Black Diamond®



ANNUAL IMPACT REPORT 2025

PROTECT WHAT MATTERS

A letter from Black Diamond President Neil Fiske.

As we publish our Impact Report for 2025, we do so at a truly unprecedented time in the fight to protect our planet. In our home state of Utah, three million acres of public lands just got put up for grabs, shrinking two sacred National Monuments (Bears Ears and Grand Staircase-Escalante) by 90 percent. Across the United States, we are experiencing systematic and potentially irreversable attacks on public lands. Meanwhile, planet Earth continues to heat up largely unabated—and faster than many scientists would have predicted even a few years back.

Our work to protect public lands and the planet at large has never been more critical, and our collective voices have never been more needed.

So this Impact Report takes on added importance. The three pillars of our strategy – Advocacy, Sustainability, and Inclusion – haven't changed. But the stakes and the urgency are higher than ever.



Looking back on 2025, we made good progress and at the same time recognize that there is much more to do. Here are the highlights:

Advocacy:

In 2025, we launched our Not.One.Acre. campaign in response to attacks on public lands. This campaign activated the climbing community, asking them to make calls, write letters, and protest for our nation's public lands. We also took the fight to Washington in partnership with the Conservation Alliance, while continuing to invest in the Access Fund to protect the places we hold dear.

Sustainability:

We continued to strive towards our 2030 Carbon emission goals by consolidating our vendor base and working with more environmentally advanced factories. We also increased our use of preferred materials, like CiCLO® fibers and recycled synthetic insulation in our apparel. Our ReRoute repair team expanded, introducing a storefront, making gear repair more accessible, and repairing thousands of pieces of gear.

Inclusion:

We continued to do our part to break down participation barriers to the sports we serve. We have continued to fund and support the inclusion programs we launched in 2020 and have expanded our opportunities to include other scholarships.

Our founder, Peter Metcalf, always believed that Black Diamond was more than just a business. As he said often, "We are here to make a difference on matters of great importance to our community." This report serves as a roadmap for our actions and to hold us accountable to deliver on this bigger purpose.





VISION

Be one with the sports we serve

MISSION

Engineer the future of mountain sports 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 push ourselves. From our humble beginnings in 1989, we have been committed to helping preserve this precious resource for future generations of outdoor enthusiasts.

In 2025, we saw attacks to public lands from the national government in unprecedented ways. This led to our “Not. One. Acre.” Campaign, focused on activating the climbing community and asking them to help us in protecting public lands from private sell-off.

We continued our advocacy for wild places through our brand partners: Access Fund, The Conservation Alliance, and SUWA. As a brand, we have used our place in the global outdoor community to take care of the places intrinsically linked to mountain sports; these partners help make us better stewards.

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.

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- LOCAL ADVOCACY P. 20



NOT. ONE. ACRE.

The year 2025 was tumultuous in the US, with numerous attempts through legislative proposals to change access and ownership of public lands.

First, there was the hiring freeze and defunding of the National Park Service; then there was the public land sell-off proposal covering over 500,000 acres; and an attempt to free up our National Forests for development, mining, and logging by removing of the Roadless Rule.



In response to these unprecedented attacks on public land, Black Diamond:

- Donated and raised money for multiple organizations focused specifically on protecting public lands. This includes Access Fund, the Conservation Alliance, and National Parks Conservation Alliance.
- Lobbied for public lands in DC with the Outdoor Industry Alliance
- Wrote letters, made phone calls, and held meetings with senators and representatives at our HQ office in Salt Lake City, advocating for preservation on public lands.
- Joined and activated with the Brands for Public Lands Coalition: a movement of businesses committed to defending our public lands and waters from degradation, development, or selling them for short-term profit.
- Rallied the BD community through social media and email, encouraging civic engagement and providing outlets for writing or calling their representatives.
- Organized letter-writing campaign events within our community and with BD employees.



All year long, we saw our community come together to make calls, write letters, and protest for our nation's public lands. The power of community cannot be understated, and when it comes to land stewardship, it is our most powerful tool in making a difference—we saw that in action in 2025. We want to thank our community for using their voices to protect public lands.



A priceless and irreplaceable resource that can't be reduced to a line item on a balance sheet, our public lands are intrinsically tied to the life-defining pursuits of climbing, skiing, and mountain sports that our company was built to serve. We are proud to stand with brands and public lands users of all types in opposition to these short-sighted proposals.

- Neil Fiske, BD President.

ACCESS FUND

Learn more about **Access Fund** at accesfund.org



Since 1991, Black Diamond has contributed over a million dollars to Access Fund and their mission to protect America's climbing. They lead our community toward sustainable access and conservation of the climbing environment and continue to be our trusted partner in climbing land advocacy and conservation.



In 2025, Black Diamond continued to deepen our relationship with our most trusted advocacy partner:

- Sponsored and attended the Advocacy Conference. This allowed for quick action on the first public land grab of 2025.
- Partnered with Access Fund on numerous CTA's about public lands in 2025 through our Not. One. Acre. campaign.
- $80,000 December match fundraising campaign for Access Fund.
- Product donation for stewardship teams and fundraising opportunities.
- BD employee volunteer days with the conservation team in Little Cottonwood Canyon and Indian Creek.

CONSERVATION ALLIANCE

The Conservation Alliance is the leading business coalition for conservation. They believe that cooperation among businesses is the most effective way to make the biggest impact, and it provides the leadership and expertise to safeguard wild places, building strategic plans and investments in land and water conservation. As a member, Black Diamond uses our voice and resources to protect the wild places we rely on, because protecting nature is fundamentally good for business and the planet.





Public lands faced many threats and attacks in 2025; this prompted the Conservation Alliance to start Brands for Public Lands, a coalition of businesses focused on protecting public lands from policy threats. Collectively, brands elevate specific land issues to their customers, leverage their brand name to influence policymakers, directly lobby for public land protections, and support a culture and story that public lands are critical for business. This coalition goes beyond outdoor industries like ourselves, showing that standing for public lands is an issue every American business can get behind.

Explore the **Conservation Alliance** at Conservationalliance.com

Through Brands for Public Lands and the guidance provided by the Conservation Alliance, Black Diamond responded quickly and efficiently to numerous attacks on public lands.

At Black Diamond, we do not claim to be advocacy experts, but by partnering with the Conservation Alliance and its policy team, we can leverage the most meaningful and impactful change.



ACCESO PANAM PROJECT

Acceso PanAm is a non-profit organization committed to supporting climbers and climbing areas in Latin America through community support and sustainable conservation. In 2025, Black Diamond joined Acceso PanAm for a three-year partnership, focused on strengthening conservation and access by connecting climbing and mountaineering communities across the region through Voces LatAm.

Voces LatAm is a seminar and mentorship series focused on connecting climbers and sharing information and ideas for conservation projects. In 2025—the program's first year—more than 220 people from 14 countries participated in trainings on organizational management, strategic communication, and conservation policies.



There is already a strong grassroots advocacy work being done by local climbers throughout the region. The issue is not a commitment to land access and conservation, but a lack of structural support allowing these communities to communicate and share initiatives and goals.



Learn more about **Acceso PanAm** at accesopanam.org

In 2026, the seminars will continue to focus on regional connection while expanding community activation and amplifying local experiences.

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, because at the end of the day, this is where we have the most impact.

In 2025, Black Diamond worked with these trusted partners:

SALT LAKE CLIMBERS ALLIANCE

This organization advocates for the protection of outdoor climbing access around Salt Lake and the Wasatch mountains and maintains sustainable climbing resources through trail work and bolt replacement.

Learn more about **Salt Lake Climbers Alliance** at saltlakeclimbers.org

SAVE OUR CANYONS

A Utah non-profit committed to protecting the beauty and wildness of the Wasatch Range. Black Diamond leaned on them for guidance in our opposition to the LCC gondola, proposed land mines, and more.

Learn more about **Save Our Canyons** at saveourcanyons.org

INTERNATIONAL RESCUE COMMITTEE

An organization helping restore health, safety, education, economic well-being, and power to people devastated by a humanitarian crisis. Black Diamond supported them by sponsoring and helping install a new sprinkler system for their New Roots community garden and hosting a Winter Coat drive at HQ, donating warm-weather jackets, gloves, and boots. Black Diamond employees benefit from and offer support through a summer CSA program.

Learn more about **International Rescue Committee** at rescue.org

SOUTHERN UTAH WILDERNESS ALLIANCE – SUWA

The goal of the Southern Utah Wilderness Alliance is to be a unified voice to work proactively with local and federal land managers to ensure access to public lands, preserve sensitive terrain, and replace ageing hardware in the Southwestern Utah, Northwestern Arizona, and Southeastern Nevada region.

Learn more about **Southern Utah Wilderness Alliance** at suwa.org

Local Advocacy Work

Black Diamond employees are provided opportunities to give back, including:



Managing invasive plant species through weeding with Cottonwood Canyons Foundation.



Volunteering with the Salt Lake Climbers Alliance during their annual fundraiser and on trail workdays.



Volunteering with IRC in their New Roots community garden.



Swinging axes and moving rocks with Access Fund on trail workdays in Little Cottonwood Canyon and Indian Creek.

SUSTAINABILITY





SUSTAINABILITY

From Clean Climbing To Clean Business.

As a climbing company, the key principles of clean climbing and alpinism are core to who we are and to 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 know, sometimes, it takes more than one try.

We apply these guiding principles with rigor and passion to our sustainability strategy.





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.

Our sustainability strategy is focused around driving positive change in the following key areas:

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2030 GOALS

Reaching our sustainability goals requires a multifaceted approach. Here are our metrics:

Reduce our Carbon Footprint

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

Focus on Preferred Materials

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

Simplify the Business

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

Improve Product Longevity

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

Become A Certified B Corp

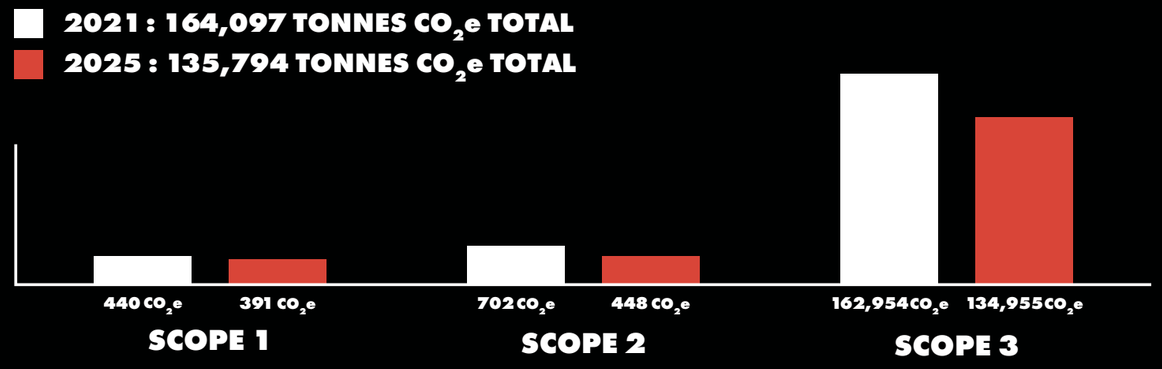
REDUCE OUR CARBON FOOTPRINT

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 have 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 cut our carbon intensity in half by 2030.



2025 CARBON FOOTPRINT UPDATE



Our carbon emission numbers for 2025 show a 21% reduction against our baseline year, 2021. In scope 1 we had a 11.14% reduction, in scope 2 a 36.18% reduction, and in scope 3 we reduced by 17.18%.

While our overall carbon footprint reduced significantly, our carbon intensity (as measured by tonnes of CO_2 by dollar of sales) experienced some growth. Lower revenue due to business simplification and macro industry changes led to lower emissions, but also a lower revenue base. Carbon intensity in relation to overall revenue in 2025 increased by 2.8% to our baseline year, 2021. We did make real progress in our scope 1 and scope 2 carbon intensity, reducing those by 10%. Scope 3 will continue to be our biggest challenge.

The progress we have made is real and something we are excited about. We are committed to finding more solutions to reduce our impact further.

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.
  2025: 390.5 tonnes of CO_2e
- **SCOPE 2:** Indirect emissions from purchased energy.
  2025: 448.1 tonnes of CO_2e
- **SCOPE 3:** All other indirect emissions in the value chain.
  2025: 134,955.7 tonnes of CO_2e

*Our 2021 baseline and 2025 carbon footprint measurements were both validated by an independent third-party organization.

Reductions In Manufacturing

Approximately 90% of our carbon emissions come from our manufacturing factories. We must work with our selected factories and vendors—who are as committed to reaching our sustainability goals as we are—to make progress in reducing our carbon footprint.

We want to highlight two examples of vendors that have made strides in reducing emissions: Northweft and Fuko.



Northweft—Soft Goods Vendor

Sustainability is core to Northweft's business; they prioritize responsible sourcing, ethical manufacturing practices, and environmental stewardship.

- Installed 2 MW of solar and counting.
- Completed 8 projects focused on heat and steam reduction and circulation.
- Achieved a 54.7% reduction in Scope 1 and 2 emissions from a 2022 baseline.
- Implemented water treatment program, with 56.7% of water being reused, 27.8% of that being treated wastewater.

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 2025:

- UL-certified recycled aluminum program saved 244.2 tCO_2e.
- Utilizing recycled EVA foam in trekking pole production.
- Water usage and wastewater reduction efforts.
- Reductions in electricity and standby power usage.

INITIATIVE	TONS OF CO2 SAVED IN 2025
Energy-efficient cooling	130.9
Energy-efficient lighting	46
Solar	437.3

FOCUS ON PREFERRED MATERIALS

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

Whenever possible, we're making the extra effort to use materials such as recycled polyester, organic cotton, bamboo and cork products, and recycled aluminum. By being intentional with our materials, prioritizing those that are circular, bio-based, or recycled, we are reducing our carbon footprint and working towards being better stewards to the land from which those materials were obtained.



Focus on Preferred Materials

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 by the Numbers: 2025

100%	Of our down comes from farms certified to the Responsible Down Standard (RDS)
100%	Of our wool comes from farms certified to the Responsible Wool Standard (RWS)
45%	Of our packs use fabrics with recycled content
54%	Of our apparel uses organic or recycled content
48%	Of our polyester apparel styles use recycled content
88%	Of our our cotton is organically sourced
62%	Of our gloves use fabrics with recycled content



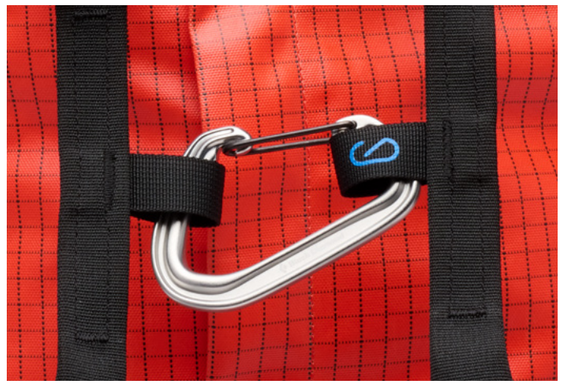


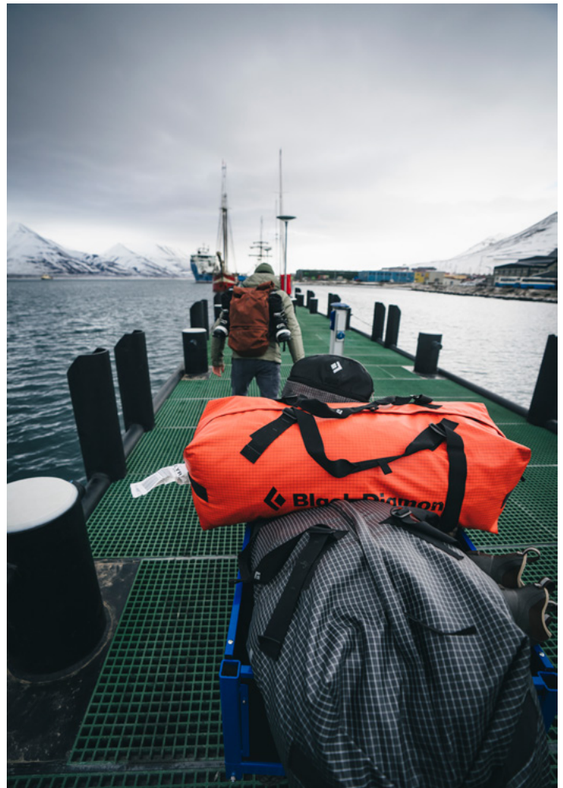


Visibility and traceability in the supply chain are paramount to impactful changes in emission reductions. In 2024, we partnered with UL Solutions to independently validate the recycled aluminum content in our climbing hardware and trekking poles. By integrating recycled aluminum into these products,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

25%	All of our carabiners use our proprietary BD7075 aluminum containing 25% pre-consumer recycled aluminum
14-30%	Our Trail Cork, Trail Back, Pursuit FLZ, Distance FLZ, & Distance Z trekking poles contain 14-30% pre-consumer recycled aluminum

The Mission Duffel: Designed in true alpine style.









A pinnacle product in quality, design, and sustainability, the Mission Duffel is the perfect alchemy of how our commitment to the principles of clean climbing influences our product design and sustainability goals to make a best-in-class product.

Constructed from a single piece of BD PET 900D polyester fabric, less than 1% of the body fabric is thrown away, the Mission Duffel takes 66% fewer steps to build than traditional expedition duffels, and weighs only 2.2 lbs—making it one of the lightest expedition duffels. The Mission Duffel is made from a single recycled polymer, meaning that after years of use and abuse, it can be widely recycled without deconstruction (except for removing the metal buckles and zipper feet).

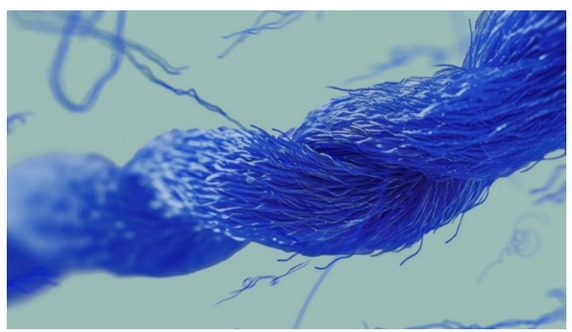


CiCLO®

Made to last, not here forever.™

When blended with recycled or virgin polyester or nylon during melt extrusion, the CiCLO® active ingredients create pathways that attract naturally occurring microorganisms. This enables complete biodegradation of the CiCLO fibers, leaving only natural elements behind. Biodegradation is activated only after prolonged exposure to moisture and microorganisms, assuring fibers and fabrics maintain their durability and performance during use.

- Products created with CiCLO® technology help reduce microplastic fiber pollution in the environment.
- Our Rift Fleece features 100% CiCLO® recycled polyester.
- Moving forward, we are integrating more with CiCLO® as a technology partner to reduce microplastic shedding in our fleece and apparel line.







RECYCLED INSULATION

We are introducing recycled insulation across more of our apparel line, specifically in our insulation families. The recycled content is made from post-consumer recycled content—like plastic bottles—that would otherwise go to landfills or oceans. It is just as durable and effective as virgin polyester insulation, but prevents plastic from waste streams.

Our Solution family uses 74-99% post-consumer recycled polyester insulation, and our First Light family uses 60% recycled content.



SIMPLIFY THE BUSINESS

We continue to be hyper-focused on keeping our product line simple and effective. This is not just a margin or efficiency play—it is a sustainability decision rooted in limiting waste, streamlining operations, and focusing on gear that matters to our users.



We've always been drawn our inspiration from the alpinist mindset: do more with less. Our commitment to remaining a simplified business reflects this philosophy—not just on the mountain, but across our entire product process.

Benefits Of Simplification



- Fewer vendors, increased influence: By decreasing our number of vendors, we increase our influence with these partners. This allows us to align on sustainability goals like reducing our shipping and transportation in both miles and quantity, therefore, reducing our carbon footprint. We can encourage a transition to clean and renewable energy throughout our entire supply chain and enhance preferred material sourcing.

- Fewer SKUs = less waste, less overproduction, and reduced risk of obsolete inventory.

- Stronger sell-through: A tighter line leads to better stories for our retail partners and greater inventory efficiency

- Simplified tooling + components: Supports our goals around material reduction, repairability, and product circularity.

- More room for innovation: Cutting marginal styles frees up space to focus on what truly moves the needle and serves our users.

Sku Reduction Update:



In 2025, we continued to be hyper-focused on reducing our SKU count across all parts of the business.

- **FEWER SKUS = LESS WASTE:**

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

Spring 2021 to Spring 2025:	**14.75% SKU REDUCTION**
Fall 2021 to Fall 2025	**16.55% SKU REDUCTION**

We measure SKU reduction twice a year with each new launch season, as this is when we introduce new styles and drop products. We measure againist 2021 as it is the baseline year for our 2030 goals.

Manufacturing Simplification & Partner Update:

To help reduce scope 3 emissions, we have been reducing our supply chain and manufacturing partners. This helps us ship from fewer locations with full containers, while strengthening our partnerships with current vendors who are also focused on reducing harmful emissions.

- Reduced our vendors from 60 to 45
- In 2025, 73% of our spend was with our top 7 strategic partners—this accounts for the bulk of our product.



IMPROVE PRODUCT LONGEVITY



When we start making a product, we are not just thinking of its creation, but how it will be used year after year, and then what that product's end of life should be. 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. This longevity is a part of our sustainability strategy.

The expansion and success of our ReRoute repair program and warranty policies keep our products in use and out of landfills.



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

BD REROUTE

REPAIR. REPURPOSE. RECYCLE.

In 2025, our ReRoute team built a solid and impressive foundation for product repair and recyclability.

In the late spring, the team worked hard to **create and stock a ReRoute Repair center at our HQ in SLC, UT.** This location opened in July 2025 and now serves the local SLC area with in-person gear repairs and the opportunity to buy refurbished trekking poles, packs, climbing gear, and apparel. The ReRoute team also created a repair network of trusted small businesses to serve our users nationwide. We have partners in Alaska, Idaho, Utah, and eastward expansion coming in 2026.

In the fall, a few ReRoute team members loaded up their sewing machines and tools in the BD van, setting out on a repair road trip. They stopped at the Lake Tahoe Athlete Summit to repair athlete gear and discussed how to make durable, sustainable gear. Then, they stopped in Yosemite Valley for the Yosemite Facelift, where they offered repairs to climbers and helped with clean-up. Their final stop was at Rocktoberfest in the Red River Gorge. **Over the course of their road trip, ReRoute completed 630 cam reslings and 145 gear repairs**—that's almost 800 pieces of gear kept out of landfills!



REPAIR PARTNER NETWORK

- Bobbin Around Creations, Alaska
- Needle And Shred, Idaho
- Gear Helper, Utah



REROUTE REPAIR STATS FOR 2025

- Over 1000 apparel and pack repairs
- Over 15,000 cam reslings and repairs

BECOME A CERTIFIED B CORP

At Black Diamond, we are committed to outdoor places and the people who live and recreate in those places. By becoming a certified B Corp, we have a third-party partner to help us better map out our way to success, locate blind spots, and hold us accountable.

In climbing, you have your belay partner check your knot. When it comes to sustainable business, we want a company that puts people and planet first, checking our strategies and policies. To us, becoming a certified B Corp is a commitment; one that aligns seamlessly with our sustainability strategy.





UPDATE FOR 2025

We have completed the new assessment based on the 7 key areas: purpose & stakeholder governance, climate action, human rights, fair work, circularity & environmental management, justice, equity, diversity & inclusion, and public affairs. We are now adapting the current 3-year plan to meet those new requirements and become a Certified B Corp by 2030.

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**
- **NOLS X BLACK DIAMOND ELEVATE SCHOLARSHIP**

Partner Highlight

- **CRUX WILDERNESS THERAPY**
- **MOUNTAIN MUSKOX**

AMGA BIPOC SPI Program

> We weren’t just learning knots or anchors, we were connecting through a shared passion that transcended lifestyles and egos.
>
> –Ishmail Azimulla, BIPOC SPI Course Participant

24	CERTIFIED SINGLE PITCH INSTRUCTORS
9	APPRENTICE ROCK GUIDES
2	APPRENTICE ALPINE & SKI GUIDES
1	ALPINE SKILLS COURSE GRADUATE
1	ALPINE ROCK MODULE GRADUATE





As part of our commitment 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 over 60 scholarships.

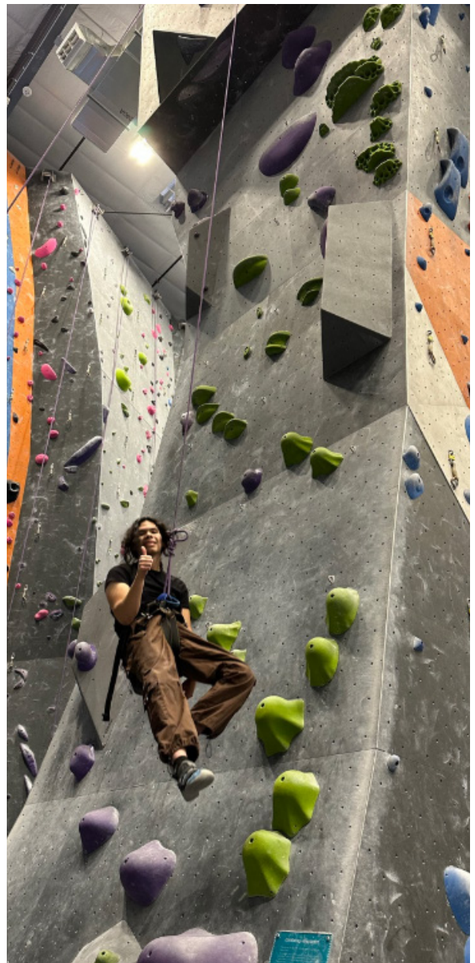
In 2025, we sponsored 6 individuals through the BIPOC SPI Program, which included 100% coverage of course tuition, free Black Diamond product, and a travel stipend.

Explore the **AMGA BIPOC SPI Program** at AMGA.com

Climbing 4 Change

Learn more about **Climbing for Change** at climbingforchange.org

Climbing 4 Change has one mission: making connections and uplifting underserved minorities within the outdoor industry. From athletes to industry leaders and filmmakers, Climbing 4 Change aims to make our industry a more diverse, equitable, and inclusive place. Black Diamond has been a close partner since the beginning, and we have been sponsoring their Gym to Crag grant since 2020. In 2025, we provided $11,500 in grants supporting over 300 individuals, including:



- The RISE program supported by the Central Appalachian Climbers Coalition. RISE used the C4C Gym to Crag Grant to introduce 33 kids from 8-14 from two local non-profits—Girls Inc. of Bristol and the Boys & Girls Club of the Mountain Empire (BGCME)—to bouldering in a structured, multi-session program. Over the course of the fall, each organization completed five indoor climbing sessions at Appalachian Bouldering Center. The Girls Inc. group concluded their program with a day at the local boulders in Bristol, letting the kids climb real rock for the first time.

- Boys and Girls Club of Wake County Mosaic Youth Engagement Project. This project provided climbing experience for youth with limited access to the sport in a welcoming and confidence-building environment. It was put on weekly for 10 youth participants, and they found kids grew stronger, braver, more resilient, and gained a new appreciation and interest in climbing. The Mosaic program was about more than climbing—it built confidence, community, and opened the door for lifelong connections.











NOLS X Black Diamond Elevate Scholarship

Explore the **NOLS X Black Diamond Partnership**
at BlackdiamondEquipment.com



In 2025, we joined NOLS in launching a scholarship to invest in the outdoor community. Together, we believe that the wilderness is the best teacher and that the lessons learned and skills sharpened in wild places help elevate the leader in everyone.







THE BLACK DIAMOND ELEVATE SCHOLARSHIP

We know that easy access to the outdoors is a privilege that not everyone shares, and the Black Diamond Elevate Scholarship exists to foster the outdoor community by providing a pathway to wilderness education and leadership for those who may lack the means to arrive there on their own.

We funded 5 scholarships that included travel, hard goods, and apparel in the amount of $35,000 for trips, from short hiking to multi-week backpacking and rock NOLS courses.

The impact of this program is palpable. A scholarship recipient shares about this impact and her experience in an essay. We look forward to continuing the Black Diamond Elevate Scholarship program in 2026.

“ ”

For years, I lived convinced I could rely only on myself. But you cannot climb a multipitch without surrendering to your belayer. You cannot backpack without accepting support. You cannot share tents, food, or silence-turned-laughter without letting people in. That illusion of independence cracked quickly in the backcountry, and I am grateful it did.

– Lauryn Bailey, reflecting on her NOLS scholarship experience

Partner Highlights





CRUX WILDERNESS THERAPY

Crux Wilderness creates programming used to help veterans get through whatever crux they are facing; to build community and to learn long-term sustainable strategies for mental and physical health by engaging in outdoor activities.

“It takes practice, perseverance, training, and grit to get through the crux and to finish the route.” – Crux Wilderness Therapy Team

In 2025, Black Diamond supported Crux Wilderness Therapy through product donations for fundraising and to be used in programs.

Learn more about **Crux Wilderness Therapy**
at cruxwildernesstherapy.org



MOUNTAIN MUSKOX

Mountain Muskox provides support and care for those who have been impacted by loss or trauma in the mountains by creating and fostering a healing community and global network that understands mountain trauma.

In the winter of 2025, Black Diamond launched the pink Hydra Ice Tool – Will Gadd Edition and donated 50$ to the Mountain Muskox Mentorship program for each tool sold.

Learn more about **Mountain MuskOx**
at mountainmusox.com

And More

- We sponsored the All of the Above Trail Race with the Venture Out Project.



- We created and designed a Pride-themed sticker pack, which we sold to benefit the Trevor Project, donating all proceeds.



- We sponsored the Climbers Unidos event – an event put on by one of our previous BIPOC SPI graduates and founder of Escaladores Unidos.



- Donated product in support of our partners at the Adaptive Climbing Group.



- Donated product to the fundraiser supporting the Grizzly Bear Foundation.

- Supported our local affinity groups here in Salt Lake—the Salt Lake Area Queer Climbers and Color the Wasatch.



- Sponsored Rox Fest—an event thrown by and in support of our partners at Memphis Rox.

- Continued our quarterly donations to the Honnold Foundation.

- Supported Ascend by donating necessary products for their programming, furthering their mission to empower young Afghan women through mountaineering, rock climbing, and leadership training.



Black Diamond Improving Inclusion Internally



At Black Diamond, we are also committed to creating an inclusive and productive environment internally, knowing our inclusion work outside of the organization must be reflected within.

To do this, our in-house Access and Inclusion committee implemented quarterly assessments and surveys designed to keep our inclusivity goals top of mind—both internally and externally.



After an assessment, each department picks its own access and inclusion goal to best suit its team members and dynamics. For example, some teams are focused on making our product more inclusive, like the apparel development and field-testing teams. Others focused on ensuring the physical spaces Black Diamond embodies are inclusive, like our facilities team internally and our retail team externally.

These quarterly assessments are intended to help accomplish the following at BD:

- Bring access and inclusion principles to the forefront at BD
- Implement visible, thoughtful, and inclusive change in customer-facing product and marketing materials.
- Improve Black Diamond employees' experience and sense of belonging
- Identify and eliminate potential exclusionary procedures, images, or copy.



Annual Access & Inclusion Training

- Since 2020, Black Diamond has offered an annual Access & Inclusion training for all employees. The topics change every year, and in 2025 we focused on mental health awareness.



Black Diamond®



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