



### **Osprey 2009 Sustainability Report:**

Celebrating our 36<sup>th</sup> year as an independent pack manufacturer, Osprey has enjoyed a long tradition of developing the highest quality packs for outdoor enthusiasts. Our commitment to creating a long-lasting, durable product has been at the company's core since the start, defining our mission for quality design with less impact. For Osprey, sustainability is built into our packs, which are built to last a lifetime and backed by the [All Mighty Guarantee](#). Osprey continues to look for sustainable solutions in the manufacture of our product, incorporating more recycled materials and mitigating waste during many aspects of production and supply.

Continued success with our volunteer and carbon reduction programs signifies the overall strength and commitment of Osprey's sustainability efforts. The Osprey Volunteer Incentive Program, which allows Team Members eight hours of paid volunteer service per year, witnessed over 200 hours of work put towards the completion of many different local, regional and national projects. The Sustainable Transportation Program for Team Members also remained strong with high participation and substantial savings in fossil fuel emissions. Osprey first organized this program to reduce our carbon footprint by offering cash incentives for Team Members who carpool or use non-motorized transport.

New initiatives and partnerships in 2009 demonstrate Osprey's ability to implement further goals to reduce impact and improve community relations for the future. One such commitment is Osprey's partnership with Telluride Ski Resort, which represents an opportunity for two southwest Colorado brands to promote their vision of success and sustainability in the region. Osprey helps support Telluride's mission to green their lifts by sponsoring green power for the Prospect Express (Lift 12).

Osprey produced additional results in its sustainability program in 2009:

- [ReSource](#) – Our Resource packs are made from >80% recycled PET drinks bottles by content. In a broader sense, our entire product line is designed to last a lot longer than those products made from less durable materials, therefore design can actually minimize environmental impact. We are constantly improving our supply chain to localize raw material sourcing, reduce waste and ship our products in recyclable poly bags within recycled carton boxes.
- The Osprey Pro Deal Donation Program, which requires a two dollar per transaction donation, raised over \$5,300 in 2009 for diverse, environmental non-profits including the Continental Divide Trail Alliance, the Appalachian Trail Conservancy, the Pacific Crest Trail Association, The American Discovery Trail and the Ice Age Park and Trail Foundation.

- On a local level, Osprey donates 5% of all proceeds from bi-annual community Local's Sale events to select, local non-profit organizations. In the spring of 2009 we raised \$1,260 for the Four Corners Recycling Initiative to aid in efforts to expand local recycling services and educational outreach. In the fall of 2009 we raised \$2254 for The Bridge Emergency Shelter to aid in their efforts assisting the homeless citizens of the Cortez community. The Osprey Local's Sale is a reflection of Osprey's appreciation for and dedication to the Southwest Colorado regional Community.
- Osprey played a key role working with Conservation Next, a program of the Conservation Alliance, to execute and participate in a successful Backyard Collective Volunteer Event performing critical trail work and invasive plant removal in Eldorado Canyon State Park near Boulder, Colorado. Working with Colorado based Conservation Alliance member companies and environmental non-profit, the day saw over 100 volunteers contributing 600 total hours of service vital to Eldorado Canyon. For more information on Conservation Next and a Backyard Collective Event in your area, please visit <http://www.conservationnext.com/act>
- Osprey's Volunteer Incentive Program pays each Team Member eight hours per calendar year for local, state and national volunteer efforts. In 2009 we donated a total of nearly 240 volunteer hours on a wide variety of projects including Conservation Next's Boulder Backyard Collective, National Public Lands Day in Mesa Verde National Park, The Access Fund's Hawkins Preserve Project and the local Carpenter Preserve Open Space project, among others.
- 2009 marked Osprey's debut as a national sponsor of The Wild and Scenic Environmental Film Festival, the largest environmental film festival in the United States. The Wild and Scenic Environmental Film Festival sits apart from the hundreds of festivals around the world by leaving you feeling INSPIRED and MOTIVATED to go out and make a difference in your community and the world.
- Following a major expansion project in 2008 at its headquarters in Cortez, Colorado that emphasized environmental performance, Osprey this year replaced our remaining conventional urinals with waterless models. The act will save an estimated 19,000 gallons of water per year in a region where water conservation is critical. We continued our tree planting project lining the south side of Osprey headquarters in Cortez, Colorado with deciduous trees. The trees provide cooling shade in the summer while allowing the sun's warmth to enter the building in the winter.
- The Osprey in-house recycling program is the most comprehensive business-recycling program of its kind in southwest Colorado. The 2009 calendar year saw the addition of electronic waste and household batteries into an already sizable list of accepted recyclables.

These recent endeavors help to build on Osprey's already developed environmental and social practices. One of the most significant and successful initiatives in 2009 was the Osprey Volunteer Incentive Program, which reached new milestones in almost every aspect. Perhaps the most outstanding achievement of 2009 was the planning and execution of projects by individual Team Members. Of the 12 projects completed in 2009, individuals in the company organized six. This achievement represents the

expanded interest and participation from Team Members and Osprey as a whole to support communities and enhance overall citizenry of the company.

### **Individually Organized Volunteer Projects 2009**

- [Kokopelli's Bike Club Trail Work Projects](#)
- [Leadership Montezuma Community Leadership Collaborative](#)
- [Colorado State Parks Lone Mesa Volunteer Project](#)
- [Montezuma County Fair](#)
- [Bridge Emergency Shelter](#)
- [RENEW Domestic Violence Hotline](#)

### **Osprey Organized Volunteer Projects 2009**

- [Conservation NEXT Backyard Collective-Boulder](#)
- [Hawkins Preserve/Four Corners Climbing Coalition Trails Project](#)
- [Carpenter Preserve Trails Projects\(2\)](#)
- [National Public Lands Day-Mesa Verde National Park](#)
- [Mesa Verde National Park Holiday Open House/Luminaria Celebration](#)

### **Osprey Sustainable Transportation Initiative 2009 Update**

Osprey continually seeks out opportunities to decrease our carbon footprint, and has used the sustainable transportation initiative to make significant reductions in emissions. Osprey's efforts to encourage non-motorized transportation and carpools as an alternative to driving have helped steer the success of the program. Since the start of the initiative in 2005, the amount of individual commutes by Team Members to and from headquarters using non-motorized transportation has totaled over 4,500 individual trips.

Perhaps the most celebrated and mobilizing component of the Sustainable Transportation Initiative occurs during Colorado's Bike to Work day. Last year's event experienced nearly 90-percent participation, which collectively totaled 289.5 miles in commuting distance. Osprey's success with the program and Bike to Work Day has also inspired the idea to expand the program into the community. In 2010, Osprey hopes to organize a local business challenge around Colorado Bike-To-Work Day or Week to encourage others in the community to utilize sustainable transportation.

2009 also saw Osprey as a first time participant and sponsor of the Rush Hour Revolution, a three month event promoting bicycling as the alternative commute option within the Outdoor Industry through education, encouragement and exciting challenge-based rewards. Osprey signed up 15 riders for the three month cycling event which saw 47,941 total miles logged and prevented 41,872 pounds of CO<sub>2</sub> from entering the earth's atmosphere. Combined with Osprey's own Sustainable Transportation Initiative which pays Team Members to carpool and use non-motorized transportation, we have developed a valuable, grassroots tool combating global warming.

## **Looking Toward 2010:**

As Osprey moves into 2010, the company will continue to expand its momentum in social and environmental responsibility to influence further positive change. One major initiative is a partnership with the non-profit Bonneville Electric Foundation to offset the carbon produced by motor freight shipments, tradeshow travel, sales meeting travel and more.

## **Plans and Goals for the future:**

While our philosophy has always incorporated environmental and social concerns, Osprey understands that remaining a leader in sustainability is an evolutionary process. Osprey is committed to not only maintaining our current efforts, but seeking out new opportunities for long-term sustainability. We also plans to continue our current endeavors in sustainability and community outreach, while encouraging their growth for the future. The following includes of some of Osprey's current efforts in social responsibility.

### **Fair Labor Practices at the Vietnamese Factories that Build our Product**

- Country of Origin Presence - Being one of the few brands with a locally staffed office in Asia (Ho Chi Minh City), we are able to make regular (often daily) visits to our suppliers to ensure we know exactly what is happening. We are able to use local staff to inspect and communicate directly with local workers to learn and understand about concerns or issues that may not normally be apparent to a visiting foreign customer. This allows the company to advocate for fair wages and monitor fair labor practices.
- Working Hours: Most Asian countries operate a six day working week as a norm. Our factories have an hourly cap per week and are also required to pay overtime for any hours they do over a standard eight hour day. Workers are given 3 weeks of annual leave and generally take a longer break with their families during the Lunar New Year.
- Working Conditions: Our inspectors regularly monitor the working conditions of our suppliers, from safety of equipment, appropriateness of the workstations, bathroom facilities, lunch canteens, first aid equipment, etc.
- Salaries: All of our suppliers are high end manufacturers based in and around Ho Chi Minh City, Vietnam. We are fortunate to be able to pay for premium materials and highly skilled workers who in turn demand a premium salary consistently above that of the national minimum living wage. Unlike some parts of China where workers tend to be migrant workers and confined to a dormitory in a different part of the country, those in and around Ho Chi Minh (population eight million) typically live locally with their families and have a choice of companies to work for. This choice tends to create a more enthused and committed workforce.

## 2010 Pro Deal Donation Recipients

- Our 2010 recipients are a broad based selection of national non-profit organizations with a variety of missions including The Breast Cancer Fund, The Women's Wilderness Institute, The Colorado Environmental Coalition, The American Hiking Society and Conservation NEXT.

## Team Member Wellness Program

- To encourage Team Members health and wellness, Osprey maintains a Safety Committee that helps ensure improved working conditions, such as ergonomic workstations and safe-lifting practices. We also provide passes to Team Members to the Cortez Recreation Center and a discount pass program to Telluride Ski Resort. Additionally, Osprey's Outings Team helps facilitate backcountry pack testing trips allowing team members the ability to interact outside of work and test products in the outdoors.

## Support of conservation, education and socially focused groups in North America and abroad-includes but is not limited to:

Save Our Wild Salmon (<http://www.wildsalmon.org>)  
The Colorado Fourteeners Initiative (<http://www.14ers.org>)  
Leave No Trace (<http://www.LNT.org>)  
Access Fund (<http://www.accessfund.org>)  
Outdoor Industry Association (<http://www.outdoorindustry.com>)  
Outdoor Industry Women's Coalition (<http://www.oiw.org>)  
Conservation Alliance (<http://www.conservationalliance.com>)  
Wildlife at Risk (WAR) (<http://www.wildlifeatrisk.org>)  
East Meets West Foundation (<http://www.eastmeetswest.org>)  
The Breast Cancer Fund (<http://www.breastcancerfund.org>)  
Appalachian Trail Conservancy (<http://www.appalachiantrail.org>)  
Continental Divide Trail Alliance (<http://www.cdtrail.org>)  
Pacific Crest Trail Alliance (<http://www.pcta.org>)  
Dogwood Alliance (<http://www.dogwoodalliance.org>)  
Green Mountain Club-The Long Trail (<http://www.greenmountainclub.org>)  
Ice Age Park and Trail Foundation (<http://www.iceagetrail.org>)  
Sky Island Alliance (<http://www.skyislandalliance.org>)  
Southern Utah Wilderness Alliance (<http://www.suwa.org>)  
Winter Wildlands Alliance (<http://www.winterwildlands.org>)  
Alaska Wilderness League (<http://www.alaskawild.org>)  
Colorado Fourteeners Initiative (<http://www.coloradofourteeners.org>)  
Grand Canyon Trust (<http://www.grandcanyontrust.org>)  
Pandas International (<http://www.pandasinternational.org>)  
Save Our Snow Foundation (<http://www.saveoursnowfoundation.org>)  
Backcountry Snowsports Alliance (<http://www.backcountryalliance.org>)  
Save The Redwoods League (<http://www.savetheredwoods.org>)  
The Cheetah Conservation Fund (<http://www.cheetah.org>)

The Buffalo Field Campaign (<http://www.buffalofieldcampaign.org>)  
Montezuma Land Conservancy (<http://www.montezumalandconservancy.org>)  
Colorado Wild (<http://www.coloradowild.org>)  
Colorado Avalanche Information Center (<http://avalanche.state.co.us/index.php>)  
Great Old Broads for Wilderness (<http://www.greatoldbroads.org>)  
Colorado Environmental Coalition (<http://www.ourcolorado.org>)  
The Mountain Fund (<http://www.mountainfund.org>)  
Klamath Siskiyou Wildlands Center (<http://www.kswild.org>)  
New Mexico Wilderness Alliance (<http://www.nmwild.org>)  
Western Colorado Congress (<http://www.wccongress.org>)  
Buckeye Forest Council (<http://www.buckeyeforestcouncil.org>)  
Four Corners Climbing Coalition (<http://www.4-ccc.org>)  
The Kokopelli Bike Club (<http://www.kokopellibike.com>)  
KSJD-Dryland Community Radio (<http://www.ksjd.org>)  
KSUT Radio (<http://www.ksut.org>)  
Bay Area Wilderness Training (<http://www.bawt.org>)  
Tree People (<http://www.treepeople.org>)  
Yukon River Inter-Tribal Watershed Council (<http://yritwc.org>)  
Colorado Mountain Club (<http://www.cmc.org>)  
Wenatchee River Festival-American Whitewater (<http://www.wenatcheeriver.com>)  
The American Hiking Society (<http://www.americanhiking.org>)  
The Women's Wilderness Institute (<http://www.womenswilderness.org>)  
The Conservation Alliance (<http://conservationalliance.com>)  
Conservation NEXT (<http://conservationnext.com>)  
The Sheep Mountain Alliance (<http://www.sheepmountainalliance.org>)  
The Dolores River Festival (<http://www.doloresriverfestival.com>)  
The High Country News (<http://www.hcn.org>)  
Youth Climbing League (<http://youthclimbingleague.com>)  
Northern Forest Canoe Trail (<http://www.northernforestcanoetrail.org>)  
Adventures Without Limits (<http://awloutdoors.com>)  
Pikes Peak Challenge (<http://pikespeakchallenge.com>)  
City Wild (<http://citywild.org>)  
State Environmental Leadership Program (<http://selp.org>)  
Paradox Sports (<http://paradoxsports.org>)  
The Ouray Ice Park/Ice Festival (<http://ourayicepark.com>)  
Adaptive Sports Center of Crested Butte (<http://www.adaptivesports.org>)  
Telluride Adaptive Sports (<http://www.tellurideadaptivesports.org>)  
The Save Our Snow Foundation (<http://www.saveoursnowfoundation.org>)  
Wilderness Education Association (<http://www.weainfo.org>)  
The Vail Valley Foundation (<http://www.vvf.org>)  
4 Corners Climbing Coalition (<http://www.freewebs.com/4cornersclimbing>)  
Four Corners Recycling Initiative (<http://4cornersrecycles.org>)