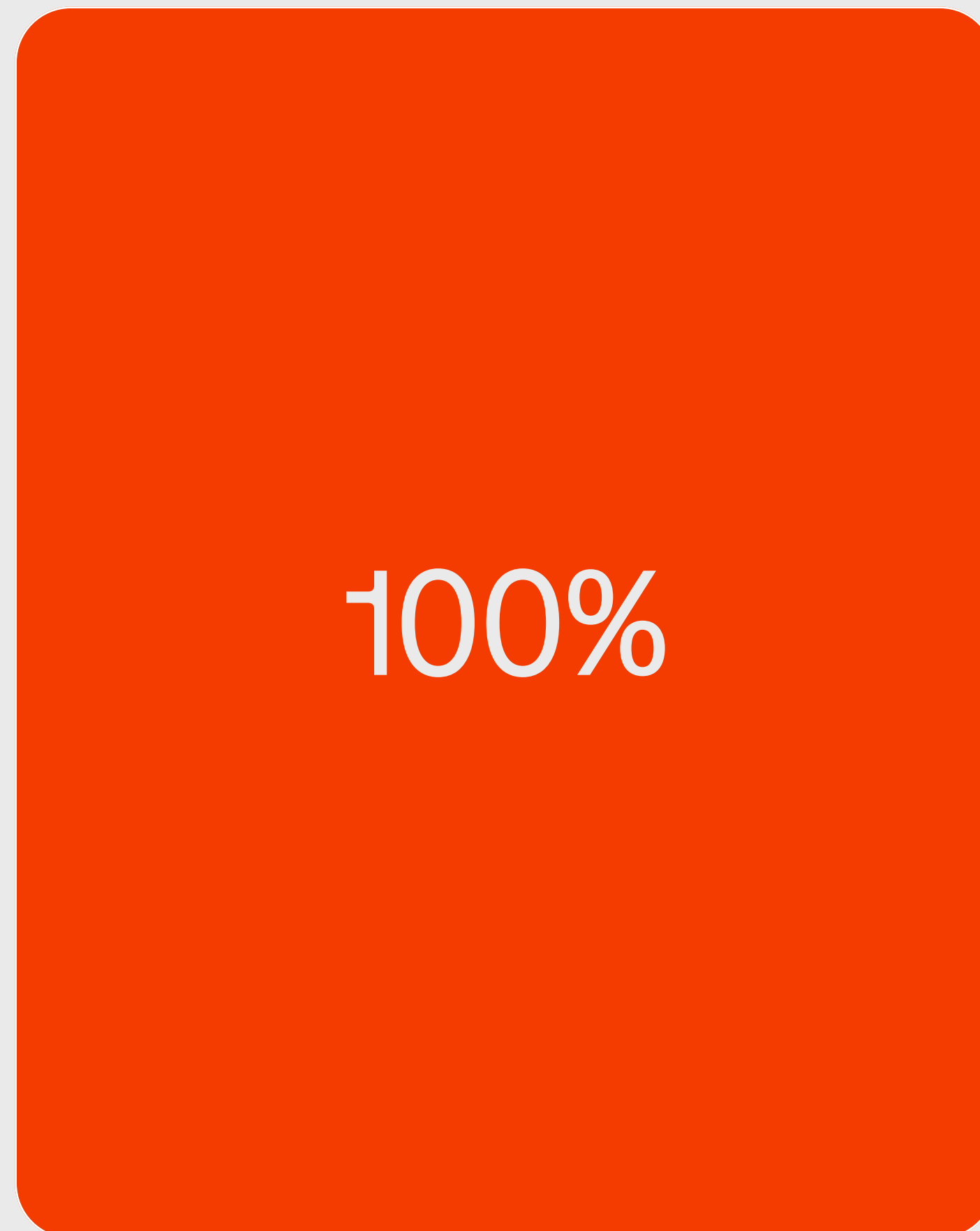


# Workplace diversity data

- White
- Other ethnicities
- Prefer not to say

Board

Executives



16.67% South Asian

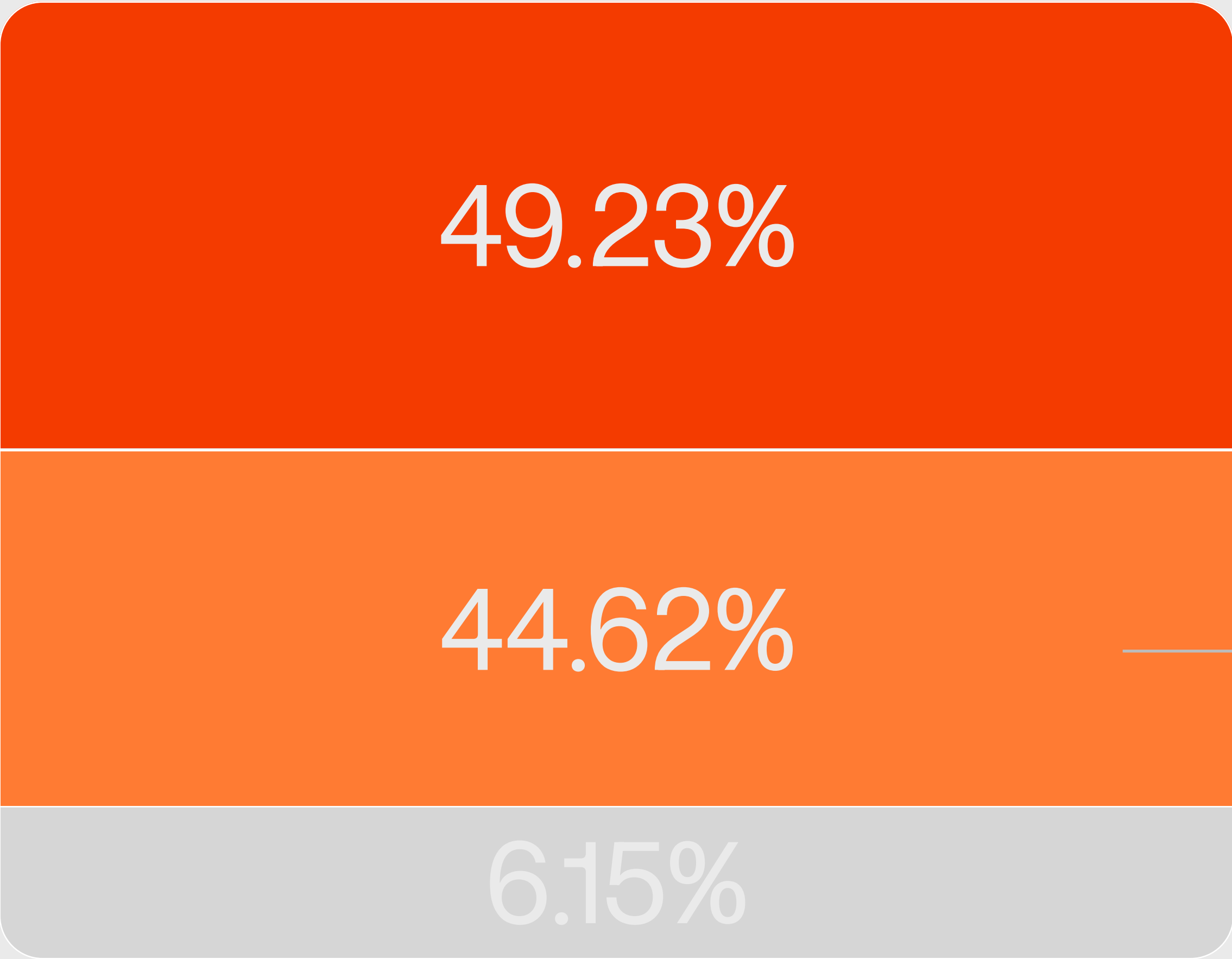
16.67% Southeast Asian



# Workplace diversity data

- White
- Other ethnicities
- Prefer not to say

Managers



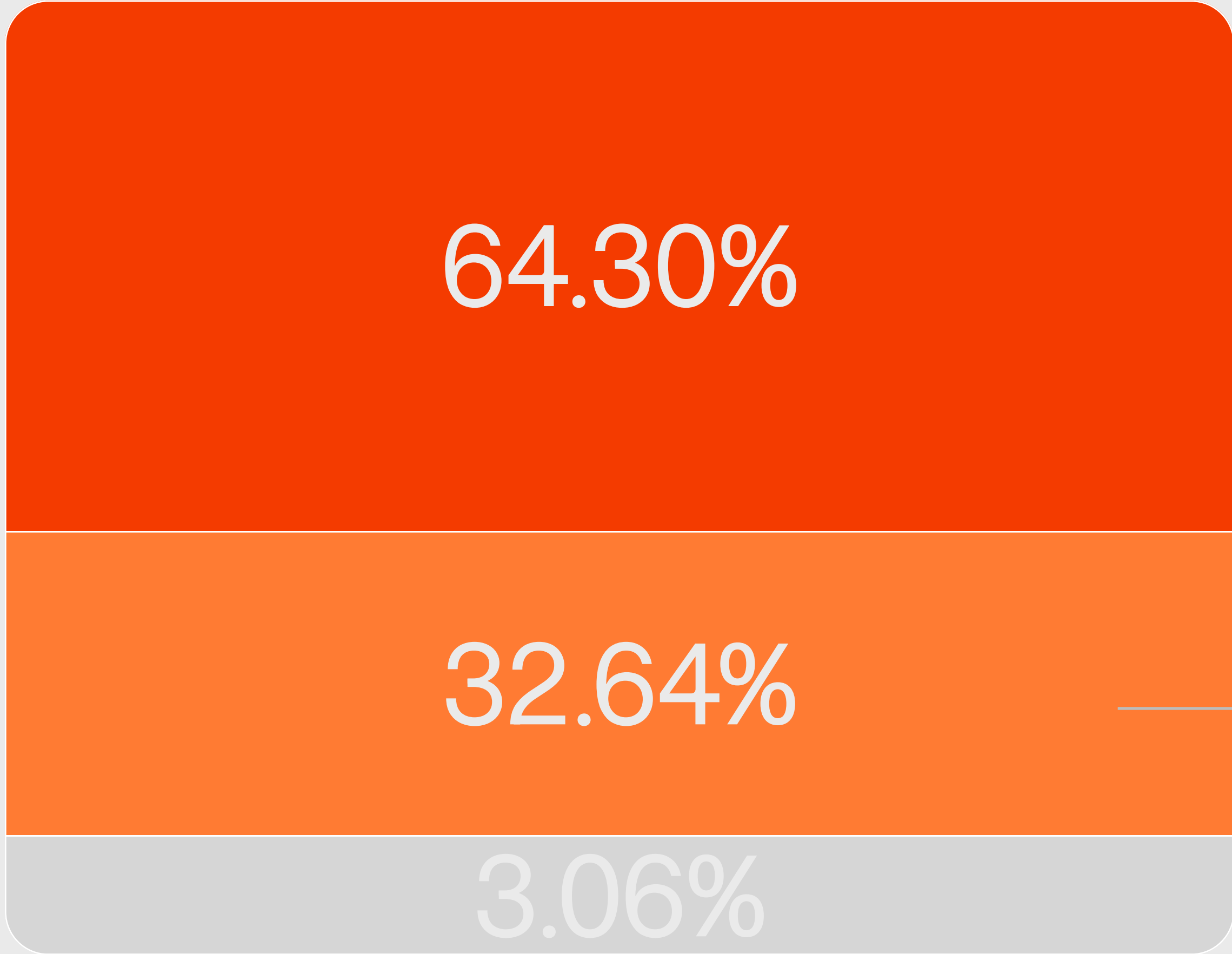
- 1.54% East Asian
- 1.54% Middle Eastern or North African
- 9.23% Black
- 9.23% South Asian
- 7.69% Southeast Asian
- 7.70% Multiracial
- 7.69% Hispanic/Latino



# Workplace diversity data

- White
- Other ethnicities
- Prefer not to say

Headquarters full-time employees



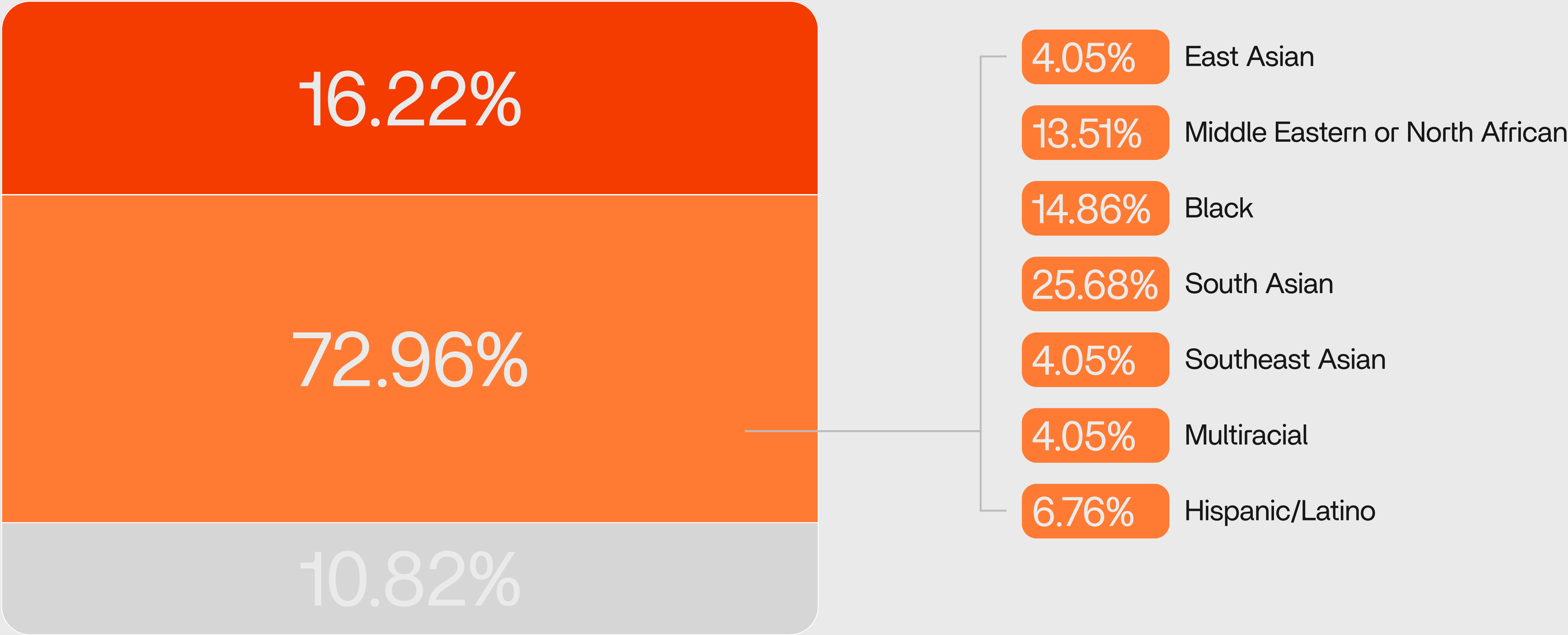
- 2.04% East Asian
- 2.04% Middle Eastern or North African
- 6.12% Black
- 2.04% South Asian
- 2.04% Southeast Asian
- 12.24% Multiracial
- 6.12% Hispanic/Latino



# Workplace diversity data

- White
- Other ethnicities
- Prefer not to say

Distribution centre full-time employees





# Employee engagement

## eNPS

At the close of our 2025 fiscal year, we recorded an Employee Net Promoter Score (eNPS) of 14.81\*, representing a year-over-year decrease of 8.77 points. The eNPS measures employee satisfaction and loyalty within the organization.

While this decline highlights that challenges remain, we are committed to addressing them through both organizational and department-level action plans. It reinforces the importance of staying focused on the priorities we have already identified and ensuring our initiatives translate into meaningful improvements for our employees.

\*According to Workleap, 0-20% is good, 20-40 is great, 40+ is excellent.

## Workplace Satisfaction

In our most recent engagement survey, we asked employees how satisfied they are with Altitude Sports as a workplace. 84.98% stated they were satisfied, more than satisfied, or extremely satisfied with Altitude Sports as a place to work.



# Employee engagement

## Employee engagement methodology

Twice a year, we send a comprehensive survey to all our full-time employees, gathering feedback on their engagement, sense of belonging, and suggestions for improving their overall work experience. This allows us to maintain a high-level understanding of their well-being and identify areas for improvement.

In our most recent survey, we achieved a participation rate of 89%, which is close to our target of 90%.

## Pay Equity

We are committed to ensuring that all employees are fairly compensated for the work they do, regardless of gender or employment type. In September 2024, we partnered with an external firm to conduct our annual pay equity audit.

The results confirmed that predominantly female job classes at Altitude Sports continue to receive compensation equal to that of predominantly male job classes of comparable value. No wage gaps were identified, and no adjustments were required. This report was shared with all employees internally.



# Flexibility to work from home

18.40%

58.8%

22.8%

Of eligible employees:

- Employees using the office 3 times or more per week under our Office option
- Employees using the office 1-3 times per week under our Flex option
- Employees using the office 1-2 times per month under our Home option





# Our targets

Reach	25% female representation on the board of directors by 2026.
Ensure	at least a 30% female representation across our executive team by 2028.
Reach	10% underrepresented group representation on the board of directors by 2026.
Increase	underrepresented group representation on the board of directors by 10% by 2026 from 2023 baseline.
Maintain	a 30% representation of underrepresented groups within our executive team, while aligning with the demographic composition of the Canadian population to progressively enhance diversity and inclusivity.
Maintain	a 30% representation of underrepresented groups within our headquarters workforce, while aligning with the demographic composition of the Canadian population to progressively enhance diversity and inclusivity.



# 3.2

## OUR

## COMMUNITY



# Alti Action Program

Alti Action is our dedicated initiative designed to bolster organizations that champion each of our core pillars.







## Environment

Advocating for the protection, restoration, and education surrounding pertinent issues, alongside providing actionable ways to contribute.



## Outdoor community

Promoting awareness and fostering a more inclusive outdoor community.



## Youth

Empowering youth development and facilitating their access to activities.



Since 2024, we have streamlined our nonprofit partnerships, focusing on **forging long-term collaborations.**

This approach enables us to provide deeper, more meaningful support to the organizations we work with. Beyond financial contributions, we assist them in amplifying their message and raising awareness within our communities, fostering stronger connections and more impactful outcomes.



## Financial donations

Twice a year, we launch our Alti Action Campaign, offering customers the opportunity to contribute \$15 to one of our three partner organizations. Every cent of the donation directly supports these organizations. As an incentive to encourage donations, customers who participate receive Alti Dollars worth double the amount they donated, redeemable as store credit.

## In-Kind donations

We are proud to collaborate with Sun Youth to fulfill clothing needs for children, as well as for men and women. Sun Youth provides vital support to families in need of emergency services, and we are honoured to contribute to their efforts. We also support other nonprofits, such as Army Salute and Maison du Père Foundation, when our main partner is unable to accept the quantity of products or when the items do not meet their specific needs.

Since its inception in 2017, Alti Action has proudly contributed over \$1,690,775 to our esteemed partner organizations with financial and in-kind donations.

## Volunteering hours

We firmly believe in contributing to our community beyond financial donations. As such, we are committed to allocating 20% of our workforce's volunteering hours per quarter to assist our partner organizations with their projects, whether it involves events, daily tasks, or even administrative, strategic, or marketing work.





Since its inception in 2017,  
**Alti Action** has proudly  
contributed over **\$1,680,775**  
to our esteemed **partner**  
**organizations** with financial  
and in-kind donations.





## POW Canada

Protect Our Winters (POW) Canada unites passionate outdoor enthusiasts, professional athletes and industry brands advocating for policy solutions to climate change. By educating and inspiring communities and stakeholders across Canada, POW Canada's mission is to create effective climate advocates.



## pour3points

### Pour 3 Points

Pour 3 Points believes in equal opportunities for in-need youth. By pairing them with coaches who act as a positive influence in sport and in life, the organization fosters an environment that supports kids' well-being and motivation.





## Nature Conservancy

Nature Conservancy of Canada is the country's unifying force for nature. In partnership with corporations, foundations, Indigenous communities, and governments at all levels, it works to protect the natural habitats that sustain Canada's flora and fauna. Since 1962, the organization has protected more than 15 million hectares across the country.



## Sun Youth

Sun Youth's goal is to alleviate poverty and prevent exclusion by providing the Montreal community with emergency food, clothing, medication, and crime prevention services. It also offers sports, recreation, and camp programs for children, as well as a social club for seniors.

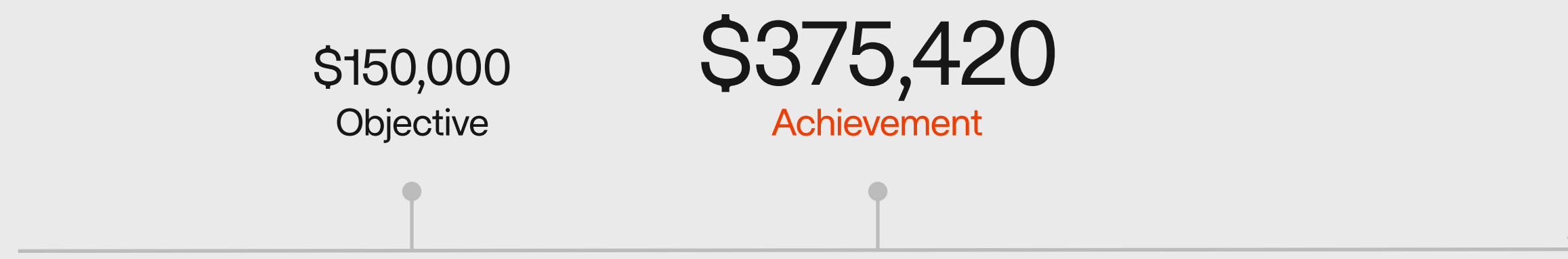


# Our commitment

## Commit

to supporting our community by making monetary donations and product donations totalling a minimum of \$150,000 each year.

- In FY2025 we have donated a total of \$375,420 in financial and in-kind donations, **doubling our objective.**



## Pledge

to support our community by ensuring that our employees contribute a minimum of 800 volunteer hours during working hours each year.

- **Progress:** We recorded a total of 391 volunteering hours contributed by our employees. This is the first year these hours have been tracked through our payroll management system. We continue to expand the number of partner organizations we support and provide diverse volunteering opportunities to our employees, with the aim of increasing total hours and achieving our goals.





4

CLIMATE



# 4.1

# OUR FOOTPRINT



# Our footprint

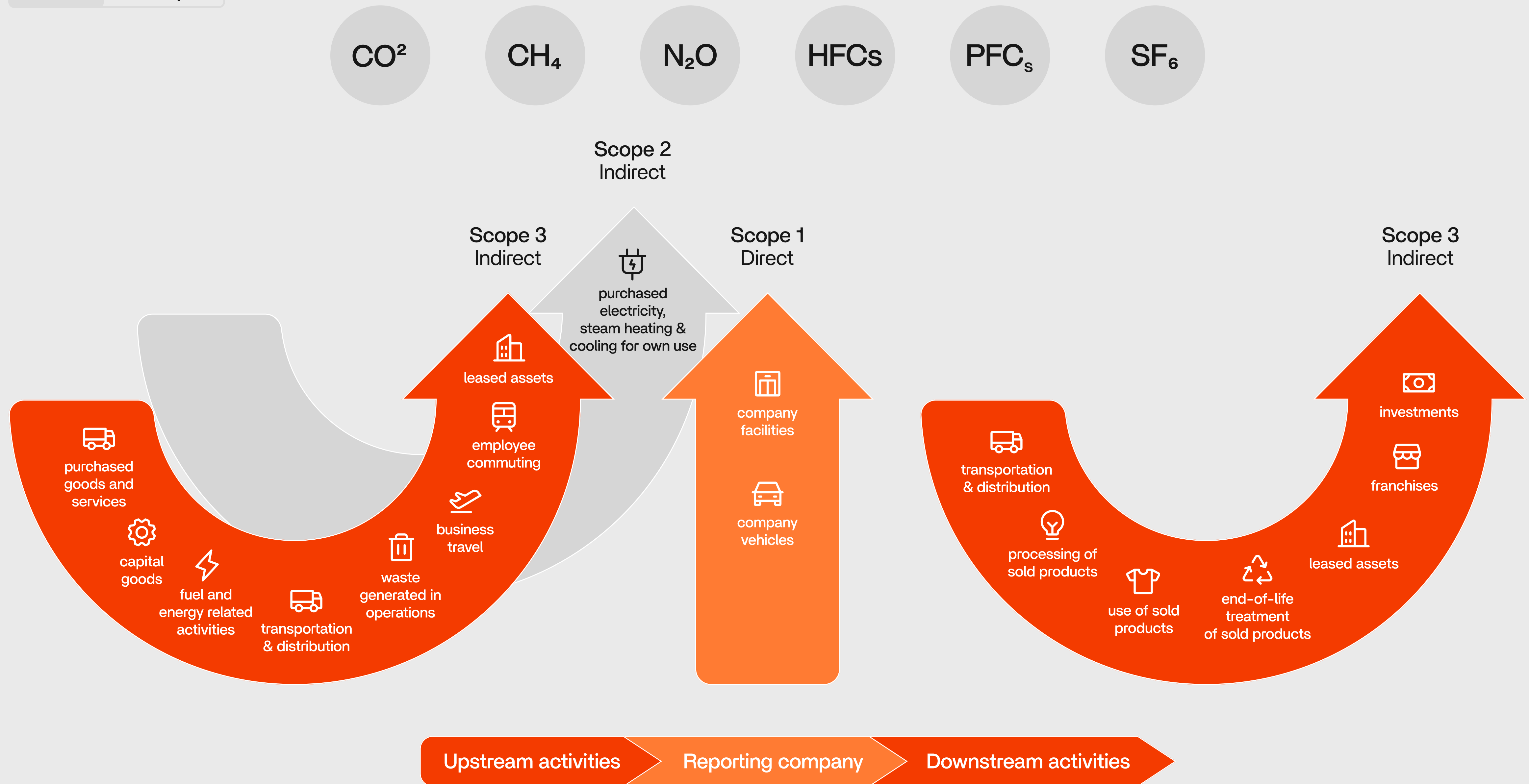
Our climate strategy is centered on a commitment to progress, transparency, and data rather than striving for perfection.

# Carbon emission

Our carbon footprint is calculated according to the Greenhouse Gas Protocol (GHG Protocol), a global standardized framework to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains, and mitigation actions.

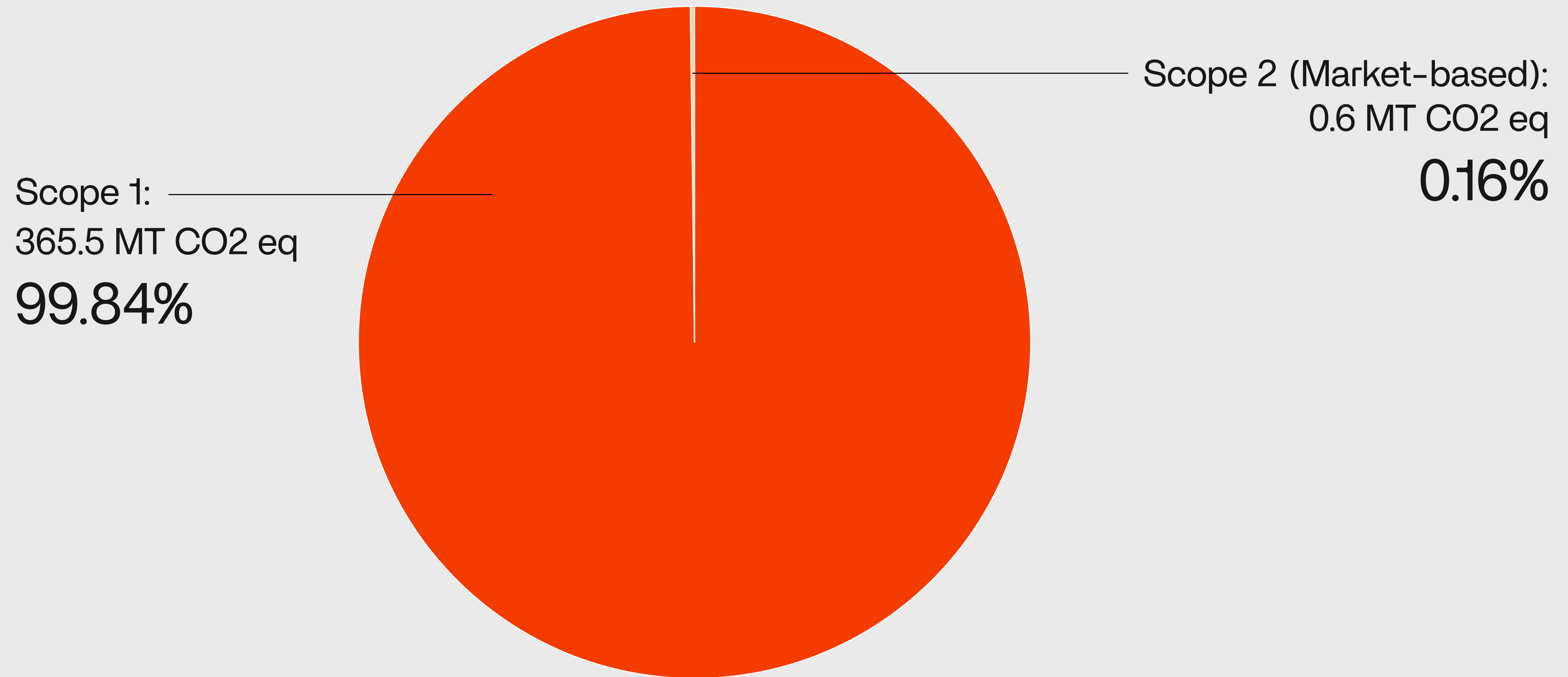
We calculated our Scopes 1 and 2 market-based and location-based carbon emissions which encompass any activities that we exert operational control over. This includes any facilities, vehicles, or other emissions sources we own, lease, or otherwise control.







## Scope 1 & 2





Our Scope 1 and 2 emissions increased year over year by 118.8 MT CO<sub>2</sub>e. Considering our direct and indirect emissions come almost entirely from the heating systems at our headquarters and distribution centre in Montreal. The year-over-year increase in emissions is attributable to a colder winter in 2024-2025, compared to one of the warmest winters on record in 2023–2024.

\*Metric tons of carbon dioxide equivalent.

Carbon Emissions (Metric Tons of CO2e)				
Scope	Emissions			
	FY2022	FY2023	FY2024	FY2025
Scope 1: Direct Emissions	404.90	318.10	246.70	365.50
Scope 2: Indirect Emissions	0.60	0.60	0.60	0.60
Scope 3: Other Indirect Emissions	N/A	33,737	N/A	N/A



# Methodology

We partnered with ClimeCo, a recognized industry leader, to calculate our Scope 1 and 2 emissions for our FY2022 baseline year. Using the framework and tools provided by ClimeCo, we have since taken over the internal measurement of our Scope 1 and 2 emissions.





# Offsetting Scope 1 and 2 at 100%

As part of our ongoing commitment to sustainability, we have chosen, for **the third consecutive year, to offset 100% of our Scope 1 and 2 emissions** through the Climate Action Gold Standard Portfolio by Ostrom Climate

The Gold Standard is a globally recognized standard for offsets, specifically designed to promote sustainable development worldwide. Projects must be completed in developing nations, and have co-benefits (benefits beyond the emissions reductions) that support the 17 SDGs.

Ostrom Climate, situated in Vancouver, British Columbia, stands as one of North America's leading providers of carbon management solutions. Their dedicated team serves as a crucial link between commitment and action, assisting individuals and organizations in meeting the pressing global challenge of climate change.

[Click here for more info](#)





# 4.2

# OPERATIONS AND LOGISTICS




# Shipping

The distribution process, both upstream and downstream, is one of the most significant contributors to greenhouse gas emissions within our operations. As a result, we've invested considerable effort in collaborating with our carriers to identify and implement sustainable solutions. Recognizing the complexity of shipping logistics, we prioritize transparency and have broken down each step to ensure our commitments are clear and easy to understand.





In delivery logistics, the journey from our warehouse to our customers' homes is divided into three key phases: first mile, middle mile, and last mile.



Each phase represents a distinct stage of the supply chain, covering specific steps in the movement of goods from their origin to the final destination.

- **First Mile**  
Goods are moved from our distribution centre to our carrier's distribution centre in Montreal.
- **Middle Mile**  
Goods are transferred from our carrier's distribution centre in Montreal to their regional hub distribution facility, closer to the end customer. (i.e. from Montreal to Toronto).
- **Last Mile**  
Goods are transferred from the regional hub to the end customer. Although the straight-line distance on a map may be shorter, this stage is more logistically intensive. Multiple vehicles are involved, covering greater distances overall as they make door-to-door deliveries.



# Electric Deliveries



These figures are derived from the data provided by our carriers and reflect their transparency in reporting to us.

First & Middle Mile: Unfortunately, as of fiscal year 2025, we no longer have access to electric vehicle partners for our first- and last-mile deliveries, as our previous carrier was acquired by a company that does not offer EV services.

Note that the industry is at the beginning of its journey; we are in constant communication with our carriers and supporting every project with the objective to electrify this part of our supply chain.



5

# CLIMATE STRATEGY



# 5.2

## TARGETS AND PROGRESS



# Emissions reduction

## Get

40% of our partner brands (spend-based) to officially have a target aligned with the SBT to reduce greenhouse gas emissions by 2030.

## Reduce

our greenhouse gas emissions by 30% relative to our revenues by 2030 from our 2023 baseline.

## Perform

a digital cleanup (i.e. clean mailbox, delete unused applications, delete old files and more) 2 times per year.

- **Progress:** We have improved our data archiving in our cloud system. It impacted 44.7% of our data, which was moved from high availability mediums to more long-term term efficient storage mediums which use less energy.

## Limit

corporate travel to 320,000 km annually regardless of employee count, emphasizing only essential trips.

- **Achieved:** 287,494 km total. From that, 2,928 were traveled by train which had lower carbon emissions.



# Water

## Reduce

our water consumption by 5% by 2027 from our 2023 baseline year, proportional to the average number of headcounts.

- **Progress:** This is the first full year that we have tracked our water consumption in the distribution centre on a monthly basis to identify trends and quickly detect any leaks or issues. This means that we now have a baseline against which to compare. For our first measured fiscal year, we are seeing an overall average water consumption per full-time employee (FTE) of 0.61 m3. The accuracy of the consumption per FTE is not perfect, especially in months where we had external contractors for the mezzanine work. It's the best we can do for now to measure our performance and the impact of changes.
- **Note:** As we're not the owners of the building where our Headquarters are located, there is no way for us to track or receive data on our water consumption accurately.



# Waste

## Reduce

the amount of waste going to the landfill by 3% from the 2023 baseline year, proportional to units shipped, and prevent contamination of the recycling collection route by disposing of liquids correctly by 2025.

- **Progress:** We've started measuring our waste weight at our HQ, which was the first step in moving from our hypothesis to more accurate data. This will allow us to measure the real impact of our initiatives.

## Implement

Implement composting initiatives at the head office and distribution centre, and hire a private company to oversee transportation and management of the compost material by 2025.

- **Achieved:** This has been implemented.

## Implement

sorting stations with clear signage to encourage proper sorting of compost, trash, and recycling by 2025.

- **Achieved:** This has been implemented.



# Waste

## Provide

employees with reusable and durable gloves to eliminate the use of disposable nitrile gloves by 2025.

- **Achieved:** We have successfully transitioned to reusable gloves across all operations. With all remaining stock of disposable nitrile gloves now phased out, this milestone marks a meaningful step forward in reducing waste and strengthening our commitment to sustainability.

## Implement

awareness and education workshops on waste management for employees and the cleaning staff every year starting in 2024.

- **Progress:** This initiative has been successfully implemented for our cleaning team. However, we've encountered greater-than-expected challenges in educating all employees on correctly using the various bins and understanding the labels on packaging. We remain committed to improving staff awareness and refining our efforts to sort waste effectively.



# Packaging Targets

## Eliminate

the use of bubble wrap entirely by 2026.

- **Achieved:** In November 2024, we officially eliminated bubble wrap and fully transitioned to using shredded cardboard as box filler.

## Reduce

waste generated from our operations by 5%, proportional to the number of orders shipped, by 2026 from the 2023 baseline year.

- **Progress:** We are not using any plastic tape for our packages, transitioning to 100% water-activated tape for downstream packages.

## Establish

guidelines and share best practices for suppliers' packaging (e.g., 100% recyclable packaging) by 2026.

- **Progress:** Updated packaging requirements have been integrated into the Vendor Compliance Manual. Vendors are now required to use recyclable materials, apply clear recycling labels, minimize packaging, and maximize fill rate to improve shipping efficiency and lower environmental impact.



# Transparency

## Incorporate

sustainable certification, country of origin, and material information on our product page for 50% of our products by 2028.

- **Progress:** The initiative is linked to the rollout of the new Product Information Management system (PIM) and the Master Data revamp for e-commerce product creation. The new PIM project remains on track, with full deployment planned for Q1 of FY27.

## Reach

100% of Altitude Sports owned-brand products to have supply chains mapped for Tier 1 and Tier 2 suppliers' level by 2028.

- Tier 1: Finished goods assembler & subcontractors
- Tier 2: Dyers & printers; finishers, weavers, knitters

## Commit

to publishing an impact report every year.



# Shipping

Ship	<p>Ship 30% of last mile deliveries with electric transportation modes by 2026.</p> <p><b>Progress:</b> We completed 272,309 last-mile electric deliveries, which represent 25.12% of all outbound shipping. We are on track to meet our target by 2026.</p>
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# Supplier targets - DEI

Reach	22% of brand partners (spend-based) with founders or CEOs, either women or from underrecognized social groups by 2027.
Get	75% of our partner brands (spend-based) to have a target for human rights based on internationally recognized organizations by 2028.
Get	100% of our partner brands to have a signed code of conduct for the factories that manufacture their products by 2028.



## Supplier targets – animal welfare

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**Get** 70% of brand partners (spend-based) that supplies down to have an animal welfare policy for down by 2027.

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**Get** 70% of brand partners (spend-based) that supplies down to have a certification for down by 2027.

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**Get** 50% of brand partners (spend-based) that supplies fur to have an animal welfare policy for fur by 2027.

---

**Get** 70% of brand partners (spend-based) that supplies wool to have an animal welfare policy for wool by 2028.

---



# Supplier targets – chemicals

Get	50% of our partner brands (spend-based) to have a Restricted Substance List approved by a third party like bluesign by 2028.
Get	90% of our brand partners (spend-based) compliant with Altitude Sports Restricted Substance List by 2028.

**Progress or Challenge:** Our greatest challenge lies in obtaining seasonal information consistently. While we have established a baseline, tracking this year-over-year presents logistical hurdles, as it relies heavily on our partner brands responding to our surveys. While many do participate, others face barriers such as limited knowledge, time constraints, or resource shortages. We are actively working on long-term solutions to overcome these challenges and advance collaboratively with our partners.



A scenic landscape featuring a winding river or lake that flows through a valley. The river is surrounded by dense, dark green forests on rolling hills. In the background, a range of mountains is visible, with some peaks catching the warm, golden light of a setting or rising sun. The sky is a mix of soft orange and pale blue. The overall mood is peaceful and majestic.

6

# OUR BRAND PARTENERS



# The data presented below reflects responses from 119 brands out of the 403 total brands we carry.

In terms of purchase volume, **these responses represent 50.52%** of our total spend. **We are committed to increasing this coverage to 80%** by 2027.

Each year, we invite our brand partners to complete our environmental product survey, allowing us to assess the environmental impact of the products we purchase. Our goal is to collaborate closely with each partner, sharing resources and insights to develop more sustainable solutions. Driving meaningful change in the retail industry requires collective action, and we are excited to share the insights gathered from our key suppliers.

Note: We also send a brand-level survey every three years; the next survey will cover FY2026.



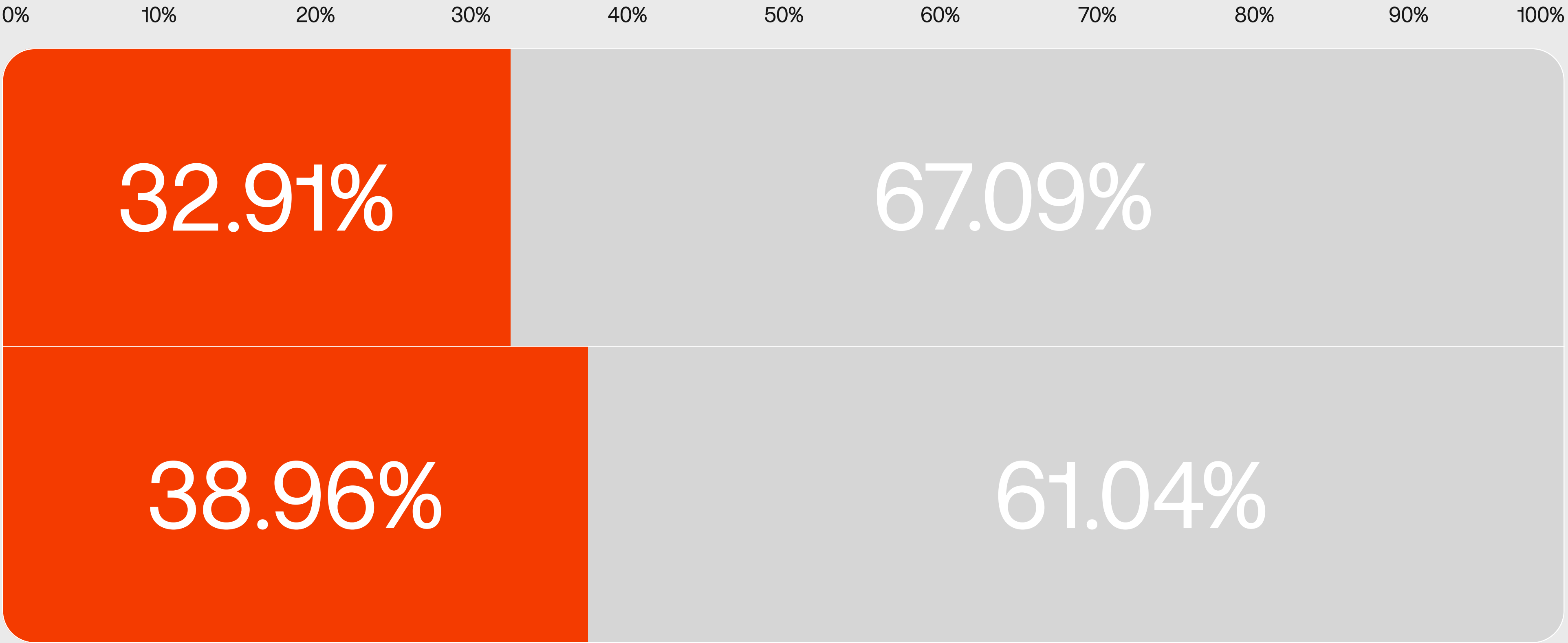
Thank you to the 119 brand partners that took the time to complete our survey and share their data with us.

Adventure Medical Kits, Allbirds, Altitude Sports Label, Altra, Armor-Lux, Astral, ATK Bindings, Atlas, Auclair, Backcountry Access, Black Crows, Black Diamond, Blundstone, BN3TH, Body Glove, Bogs, Burley, Burton, Camper, Carhartt Work In Progress, Caribou, Coleman, Color Kids, Columbia, Compressport, Cotopaxi, Counter Assault, Craft, DAEHLIE, Dahlgren, Darn Tough, Deuter, Deux par Deux, District Vision, Dovetail Workwear, Duer, Dunord, Eagle Creek, ewool, Exped, Faction, Fjallraven, Fluf, Fritschi, FUBUKI, Glerups, Goldbergh, Grayl, Haglofs, Hanwag, Happy Yak, Helinox, Helly Hansen, Hestra, Houdini, icebreaker, Kamik, Kari Traa, Kathmandu, Keen, Kombi, Komperdell, La Canadienne, La Sportiva, Leatherman, Leki, Lenz, Level Six, Life Sports Gear, Lowa, Lune Active, Maaji, Mammut, Matt and Nat, Mountain Hardwear, Norrona, O'Neill, LLC, Orage, Organic Basics, Outdoor Research, Pajar, Patagonia, Praise, prAna, Primus, Rab, RAINS, Raised by Wolves, Reima, RUX, SAXX Underwear, Sea to Summit, Shimano, Shinola, Shokz, SILVA, Smartwool, Smith Optics, Snow Peak, SOIA and KYO, Sorel, Spark R&D, Spyder, Stanley, Stonz, Sunly, Superfeet, Suunto, Sweet Protection, Ternua, The James Brand, The North Face, Topo Athletic, TUBBS, Vallier, Vans, Veja, Victorinox, YES



# Sustainable products

% of Altitude Sports FY25 purchases

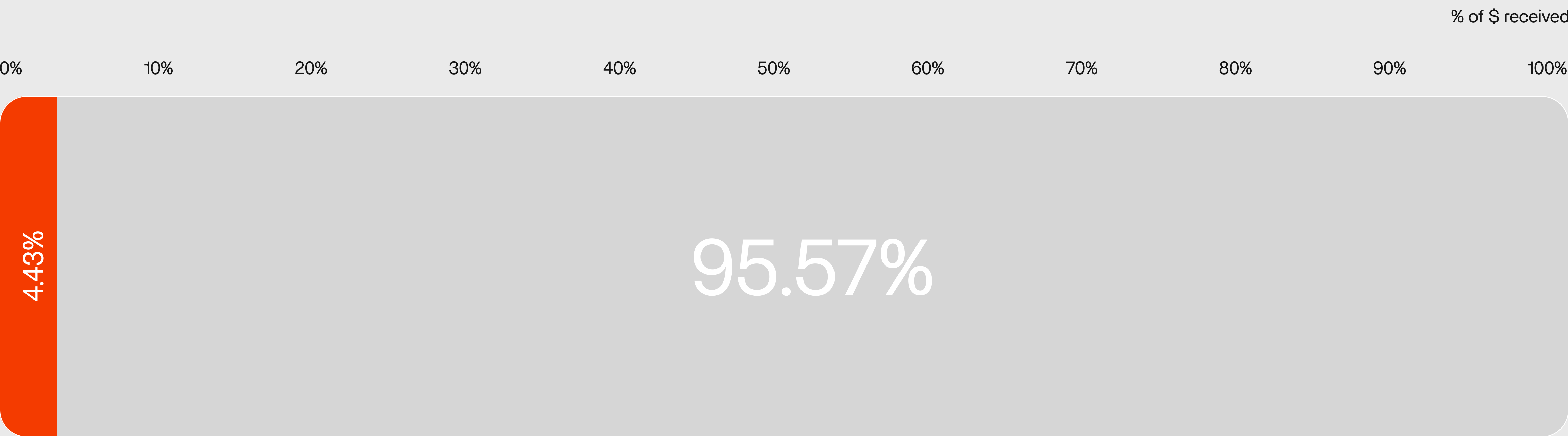


- Brands that responded "yes"
- Brands that responded "no" or didn't complete the survey



# Greenhouse gas emissions

Able to report the greenhouse gas emissions related to each unit?



- Brands that responded "yes"
- Brands that responded "no" or didn't complete the survey

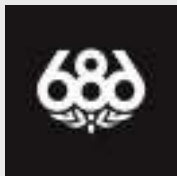


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# APPENDIX



# B Corp Partner Brands





# Glossary

**B Corp Certification:** Commonly found in brands that value sustainability, transparency and accountability for their impact, this certification (granted by B Lab) is about ensuring companies meet the utmost standard in five categories: workers, governance, community, environment, and customers.

**bluesign®:** An organization that partners with brands, manufacturers, and chemical suppliers to see the environmental impacts of the textile value chain reduced. Products that are bluesign certified go through rigorous on-site assessments, input stream management and chemical inventory verifications, meaning that they're of the highest level of safety for people and the planet. It's not just about having safe fabrics, but having safe practices throughout the whole process. Source: bluesign.com.

**Equity & Justice:** Equity fairly distributes access to resources and tools based on individual needs, and justice refers to transforming the systems at the root of inequality so they can continually support equity.

**ESG - Environment, Social, Governance:** A framework that assesses whether an organization is being held to high environmental and social standards.

**Fair Labor:** A label that promotes fair and non-discriminatory treatment of employees, with access to services, fair pay, and overall healthy working conditions.

**GHGs - Greenhouse gasses:** Greenhouse gasses (GHGs) are found in the earth's atmosphere and naturally act as heat containers through what is called the greenhouse effect. The increase in GHGs is what's affecting the earth's internal temperature, primarily causing global climate change.

**GOTS - Global Organic Textile Standard:** GOTS is recognized as the world's leading standard for organic textiles. It encompasses both environmental and social criteria and aims to ensure the organic status of textiles, from the harvesting of raw materials through environmentally and socially responsible manufacturing all the way to labelling to provide a credible assurance to consumers.

**GRS - Global Recycled Standard:** GRS is an international, voluntary standard that sets requirements for the content and production process of products made with recycled materials. It was developed by the Textile Exchange, a global nonprofit organization dedicated to sustainability in the textile industry.

**MT eq - Metric Ton Equivalent:** It's a unit used to express quantities of greenhouse gasses or other emissions in terms of their impact relative to a metric ton (tonne) of carbon dioxide (CO2).

**OEKO-TEX®:** Founded in 1992, OEKO-TEX sets itself apart by independently testing textile and leather products in laboratories in over 70 countries. Among their numerous certifiable labels, their most known may be the OEKO-TEX® STANDARD 100, which checks for harmful chemicals in every article, be it buttons, zippers, or threads, so that you know what you're wearing is human safe at every stage.

**PFCs & PFAs:** Also known as “forever chemicals”, these substances are composed of toxic fluorinated chemicals that have been contaminating essentially everything, from our oceans to the air. There's a difference between these acronyms that is important to note.

**Renewable Energy:** A form of energy that can be consumed using renewable natural sources. Some examples include sunlight, wind, or water.

**RSL - Restricted Substances List:** RSL refers to a compilation of substances that are restricted or prohibited for use in certain products or processes due to environmental, health, or safety concerns. These lists are often created and maintained by regulatory agencies, industry groups, or individual companies to ensure compliance with regulations and standards.

**RWS - Responsible Wool Standard:** The Responsible Wool Standard (RWS) is a social, environmental, and animal welfare certification ensuring the ethical treatment of wool animals and sustainable land management practices.

**Science-Based Targets:** Targets providing clear paths for corporations to reduce their GHG emissions and bring down the earth's internal temperature, as per the climate research guidelines, in line with the goals of the Paris Agreement.

**Scope 1, 2, 3 Emissions:** A way for measuring and categorizing the type of greenhouse gas emissions (GHG) a company creates directly or indirectly. For example, a scope 1 emission would be the amount of fuel being burnt from transportation vehicles delivering goods. A scope 2 emission is an indirect emission such as heating, electricity, or cooling. This is considered indirect because even if the company purchases these sources, they're generated off-site. Scope 3 emissions are every other indirect emission that is related to the company, but not controlled by them, such as (but not limited to) employee commutes or consumer disposal practices.

**UNSDGs:** The United Nations Sustainable Development Goals (UNSDGs) are a set of 17 goals that United Nations Members have developed to strive towards world peace and prosperity for present and future generations.



