

Navigating CSRD with a Compass

How Oberalp Group strategically embeds sustainability reporting together with osapiens

oberalp
GROUP

Company:



Sports and outdoor
apparel and equipment



approx. 1,200 employees

Product:

osapiens HUB for CSRD

osapiens HUB Reporting Cockpit

Results:



Voluntary, early start to
CSRD preparation as a
strategic learning process



Company-wide anchored
understanding of CSRD and DMA
through structured support



Clear guidance for ESRS prioritiza-
tion and sustainability management
based on initial DMA insights

Learn more about the partnership
between Oberalp and osapiens.





Working with **osapiens** has helped us find our way through the complex maze of the **CSRD**. The process still feels like a maze – but one in which paths are now visible, connections are clear, and we are no longer groping in the dark. Instead of having to piece everything together on our own, we now have structure, guidelines, and reference points that make the next step clearer.”

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MARIE-LUISA ROOS
SUSTAINABILITY COMMUNICATION &
REPORTING SPECIALIST
OBERALP GROUP

About Oberalp: Sustainability as a Corporate Philosophy

The Oberalp Group, headquartered in Bolzano, Italy, is an internationally active, family-run company with deep roots in mountain sports. As a holding company, Oberalp brings together several premium brands in the outdoor, mountaineering, and technical apparel sectors, including Salewa, Dynafit, Pomoca, Wild Country, Evolv, and LaMunt, and employs approximately 1,200 people worldwide.

Sustainability is firmly anchored in the Oberalp Group's corporate philosophy. Responsibility is not viewed as a short-term obligation, but as an attitude that shapes strategic decisions as well as brands and products. The goal is to systematically integrate sustainability considerations into business decisions – from product development to the value chain.

Within this context, Oberalp made a conscious decision to address the requirements of the Corporate Sustainability Reporting Directive (CSRD) early on and on a voluntary basis. In addition to the published report, sustainability reporting also includes the Double Materiality Analysis (DMA). This analysis is used as a strategic tool to systematically identify and analyze relevant sustainability issues and to embed them in corporate governance over the long term.



Voluntary Reporting Meets a New Regulatory Reality

The Oberalp Group has been publishing its group report “Contribute” since 2010 and has been voluntarily reporting in accordance with the GRI Standards since 2013. For many years, this reporting was primarily driven by the CSR team and was deliberately designed to be voluntary. Previous materiality analyses also focused mainly on the company’s impact on the environment.

In 2022, the Oberalp Group introduced a net-zero strategy, thereby further embedding sustainability as a central component of the corporate strategy. Topics such as product development, human rights due diligence, and environmental guidelines and standards along the value chain came into sharper focus. At the same time, it became clear that the previously voluntary internal engagement of employees was no longer sufficient to meet the CSRD requirements.

With the upcoming preparations for the CSRD, this situation changed fundamentally. Although the Sustainability Compliance & Strategy Team possessed the necessary expertise, the requirements for CSRD-compliant reporting could not be adequately met using existing processes and standalone tools. The introduction of a holistic solution thus became a key step in the preparation process.

Solution approach: Double materiality as a shared frame of reference

In implementing the dual materiality analysis, Oberalp adopted a participatory approach: The DMA should not be treated as a purely regulatory, but a shared learning process within the company. In moderated workshops in three countries and virtual sessions in five additional countries, employees assessed sustainability issues from their daily work. The focus was on transparency and a shared basic understanding of double materiality – specifically, how impacts, risks, and opportunities are interconnected along the value chain and which issues are relevant.

Why Oberalp Chose the osapiens HUB for CSRD and the Reporting Cockpit

For many companies, getting started with the CSRD is like navigating a complex maze of requirements, assigned roles, and different departments. For Oberalp, it was therefore crucial to choose a software solution that not only provides processes and methodology but also offers guidance and fosters a shared understanding.

With the osapiens HUB, Oberalp has chosen an integrated platform for implementing the CSRD. The osapiens Academy, as a training component within the osapiens HUB, played a central role in the project. It provides a structured entry point to the process and supports targeted knowledge transfer across functions and hierarchical levels. This enabled coordinated, cross-departmental collaboration to be established from the outset.

The osapiens Academy supported Oberalp in particular by:

- ▶ A clearly structured introduction to CSRD and DMA that makes the complexity understandable
- ▶ Targeted preparation for different roles, from project management to expert teams
- ▶ Practical learning content that transforms an abstract set of rules into a manageable process
- ▶ Multilingual formats such as “CSRD for Dummies” that create a shared knowledge base within the company

In this way, the osapiens Academy ensures that CSRD is not perceived in the company as an isolated sustainability issue, but rather as a shared framework for further implementation.





Joint Implementation at Oberalp with osapiens

At Oberalp, the dual materiality analysis is conducted as a structured process across all levels. Employees evaluate ESRS topics based on their roles, considering impacts as well as risks and opportunities. The results are then strategically categorized by senior management and further explored in topic-specific groups. This multi-stage approach combines quantitative assessments with qualitative discussions.

The implementation is supported by osapiens' methodology, which helps Oberalp conduct the analysis systematically and identify relevant ESRS topics in a structured manner. Clear guidelines for requirements, timelines, and responsibilities facilitate cross-departmental collaboration.

Oberalp is currently in the process of implementation. Internal employee surveys have been completed in several countries; further internal and external surveys are still ongoing. Initial findings are emerging and are gradually being incorporated into the ongoing prioritization process.

The Next Step: Management Instead of Analysis

Oberalp uses the results of the dual materiality analysis as a strategic framework for sustainability management within the company. They serve to identify and prioritize material ESRS topics and provide the foundation for the structured identification and further development of impacts, risks, and opportunities.

Building on this, Oberalp advances goals, measures, and responsibilities in sustainability management. Existing activities are systematically reviewed, gaps are identified, and addressed step by step.



We believe that **sustainability** is not a distant goal, but a mindset that is reflected in our daily actions and decisions. **It's about how each of us chooses to do things. Every day.**

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RUTH OBERRAUCH
VICE PRESIDENT
OBERALP GROUP

Do you have any questions?

Please don't hesitate to contact us for more information.

[More Information](#)



osapiens develops software that empowers companies to drive sustainable growth across their entire value chain.

The **osapiens HUB**, a multi-tenant hyperscaler platform designed to enable cross-company collaboration and AI-automation, combines over 25 solutions in two categories: **Transparency solutions** enable companies to report on financial and non-financial data, manage supply chains, mitigate risk of all kinds (including cyber-risks and trade- and geo-political risks), and ensure compliance with product, reporting and supply chain regulations. **Efficiency solutions** enable AI-driven supplier collaboration, maintenance, service, and distribution processes to improve operational performance and strengthen competitiveness.

osapiens was founded in 2018. Headquartered in Mannheim, Germany, with offices across Europe and the United States, the company works with an international team of over 550 employees. It supports more than 2,500 customers worldwide, from SMEs to global enterprises across industries.



2,500 + Customers
60 + Countries
550 + Employees
60 + Nationalities

Contact us

Julius-Hatry-Straße 1
68163 Mannheim
Germany

info@osapiens.com

+49 (0) 621 15020690

www.osapiens.com

Visit us on LinkedIn 

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