

CORPORATE SOCIAL RESPONSIBILITY

FISCAL YEAR 2016 REPORT



A WORD FROM THE PRESIDENT AND CEO



DEAR READERS,

Welcome to our first report written in accordance with the GRI G4 guidelines. Our main goal when addressing sustainability issues is to build a company that takes into account the expectations of our stakeholders, a company that they can be proud of. We have made several efforts to respond to their concerns, and this report reflects our actions.

Our internal consultations, be it with members of our CSR Operations Committee, with groups of employees or on specific sites such as the one at our Gunskirchen facility in Austria, have led us to a better understanding of our CSR opportunities and challenges. They have also contributed to establishing robust goals for the next three years. These have been complemented with a new strategic vision based on three key pillars: growth, agility and lean enterprise. This last pillar, focusing on waste minimization in all areas of our company, goes hand-in-hand with our sustainability goals of operational efficiency. It also plays an instrumental role in addressing sustainability, making it easier for managers to integrate CSR actions into their projects.

Our challenge remains a volatile economic context which impacts our ability to invest more in CSR initiatives. This sometimes means postponing CSR projects until the company is able to fully ensure their viability.

Nevertheless, we introduced two important CSR projects in FY16, and they are part of our long-term sustainability strategy. In response to a request from the Carbon Disclosure Project, we submitted our first report in 2015 and received an above-average disclosure score. This allowed us to measure areas that we needed to focus on for upcoming years in terms of GHG emissions reductions. Within BRP, we revisited our yearly Earth Day celebration and created the CEO's Earth Day Award, a friendly competition which sparked strong interest in the event. Fifteen sites participated, ideas were as creative as ever, and the trophy, coupled with a CA\$1,000 cash donation, was a mark of recognition and pride for the 2015 winner, our Juárez 1 facility. Learn more about our initiatives on p. 20.

Our next CSR action plan opens the door to numerous opportunities and I am looking forward to BRP's evolution as the most sustainable innovation leader in the powersports industry.

JOSÉ BOISJOLI, PRESIDENT AND CEO

Highlights for FY16

OUR JUÁREZ 1 FACILITY WINS THE **FIRST CEO'S EARTH DAY AWARD** AND RECEIVES CEMEFI'S BEST CSR PRACTICES AWARD.

OUR VALCOURT SITE IS AWARDED THE **HEALTH AND SAFETY IN THE WORKPLACE GRAND PRIZE** FOR THE EASTERN TOWNSHIPS REGION.

WE ORGANIZE OUR **FIRST STAKEHOLDER CONSULTATION** IN GUNSKIRCHEN.

WE RECEIVE A **DISCLOSURE SCORE OF 93** FOR OUR FIRST CDP REPORT.

WE ACHIEVE A HEALTH AND SAFETY FREQUENCY RATE OF 0.62: AN **IMPROVEMENT OF MORE THAN 28%** OVER FY15 RESULTS.

OUR FY16 DONATIONS REACH CA\$1.28 MILLION, REPRESENTING 1.28% OF BRP'S EARNINGS BEFORE TAX.

OUR QUERÉTARO SITE RANKS IN THE **TOP 10% OF THE BEST PLACES TO WORK** IN MEXICO.

OUR ROVANIEMI SITE RECEIVES THE **GOLDEN BRUSH ENVIRONMENTAL AWARD** FROM THE KEEP LAPLAND TIDY ASSOCIATION.

OUR STURTEVANT PLANT RECEIVES A **SUSTAINABLE BUSINESS AWARD** FROM THE WISCONSIN SUSTAINABLE BUSINESS COUNCIL AND COOL CHOICES.

OUR GUNSKIRCHEN FACILITY IS RECOGNIZED WITH THE **BGF GÜTESIEGEL AWARD FOR EXEMPLARY WORKPLACE HEALTH PROMOTION**.

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ORGANIZATIONAL PROFILE

COMPANY OVERVIEW

BRP is a world leader in the design, manufacturing, distribution, and marketing of motorized recreational vehicles and powersports engines. With annual sales of over CA\$3.8 billion in more than 100 countries, the company employs approximately 7,900 people worldwide. BRP is headquartered in Valcourt, Québec, Canada. It is a public company listed on the Toronto Stock Exchange under the symbol “DOO”.

For detailed information about BRP’s financial results and global market position, please see BRP’s FY16 Annual Review (available at investors.brp.com). BRP’s leadership in innovation, technology, design and performance has been recognized by a number of industry awards, which are listed on the company’s website.

A GLOBAL MANUFACTURING FOOTPRINT

BRP’s main divisions in FY16 are as follows:

Product Engineering and Manufacturing Operations (PEMO), with manufacturing facilities in Gunskirchen (Austria), Valcourt (Canada), Juárez and Querétaro (Mexico); R&D facilities in Valcourt, St-Hyacinthe (Canada) and Gunskirchen (Austria); and test centres in Palm Bay (USA), Cabano and Maricourt (Canada).

Global Sales and Consumer Experience (GSCE), with one manufacturing facility in Rovaniemi (Finland) and offices and distribution centres in Lausanne (Switzerland), Botany (Australia), Ghent and Desteldonk (Belgium), Auckland (New Zealand), Sherbrooke (Canada), Atlanta, Beloit, Fort Lauderdale and Sunrise (USA). Other regional offices include Aix-en-Provence (France), Alta and Trondheim (Norway),

Guadalajara (Mexico), Helsinki (Finland), Hilden (Germany), Hong Kong and Shanghai (China), Kawasaki (Japan), Prague (Czech Republic), Campinas (Brazil), Umeå (Sweden) and Wausau (USA).

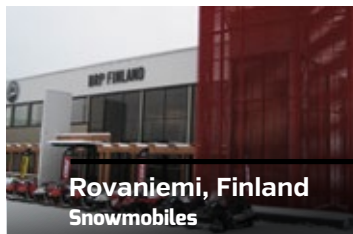
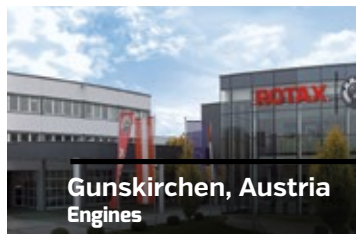
Marine Propulsion Systems (MPS) with manufacturing facilities in Spruce Pine and Sturtevant and a test centre in Stuart (USA).

SUPPLY CHAIN

Developing a supplier network that is responsible and meets our high standards is an ongoing challenge. Over the years, we have built a network that brings value to BRP and we believe that interaction and dialogue with our suppliers provide an important advantage to our company.

We do business with suppliers from around the world and we apply standard criteria in their selection and evaluation. Nevertheless, supplier relationships are managed locally. For example, our PEMO division sources 22,000 parts from 2,231 suppliers located in 23 different countries, including 10 emerging markets, for a total buy of more than CA\$2 billion. We are in the process of compiling data from our sourcing departments across our manufacturing sites in order to provide an accurate picture of our global supply chain.

For more details regarding our supply chain please see the “Supply Chain Management” section of this report.



PRECAUTIONARY PRINCIPLE

The precautionary principle denotes a duty to prevent harm, when it is within our power to do so, even when all of the evidence is not in. BRP adheres to the precautionary principle and is committed to conducting its business and affairs with honesty, integrity and in accordance with high ethical and legal standards. For details please see our Code of Ethics, available on BRP's website at www.brp.com.

EXTERNAL CHARTERS, PRINCIPLES OR OTHER INITIATIVES

BRP adheres to the United Nations Global Compact's principles, which promote best practices for businesses in the areas of human rights, labour, environment and anti-corruption. In fact, our Suppliers Code of Conduct was reviewed in FY13 in order to ensure consistency with these

principles. In FY15, we submitted our first report to the Carbon Disclosure Project, and we plan to continue doing so in the coming years. We use recognized standards for our operations, such as the United States Occupational Safety and Health Administration (OSHA) for health and safety data and ISO-inspired methods for our energy and environmental management systems. Some of the systems and processes at our Mexican facilities are certified ISO 9001: 2008, and our Gunskirchen facility is pursuing its ISO 14001 certification for FY17. Finally, our Querétaro facility is certified LEED silver, attesting that the building complies with various sustainability standards.

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

SCOPE AND BOUNDARY

This is BRP's fourth publicized CSR report with the intention of increasing external awareness of our CSR projects and enhancing employee engagement to achieve BRP's objective of being recognized as the worldwide sustainable power-sports innovation leader by 2020. This report covers BRP's CSR achievements and challenges for all of its activities for FY16, unless otherwise indicated.

To draft the content of this report we:

- reviewed our FY15 CSR Report;
- updated our analysis of material issues through an internal stakeholder exercise and discussions with members of our CSR Operations Committee;
- evaluated the relevance of selected indicators in order to keep/add only those reflecting our material issues;
- exchanged information with relevant BRP management and staff responsible for data collection and reporting and deepened our understanding of the processes used to generate, aggregate and report data at BRP;

- reviewed relevant documents and records to ensure data accuracy;
- recalculated information related to the selected performance indicators;
- assessed the information for consistency with our knowledge of BRP's operations.

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MATERIAL ASPECTS

Please see the "Stakeholder Engagement" section of this report for details regarding our material aspects. All identified aspects are considered to be material for all entities within the organization. In addition, our CSR pillars are linked to specific stakeholders outside of our organization, such as local groups or suppliers. Details are provided in the next section. BRP will be completing a more thorough assessment of our material aspects' boundaries over the coming years, as we continue to organize stakeholder consultations across our manufacturing sites.

STAKEHOLDER ENGAGEMENT

STAKEHOLDER GROUPS AND APPROACHES TO STAKEHOLDER ENGAGEMENT

For the purpose of identifying stakeholders, BRP adheres to the GRI's definition of stakeholders as "entities or individuals that can reasonably be expected to be significantly affected by the organization's activities, products, and services; and whose actions can reasonably be expected to affect the ability of the organization to successfully implement its strategies and achieve its objectives."

This definition allows for a broad inclusion of stakeholders. BRP defined several stakeholder groups, in line with its CSR pillars, in order to help focus our efforts on material aspects relevant to our organization. We are aware that these categories might encompass other specific stakeholders and we are in the process of refining our approach to stakeholder identification and engagement.

PILLAR	STAKEHOLDER	ENGAGEMENT EXAMPLES
Governance	Shareholders	Annual General Meeting
Environment	Industry groups	Group Meetings
Employees	Employees	Employee Surveys CSR Webcast Workshops
Product Safety	Customers	Consumer Days
Supply Chain Management	Suppliers and dealers	Suppliers' Annual Meeting BRP Clubs for dealers
Role in the Community	Local groups and institutions	One-on-one meetings Partnerships Fairs

DEFINING OUR FOCUS AREAS AND MEASURABLE GOALS

In September 2014, we conducted an internal stakeholder consultation involving members of our CSR Operations Committee and local CSR leaders in order to define priorities for the company's upcoming three-year CSR action plan (please see our FY15 CSR Report for details).

PILLAR	FOCUS ON	CONTINUOUS IMPROVEMENT
Governance	<ul style="list-style-type: none"> Transparency and disclosure Stakeholder relations CSR engagement through management leadership 	<ul style="list-style-type: none"> Ethics
Environment - operations	<ul style="list-style-type: none"> GHG emissions Energy 	<ul style="list-style-type: none"> Environmental management Waste reduction
Environment - products	<ul style="list-style-type: none"> Fuel efficiency Recyclability 	
Employees	<ul style="list-style-type: none"> Talent attraction and retention 	<ul style="list-style-type: none"> H&S management Well-being programs
Product Safety	<ul style="list-style-type: none"> Safety education through dealers and marketing 	<ul style="list-style-type: none"> Safety features Safety training and recognition for employees
Supply Chain Management	<ul style="list-style-type: none"> Transportation optimization Packaging 	<ul style="list-style-type: none"> Supplier relationship management
Role in the Community	<ul style="list-style-type: none"> Social acceptability of products 	<ul style="list-style-type: none"> Economic and social contributions

In 2015, we met with different teams and different management levels in order to confirm the goals associated with these priorities and to ensure that relevant and attainable performance indicators were agreed upon.

As part of this process, for example, we conducted two workshops with energy and waste management leaders from BRP's manufacturing facilities. We presented our priorities in the context of BRP's overarching lean manufacturing strategy and discussed relevant indicators and the most useful metrics in order to show our performance in relative terms [i.e. kilograms of waste by unit of product].

The workshops were also an occasion for our facilities to showcase their most important projects, as well as their opportunities and challenges. In light of these discussions, for example, it was decided that BRP could not define a common waste type to be targeted for reduction since sites generate different by-products, but we could all agree on a "zero waste to landfill" philosophy and definition [see Environment pillar for details].

GUNSKIRCHEN INTERNAL STAKEHOLDER CONSULTATION

Our Gunkirchen facility was the first to host a local internal stakeholder consultation in December of 2015. Employees of our production facility met for a two-day workshop in order to discuss and define the site's CSR priorities and external stakeholder engagement strategy.

The group defined an initial list of issues and challenges for their site in order to draft a stakeholder map and prioritize those issues. To do this, participants had to play the roles of different stakeholders such as local groups, suppliers, customers, etc. The group then built a materiality matrix for the Gunkirchen facility and defined the best ways of engaging with stakeholders on various topics. This exercise allowed them to define an action plan for external dialogue, which will be deployed starting in FY17.

REPORT PROFILE

Our fourth corporate social responsibility (CSR) report reflects BRP's CSR performance for FY16 (February 1, 2015 to January 31, 2016). The report references some awards and events from early FY17 for timeliness purposes. We will continue to issue a CSR report on a yearly basis.

For questions about the report and its contents or in order to share your thoughts please contact us at csr@brp.com.

Our FY16 CSR Report was developed in accordance with the Global Reporting Initiative (GRI) G4 Core Level and the GRI Principles for Defining Quality. To facilitate the identification of our selected performance indicators, the codes used by

the GRI can be found next to all relevant information. Their format consists of two letters followed by a number. They can also be found in the GRI Index at the end of this report.

Data is subject to inherent limitations of accuracy given the lack of a centralized system for collecting/retrieving this type of information. Where applicable, more information is provided regarding uncertainties in data-related aspects.

BRP is committed to the GRI's reporting principles and to providing accurate and up-to-date information in its reports. Our company is not seeking external assurance at this time, as we prefer to commit our CSR resources to further deploying our CSR action plan.

GOVERNANCE, ETHICS AND INTEGRITY

For detailed information about BRP's governance structure, including its Board of Directors and Committees, please see BRP's FY16 Annual Review [available at investors.brp.com]. Information about the company's Code of Ethics is provided under the Governance section of this report.

GOVERNANCE

2020 GOALS:

- CONTINUE TO DISCLOSE OUR CSR PERFORMANCE THROUGH RECOGNIZED STANDARDS.
- CONDUCT STAKEHOLDER CONSULTATIONS FOR ALL MANUFACTURING SITES.
- INCREASE MANAGEMENT PARTICIPATION IN STRATEGIC CSR EVENTS.

MANAGEMENT LEADERSHIP IN CSR

BRP has created an inclusive structure in order to monitor material aspects and CSR projects across the company. To begin with, each individual site is responsible for the application of our sustainable development policy and for CSR-related efforts at the site level. Thus, local CSR leaders are our contacts at the site level and provide information about CSR projects.

Our CSR Operations Committee brings together representatives from each division. In an effort to preserve existing structures and cultural differences, BRP's headquarters, as well as our sites in Gunkirchen and Rovaniemi, have representatives of their own. There is also one specific representative for our international offices. Members range in position from managers to vice presidents and were

selected for their link to their respective Management Committee and their knowledge of the challenges of every site. They leverage the existing management structure, acting as a transmission belt between the divisions and the Committee. Chaired by BRP's General Counsel and Public Affairs Senior Vice President and coordinated by the Corporate Environmental Compliance Manager, the CSR Operations Committee monitors the progress of our CSR action plan through bi-monthly meetings. Finally, a separate, higher-level, Corporate HSE CSR Steering Committee reviews priorities and actions on a yearly basis.

BRP evaluates the relevance of its management approach every year. In the beginning, our CSR Operations Committee meetings were focused on relaying information about various sites' activities and projects. This helped to bring us to the same level of understanding about what CSR looked like across BRP. We then moved into a combination of information and decision-making: drafting our CSR action plans, discussing the relevance of various metrics to measure our performance, and choosing specific activities to be carried on (such as the Earth Day Award competition).

We also periodically evaluate the relevance of our structure in order to ensure that all functions of the company are represented. During our last evaluation at the beginning of FY16, we discussed integrating marketing, engineering and design into the CSR Operations Committee. The Committee decided that the current members were able to accurately represent those functions.

BRP's CSR STRUCTURE



Our CSR Operations Committee is supported by a group of talented CSR leaders representing the following sites: Gunkirchen, Head Office, Juárez, Lausanne, Palm Bay, Querétaro, Rovaniemi, Spruce Pine, Sturtevant and Valcourt.

FY16 marked the beginning of our new three-year CSR action plan along with our 2020 goals. This new action plan reflects our updated priorities and measurable objectives. A summary of the FY16 action plan, along with the status for each objective, is presented at the end of the report.

TRANSPARENCY AND DISCLOSURE: RISKS

BRP's management approach

BRP's enterprise risk management program, established in 2013, consists of reviewing a broad range of risks, ranking them based on the likelihood of occurrence and on the potential severity of impact, and identifying the most significant ones. Ownership of these various risks is assigned to a member of the Senior Management Committee. The Investment & Risk Committee of the Board of Directors is monitoring the risks identified during the exercise on a quarterly basis, until the next prioritization exercise.

For additional information on risk disclosure, please see BRP's Annual Information Form available on [Sedar](#).

During BRP's internal stakeholder exercise, transparency and disclosure aspects were rated highly from a corporate social responsibility perspective and were chosen as an area of focus for the current CSR action plan. Some of BRP's operations and sales are conducted in parts of the world that experience corruption to some degree. Consequently, BRP has developed policies and procedures that are designed to promote legal and regulatory compliance.

BRP's Code of Ethics states the principles of integrity and standards of ethical behaviour expected from each of its directors, officers, employees and representatives in the conduct of their business, and constitutes a condition of employment with our company. This Code provides an overview of BRP's expectations for its employees and is supplemented by relevant policies on which employees receive training [see next section].

Through the BRP [EthicsPoint hotline](#), BRP employees and external stakeholders can bring forward and file complaints related to a wide range of issues, from accounting and internal controls to human resources and ethical matters, in an anonymous and confidential manner. Since the hotline's inception in 2010, BRP has received complaints every year, all of which were thoroughly investigated, with appropriate action taken when warranted. All EthicsPoint complaints are also reported to the BRP Compliance and Ethics Committee and to the Audit Committee of the Board of Directors.

Communication and training on anti-corruption policies and procedure 504

In FY16, BRP continued its compliance- and ethics-related training given by the Legal Department on a broad range of topics such as the BRP Anti-Corruption Policy, Product Safety, Working for a Public Company, and the Importance of Confidentiality. More than 2,410 employees from around the world received training during the year.

During October and November, all administrative personnel from our Juárez plants attended a 2-hour EthicsPoint workshop. This workshop involved discussions about what should be done in order to prevent violations of BRP's Code of Ethics and what reactions were to be expected from BRP in case of corrupt practices. Each employee received a copy of the Code and signed an Employee Responsibilities Letter.

Similarly, our Querétaro site recorded 586 hours of training about BRP's Code of Ethics for new employees, during which they were reminded of the importance of ethics in the workplace.

BRP requires every new employee or full-time consultant to sign a copy of our Code of Ethics. This issue is also presented to new employees at induction events.

Compliance and anti-corruption information is also communicated via regular e-mails, the BRP Intranet, brochures, letters and other media as needed. Advanced training is occasionally provided to specific groups.



During October and November, all administrative personnel from our Juárez plants attended a 2-hour EthicsPoint workshop.

ENVIRONMENT

2020 GOALS:

- REDUCE OUR ENERGY CONSUMPTION INTENSITY AND OUR GHG EMISSIONS INTENSITY BY 25% BASED ON FY11 LEVELS.
- ACHIEVE ZERO WASTE TO LANDFILL WHERE FACILITIES EXIST.
- EVALUATE THE RELEVANCE OF ISO 14001 CERTIFICATION FOR OUR MANUFACTURING SITES.
- INCREASE THE FUEL EFFICIENCY AND RECYCLABILITY OF OUR PRODUCTS.

1 – OPERATIONS

ENERGY

BRP's management approach

Energy is important to BRP because it impacts our company's operational efficiency and influences the GHG emissions that we generate. Each site is responsible for defining its energy savings priorities in accordance with production realities and legal compliance requirements. Several of our plants are moving toward renewable energy in order to mitigate their contributions to GHG emissions and climate change. Moreover, in Europe, the 2012 Energy Efficiency Directive establishes a set of binding measures to help the EU reach its 20% energy efficiency target by 2020. Under the Directive, all EU countries are required to use energy more efficiently at all stages of the energy chain, from production to end-user consumption. Our European plants are therefore contributing to this goal through various energy efficiency measures.

At the corporate level, energy performance is tracked through quarterly reports which allow professionals to assess energy consumption trends. In an effort to better align energy strategies across BRP, in the fall 2015 we organized an Energy Workshop, inviting energy experts from our manufacturing sites to present some of their initiatives along with their strategies and most important projects. The aim was to create a platform for sites to discuss topics that are mutually beneficial and to agree on a performance indicator to be used for BRP as a whole. It was decided to use the energy consumed per unit produced in order to measure intensity. All types of energy consumed within the organization are factored into this metric.

Energy consumption data and energy intensity

EN3

ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN GJ*

	FY13	FY14	FY15	FY16
Natural gas	441,163	405,768	440,488	434,049
Propane	4,782	15,765	28,793	13,179
Gasoline	61,629	54,417	69,756	76,161
Diesel	9,674	10,053	10,574	7,580
Jet fuel	1,406	2,276	1,443	590
Electricity	281,247	336,077	373,621	377,878
Steam	7,229	7,906	7,907	7,398
TOTAL	807,130	832,262	932,582	916,835

* A gigajoule (GJ) is equal to 1 billion joules. A joule is a measure of the energy required to send an electrical current of one ampere through a resistance of one ohm for one second.

Note: Purchased electricity has been converted to joules using the international standard of 3.6 GJ/MWh. BRP does not sell electricity, heating, cooling or steam. Our electricity in Québec comes from renewable sources (hydro).

EN5

ENERGY INTENSITY

	FY13	FY14	FY15	FY16
Total energy consumption (Gj)	807,130	832,262	932,582	916,835
Total energy consumption (kWh)	224,204,435	231,185,715	259,052,468	254,678,126
kWh per unit produced	864	853	901	921

OVERVIEW OF OUR FACILITIES' INITIATIVES

	LIGHTING	HVAC	PRESSURE BALANCING	HEAT RECOVERY	REPAIRS and REPLACEMENTS
GUNSKIRCHEN	LED	Optimization of the thermal post-combustion control unit and reduction of ventilation		Air compressor	Continuous elimination of compressed gas leakage
STURTEVANT * Future [to explore]		VFD, DCV, coil cleaning, BAS	Plant air pressure balancing [air make-up], compressed air pressure reduction*	Air compressor, oxidizer, engine durability test	Oxidizer [for efficiency], air leaks*, motor drive belt upgrade*
VALCOURT	LED - significant savings	Server room cooling system using glycol pumps on roof	Building pressure balancing by AMU control and strategic air supply location	Air compressor, paint oven [redistributed by rooftop air make-up - no gas use]	Old boiler replaced by decentralized gas radiant heaters
QUERÉTARO	Installation of a capacitor bank to improve power factor Consumption of clean energy Pressure tests: all equipment respects the parameters of the NOM-043-SEMARNAT-1993 standard				
ROVANIEMI	LED lights with movement sensors resulted in a decrease in energy consumption at night	Optimization of the main exhaust fan ventilation equipment saves more than 300 MWh per year	PROCESS OPTIMIZATION: reduced shifts and adjusted conveyor speed in the paint shop result in more than 20% reduction of propane use [for unchanged volumes]. Introduction of low combustion powder paint [30°C lower] reduces propane consumption by 17%		

For detailed information on initiatives and savings please see our CDP Report.



Tom Eggert, Executive Director of the WI Sustainable Business Council, presenting the Award to Amanda Falvey and Jeff Wasil.

BRP WINS 2015 EARTH DAY SUSTAINABLE BUSINESS AWARD

BRP's Sturtevant facility was awarded a Sustainable Business Award (Sustainable Process) for its closed-loop facility water system by the Wisconsin Sustainable Business Council and Cool Choices.

The manufacturing facility recently renovated its engineering and product development centre to include major infrastructure improvements supporting various engine test laboratories. With the objective of creating an environment that would accurately simulate the recreational marine environment, the Sturtevant team focused on a facility water system that substantially minimizes water usage and consumption, a concrete demonstration of their commitment to sustainability.

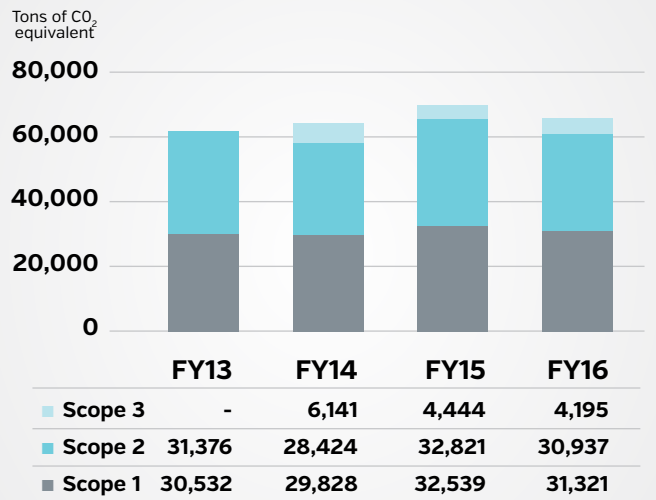
The final design, a closed-loop system that leverages the excess heat produced when testing outboard engines, also provides water for various processes throughout the facility from a 500,000-gallon (1.9 million-litre) tank used for engine testing. BRP's reliable and sustainable filtration system has saved more than 22 million gallons (83.3 million litres) of water, which equates to US\$175,000 in associated water, sewage and wastewater treatment fees.

"BRP was a clear favourite of the judges for the 2015 Earth Day Sustainable Business Awards. The comprehensive approach used by BRP in designing and operating their Evinrude outboard engine test facilities indicated both a deep commitment to the principles of sustainability and a smart approach to both energy and water efficiency." - Tom Eggert, Executive Director of the WI Sustainable Business Council.

EMISSIONS

EN15-EN17

TOTAL DIRECT AND INDIRECT GHG EMISSIONS BY WEIGHT



In FY16 our GHG emissions were 3.5% below those for FY15. We owe this in part to fewer vehicles produced but also to several energy reduction initiatives. Our Rovaniemi plant achieved a 39% reduction year-over-year while our Sturtevant plant achieved a 15% reduction for the same period. All these reductions were achieved while some of our plants in Mexico experienced production ramp-ups.

For detailed information on our GHG emissions, including methodology, emissions factors and mitigation strategies, please see our CDP Report.

Audit: a FY14 GHG inventory exempt of significant discrepancies

In FY16 we asked a third party to conduct an audit of our FY14 GHG inventory as our FY15 inventory was under development. The exercise allowed us to improve our methods, correct small errors and ensure that we were better equipped for our future inventories. Our auditors detected a possible underestimation of a maximum of 1%, well below our 5% threshold for significant errors. Thus, the team concluded that BRP's inventory was exempt of significant discrepancies.

High disclosure score for our first Carbon Disclosure Project Report

We also submitted our GHG-related information to the Carbon Disclosure Project for the first time. BRP was awarded a disclosure score of 93, well above the CDP program average of 84 and above the industry group average of 86. On the performance side, BRP was awarded a D, compared to a C average, for the CDP Program and our industry. Our results are indicative of BRP's work on Transparency and Disclosure which is one of our CSR priorities. The ranking also helped us define areas for improvement.

WASTE

BRP's management approach

At BRP, waste minimization is seen as a priority for all sites. A zero waste to landfill vision was adhered to by all members of the CSR Operations Committee during our FY15 internal stakeholder consultation.

As a result, in the fall of 2015, we organized a workshop with waste management experts from BRP's manufacturing sites to better define this concept and to agree upon a performance indicator in order to track BRP's efforts. The following definition summarizes our approach:

BRP adheres to a landfill-free philosophy by designing and managing products and processes to systematically avoid and eliminate the volume and toxicity of waste and materials. BRP's goal is to conserve and recover at least 90% of its resources with no more than 5% in the form of waste to energy. Landfilling is a last-resort option that BRP wants to eliminate by 2020.

Sites are responsible for defining the waste to be prioritized depending on their production context, but BRP will use the metric of non-hazardous waste per unit produced to track the performance of the company as a whole.

EN23

NON-HAZARDOUS WASTE BY TYPE AND DISPOSAL METHOD (IN METRIC TONS)

	FY13	FY14	FY15	F16
Total generated	14,000	16,601	20,504	24,582
Total sent to landfill	3,230	2,361	3,839	5,241
Total recovered	10,770	14,240	16,666	19,071
Diversion rate (%)	77	86	81	79
Recycling rate (%)	74	82	80	78
Energy generation (%)	2.5	4.1	1.5	1.5
Composting rate (%)	0.03	0.07	0.03	0.02
kg of non-hazardous waste per unit produced	54	61	71	89
kg of non-hazardous waste to landfill per unit produced	12	9	13	19

DIVERSION RATES (%) PER MANUFACTURING SITE

	FY13	FY14	FY15	FY16
Gunskirchen	76	90	100	100
Juárez 1	99	84	79	81
Juárez 2	-	-	-	80
Querétaro	-	87	48	55
Rovaniemi	98	97	98	98
Spruce Pine	38	85	89	80
Sturtevant	60	91	92	91
Valcourt	86	85	85	84

ENVIRONMENT

EN23 CONTINUED

HAZARDOUS WASTE BY DISPOSAL METHOD (IN METRIC TONS)

DISPOSAL TYPE	FY13	FY14	FY15	FY16
Recycling	0	594	616	587
Fuel blend	84	396	395	379
Secure landfill	-	275	195	188
Waste incineration	1,152	0.11	0	0
HAZARDOUS WASTE GENERATED (TOTAL)	1,236	1,265	1,206	1,154

In Querétaro, BRP partnered with the environmental company TDF Ambiental in order to collect and store hazardous waste. Funds collected through this initiative go into BRP Querétaro's "green fund" and are used for CSR projects ranging from the acquisition of equipment to handle hazardous waste in the warehouse to the installation of equipment for our in-house dental service.



From left to right: Rolf Karrento [Development Director Keep Lapland Tidy association], Asko Saastamoinen [Dir HR SEE], Valto Ristimella [Dir Sales & Marketing Scandinavia] and Leo Pitkänen [chairman of the board Keep Lapland Tidy association]

OUR ROVANIEMI SITE IS AWARDED THE GOLDEN BRUSH

Keep Lapland Tidy awarded the 2015 Golden Brush Environmental Award to BRP's Rovaniemi site during an annual Environmental Seminar at the Ylläs Ski Resort in late January. This award is in recognition of how environmental issues are taken into account in the company's everyday operations. Our Rovaniemi site received special mentions for its high recycling rates, use of renewable energy and focus on the development of low-emission snowmobiles.

2 – PRODUCTS

BRP'S MANAGEMENT APPROACH

BRP wants to create highly innovative, functional and exciting products that exceed our customers' needs. Living up to this commitment means focusing on design and innovation, research and development of technologies that are consistently more efficient, cleaner and more environmentally friendly. Design and advanced technologies are a priority in all of BRP's products and accessories, and BRP counts on the resources of three state-of-the-art research and development facilities. Each and every year, BRP invests approximately 4% of its annual revenues in R&D.



In 2006, BRP, in partnership with the Université de Sherbrooke, invested in the Centre de technologies avancées (CTA), an advanced technology centre for research and innovation into leading-edge technologies in the powersports industry. It is a major institution for technological and innovation research, and has an active role in the training and development of highly qualified research professionals. The principal R&D focus of the CTA revolves around engines, transmission and driveline, chassis and suspensions, materials and processes, and environmental technologies.

The Regionales Innovations Centrum (RIC) allows for the exchange of creative thinking between universities and BRP's Rotax manufacturing site in Günskirchen. Its mission: to develop clean engine technologies of the future while training a highly qualified and skilled workforce. The RIC is considered to be the education and innovation engine of Austria.





The Centre Design & Innovation
Laurent Beaudoin

The Centre Design & Innovation Laurent Beaudoin is a reference and a destination for the best designers in the world, with nearly 15% of its personnel coming from all corners of the globe. The team has established an approach based on three key fields of expertise in the creation of BRP's products: design, engineering and marketing. It is a leading-edge centre where employees can lay out all steps of the product development process, from ideation to modelling, to prototyping, to the assembly line.

All of our R&D facilities have put in place a rigorous development process with a series of tools and activities that leverage our engineering process and optimize our efficiency. Some of these tools consist of state-of-the-art CAD modelling systems, simulation devices, dynamometers and data acquisition systems.

All BRP products meet or exceed existing environmental regulations around the world. The average emissions generated by our snowmobiles have decreased by 66% in the past 18 years. The exhaust emissions generated by our personal watercraft (PWC) have decreased by over 88% since 1998, and all of our PWCs are certified by the California Air Resources Board (CARB) for ultra-low emissions (three stars).

FUEL EFFICIENCY EN27

Evinrude E-TEC outboard engines and ICON Throttle

BRP engineers optimized and built the Evinrude E-TEC G2 engine around direct fuel injection using computer simulations and advanced computational fluid dynamics. The resulting engine design is more effective at mixing air and fuel for cleaner, more efficient combustion. The E-TEC combustion system significantly improves fuel efficiency, saving up to 15% in fuel, which extends boaters' time on the water. Redesigned and highly optimized exhaust ports also enable greater combustion thermal efficiency, creating more power and very low exhaust emission levels. In fact, the Evinrude E-TEC G2 engine results in up to 75% fewer total regulated emissions than leading competitive four-stroke outboard engines.

Moreover, Evinrude E-TEC engines received the EPA Clean Air Excellence Award and are compliant with stringent U.S. Environmental Protection Agency (EPA), European Union (EU), and California Air Resources Board (CARB) emission standards.

BRP's ICON Throttle allows users to control and synchronize multiple engines at the same time while fine-tuning the RPMs by 1% increments to find the perfect combination and maximize fuel economy.

BRP'S Rotax E-TEC 600 H.O. engine for snowmobiles

In line with the company's commitment to constant innovation, BRP has adapted the Evinrude E-TEC marine technology for Ski-Doo and Lynx snowmobiles. Sleds equipped with the Rotax E-TEC 600 H.O. engines have the lowest fuel and oil consumption of any two-stroke engine in the industry, and 50% less oil consumption compared to current models on the market.

Beyond fuel efficiency: innovative fuels

BRP's Evinrude engineers, in collaboration with the National Marine Manufacturers Association (NMMA), the American Boat and Yacht Council (ABYC) and several engine and boat manufacturers, have been leading a comprehensive program to test advanced alternative fuels for use in recreational marine engines and boats.

This project, supported by the U.S. Department of Energy, the Office of Energy Efficiency and Renewable Energy and the Argonne National Laboratory, has contributed to the ongoing research exploring cost-effective fuel alternatives in the industry.

Other higher ethanol blends, such as E15, have caused issues in recreational marine engines, including fuel phase separation, fuel system compatibility issues and engine failures. These issues have driven the marine industry to explore alternative biofuel solutions like biobutanol.

The team accumulated thousands of marine engine and boat test hours in the study and the results suggest that biobutanol blends up to 16.1% can be used in marine engines and boats without deterioration of engine or boat performance. Testing included measurements of gaseous and particulate engine exhaust emissions, combustion analysis, cold start, run ability, durability and more. The team tested many engine technologies from engine and boat manufacturers, including four-stroke carbureted and fuel-injected outboard engines, conventional two-stroke carbureted outboard engines, stern drive engines and E-TEC direct fuel injection outboard engines. The researchers found no engine durability or exhaust emission failures throughout the test program.

ENVIRONMENT

Although the availability of biobutanol fuels at marinas and boat fuelling stations is expected to take time, sharing marine industry research on biobutanol fuels is essential to creating a market and encouraging the adoption of this fuel. All Evinrude engines continue to be approved for up to 10% ethanol (E10) fuels.

RECYCLABILITY

30 engineers receive eco-design training at the Product & Development Centre in Valcourt

BRP has recently begun to study and adopt Design for Sustainability principles. In association with the IDP (Institut de développement de produits - Product Development Institute) in Montreal, Canada, we prepared a design guide for engineers and product development designers. We gave the first training to the Can-Am Spyder engineering team (30 employees) in December 2015. We are applying these principles to a pilot project, the details of which will be made available in FY17.

Our intention is to train all engineering employees in Valcourt by the end of 2016 and to further apply eco-design principles as we introduce new models.

Sea-Doo: an 80% recyclable watercraft

Launched in FY14, the Sea-Doo Spark watercraft was designed with Exoskel architecture consisting of a lightweight, durable and recyclable Polytec material. The watercraft as a whole is 80% recyclable and its shell is 100% recyclable. It remains the most fuel-efficient watercraft in the industry, based on BRP's internal testing and information on competitors' websites.



The Sea-Doo Spark watercraft as a whole is 80% recyclable and its shell is 100% recyclable.

EMPLOYEES

2020 GOALS:

- H&S: ACHIEVE ZERO LOST TIME ACCIDENTS.
- H&S: EVALUATE OHSAS 18001 CERTIFICATION RELEVANCE FOR ALL SITES.
- WELL-BEING: ACHIEVE A 90% SATISFACTION RATE AND ENSURE THAT OUR PROGRAMS ARE RECOGNIZED AS "BEST-IN-CLASS" WHEN COMPARED TO GLOBAL MANUFACTURING COMPANIES.
- TALENT ATTRACTION: IMPLEMENT THE HR REINVENTION PROJECT THROUGH THE SUCESSFACTORS PLATFORM.

HEALTH AND SAFETY (H&S)

BRP's management approach

Our employees are our most valuable assets, and protecting their health and safety is essential to our values and to our business. BRP has adopted an ambitious aspirational goal of zero lost time accidents in order to create a safer work environment by 2020. FY16 was our safest year on record!

Over the years, we have constantly been reinforcing safe behaviours and responsibilities within our production facilities through the use of existing H&S tools such as workplace inspections, the involvement of kinesiologists during assessment and training, safety observations made by supervisors and investigations of all incidents. These efforts are paying off, with employees taking ownership of health and safety, more committed to respecting safe behaviours and to risk identification. All employees, regardless of their roles, are expected and encouraged to provide an early reporting of symptoms so that supervisors are able to implement appropriate corrective measures.

In the fall of 2015, BRP's President, José Boisjoli, launched a challenge to all sites to maintain the increased H&S awareness. The facility showing the most improvement over its FY15 results would be invited to present its initiative to the members of BRP's Board of Directors. The winners, Valcourt [manufacturing] and Beloit [distribution centre], will present their approach and strategy later in 2016. Sites that are constantly achieving zero lost time accidents will be recognized as well.

A record frequency rate for the second year in a row

For the second year in a row, we achieved a record low Lost Time and Restricted Case frequency rate: 0.62, well below the 0.77 objective. This represents 44 workplace incidents, a reduction of more than 28% over FY15.

Several facilities achieved zero lost time accidents in FY16: R&D activities in Valcourt (Québec), the test centre in Stuart (Florida), distribution centres in the U.S. (Beloit, Atlanta and Fort Lauderdale), Brazil and Australia, as well as regional offices and several departments.

LA6

LOST TIME AND RESTRICTED CASE FREQUENCY RATES

	FY13	FY14	FY15	FY16	Target FY16
Global	1.19	1.26	0.87	0.62	0.77
Beloit	7.28	3.58	3.65	0	2.91
Gunskirchen	1.31	1.54	1.36	1.31	1.30
Juárez 1	0.61	0.36	0.84	0.40	0.53
Juárez 2	-	-	-	0.54	-
Palm Bay	2.22	0	9.4	6.64	0
Querétaro	0	0.69	0.18	0.28	0.18
Rovaniemi	1.38	1.23	1.93	1.08	1
Sherbrooke	1.02	2.33	0.95	0.33	0.95
Spruce Pine	0.49	1.95	1.16	1.08	1.16
Sturtevant	3.13	1.06	1.15	1.17	1
SVG (Special Vehicles Group)	-	-	0	22	0
Valcourt	1.4	2.07	0.94	0.41	0.94

SEVERITY RATE (LOST DAYS)

	FY13	FY14	FY15	FY16	Target FY16
Global	32	47.4	22.3	11.3	-

Note: BRP applies the definitions of the United States Occupational Safety and Health Administration (OSHA) to all sites for frequency and severity rates.

LA6 CONTINUED

ABSOLUTE NUMBER OF FATALITIES FOR TOTAL WORKFORCE

	FY13	FY14	FY15	FY16	Target FY16
Global	2	1	0	0	0
Benton	1	site closed	-	-	-
Valcourt	1	0	0	0	0
Rovaniemi	0	1	0	0	0

Health and safety initiative highlights

Our Querétaro site launched the “Levanta la voz” [“Speak up”] campaign as a tool to detect unsafe acts and preserve the integrity of our people and our safety principles at all times. In line with the zero-accident objective, the site conducted 95% of its scheduled Plant Safety Tours: 542 cards were handed out identifying H&S risks, with 80% of them resolved and the rest under investigation.

Our Juárez plant launched the Safety Management Revolution [SMR] Program focused on prevention and awareness activities. The pilot project was first implemented in the Production area and accidents were reduced from six to zero in the first year of implementation. It is currently being implemented in other areas, such as SSV Assembly, Maintenance, Quality, Engineering and Logistics.

In Canada, Québec’s worker health and safety board awarded BRP with the Health and Safety in the Workplace Grand Prize for the Eastern Townships region. An entire team imagined and designed a versatile new electric tool that can install springs in difficult-to-reach areas of Ski-Doo snowmobiles.

In the U.S., in response to our CEO’s challenge, our Sturtevant site updated training programs for temporary employees, conducted safety meetings for production and Product Development Centre employees, and launched a Safety Blitz.

In Gunskirchen, all our employees are involved in the suggestion program, supporting actively the continuous improvement of the H&S management.

TALENT ATTRACTION AND RETENTION

BRP’s management approach

BRP’s success is first and foremost due to a team of dedicated employees from all departments making sure we deliver the best product experience. It is not a surprise, then, that “talent attraction and retention” came up as BRP’s priority for the Employees pillar.

The BRP Talent Management team develops strategies to promote BRP as an employer of choice. While maximizing career opportunities for current employees, the team creates diversified channels to attract, engage and retain the next generation of talent.

The Talent Management function promotes BRP as the preferred employer in the industry by participating in various events such as “Robotique FIRST Québec”, a program encouraging youth to engage in robotics. Our team strives to find and attract top talent to meet BRP’s needs through initiatives such as an updated job posting template, a global referral program to reinforce existing local initiatives, and a presence on LinkedIn, a business social media site.

The Talent Management team has also developed a Recruiting & Selecting training program for BRP’s hiring managers to help them define real job needs, leverage their LinkedIn networks to find top talent, and enhance their interviewing and evaluation skills in order to select and appoint the best candidate for a given position. Finally, our “On-boarding” component includes numerous programs to make the transition into the company, or to a new position, a positive experience for employees.

Moreover, all of our initiatives, from health and safety training to personal development plans and well-being activities, are part of our employee value proposition.



Querétaro, Mexico

BRP RECOGNIZED AS A TOP EMPLOYER IN MEXICO

In FY16, BRP was recognized as a top employer in Mexico, ranking 49th out of 557 in the Super Empresas Expansion Survey. To capture employee perceptions, 98% of BRP’s Querétaro workforce answered a series of 100 questions about their workplace, including policies, practices and procedures.

EMPLOYEE DEVELOPMENT THROUGH TRAINING

LA9

HOURS OF TRAINING

	FY13	FY14	FY15	FY16
Total hours (all types of training, including HSE)	125,051	186,877	143,215	162,293
Total number of employees	6,800	7,100	7,600	7,900
Total hours of training per employee	18.39	26.32	18.84	20.54

HSE HOURS OF TRAINING

	FY13	FY14	FY15	FY16
Total hours devoted to HSE training	14,472	29,614	29,042	29,239
HSE training as percentage of total training	11.6%	15.8%	20.3%	18%

Please note that BRP’s systems do not allow for the retrieval of training information by gender or by employee category, but our sites have training policies in place to ensure fair access to all the types of training that our employees might need. Moreover, regular training is given when new processes are established.

TALENT MANAGEMENT AND PEOPLE DEVELOPMENT LA11

Strengthening our commitment to Talent Management allows us to actively invest in helping our employees increase their contribution level and maximize their potential. In FY16, to optimize our approach, our talent processes were migrated to a cloud-based solution, SuccessFactors. The system was deployed globally, with the exception of Austria.

As part of our ongoing talent cycle, approximately 2,180 employees, representing more than 27% of our total workforce, used the new SuccessFactors platform for their regular performance discussions. For FY16, some 500 weekly employees in Canada were still using the SAP system, while 470 salaried employees in Austria were using a paper-based performance assessment form for their regular performance and development discussions.

Our long-term goal is for all salaried employees to use the SuccessFactors platform for their performance development and talent-related activities.

Please note that BRP's systems do not allow for the retrieval of this information by gender and by employee category, but all of our professional employees have access to annual performance reviews and discussions.

WELL-BEING

Well-being activities in FY16

All of our sites are engaged in the promotion of well-being activities and healthy habits. These are part of BRP's employee value proposition.

Popular activities include races such as the Wels Half Marathon in Gunksirchen, the Green Race in Juárez, the Lake Léman bicycle race in Lausanne, the Industrial Park Race in Querétaro and the Santa Claus Race in Valcourt.



450 BRP participants entered the Industrial Park Race in Querétaro.

Our Gunksirchen, Juárez 1 and Sturtevant facilities offer an on-site gym while our Head Office and Valcourt sites share a well-being centre with a gym and group classes.

Even our regional offices organize activities such as a bike challenge in Gent or walking and weight-loss challenges in Campinas, Guadalajara, Palm Bay, Spruce Pine, Sturtevant and Sunrise.

In FY16 our Rovaniemi facility organized stretching breaks for all employees in order to create this new healthy habit while our Sherbrooke and Sturtevant sites organized several conferences on nutrition and stress-management. Moreover, most sites organize health days and health fairs offering, among others, flu shots, vaccines and balance tests.

More than 600 users for our MPS division's Wellness Connect site

Our MPS division's Wellness program doesn't focus solely on physical health. We offer opportunities for education and support for physical fitness, emotional/mental health, financial fitness and community involvement. The Wellness Connect interface allows users to:

- complete personal health risk assessments (HRA) in order to identify their greatest opportunities to improve their personal well-being;
- set tangible goals and sync their favourite device to track their progress;
- work one-on-one via the Internet or over the phone with their own personal wellness coach;
- benefit from rewards when completing either mandatory or voluntary activities;
- attend weekly wellness educational tutorials on a variety of wellness topics;
- access articles in the wellness library.

The BGF Gütesiegel for our Gunksirchen facility

Our Gunksirchen facility was recognized for exemplary workplace health promotion. Apart from the company's own health and fitness centre DOO it! PLUS, a number of sub-projects were designed to improve employees' well-being.

EMPLOYEES

“Stage-of-life-based” working time schedules were developed, the workspace was ergonomically designed with the participation of experts in industrial medicine, the air quality in the production area was improved, and the light distribution in the factory buildings was optimized with a new LED lighting system. Moreover, the company’s restaurant is certified “Gesunde Küche” (Healthy Kitchen) by the state of Upper Austria, and our site holds regular health days with different topics.



Our GunsKirchen facility was recognized for exemplary workplace health promotion.

INVOLVEMENT IN THE CSR PROGRAM

The CEO’s Earth Day Award

Earth Day is a yearly tradition at BRP. In FY16, we introduced the CEO’s Earth Day Award. Competition was fierce, as more than 15 sites participated. The jury, our CSR Operations Committee, had the difficult task of judging all the submissions based on general participation, management participation, creativity, positive impact in the community, communications strategy and the quality of the submission itself.

Our Juárez 1 facility was declared the winner of the FY16 edition as its Earth Day activities stood out for their outstanding impact in the community and a solid communications strategy. Creative aspects included the creation of dresses from recycled materials and a BRP-carved bean offered to participants of a “Green Race”.

A video highlighting all of our site’s efforts was presented at our Annual General Meeting. Watch it [here](#).



Our Juárez 1 facility was declared the winner of the FY16 CEO’s Earth Day Award.

Best CSR Practices

BRP’s Juárez 1 manufacturing facility also received the Best CSR Practices Award for its Care and Preservation of the Environment’s initiatives from the Mexican Philanthropy Centre, Cemefi, at the 16th International Seminar on Best Practices in CSR.

Cemefi presents this award to companies who pursue environmentally friendly practices that are original and sustainable, implemented for at least one year, and demonstrate the organization’s commitment to a sustainable development policy.

BRP’s Green Race [2014] and Ecological Fair [2015] promoted sustainability within the company and throughout the City of Juárez: six tons of electronic wastes were collected, 2,000 trees planted and our site initiated an eco-friendly waste-disposal program.

PRODUCT SAFETY

2020 GOALS:

- CONTINUE TO IMPLEMENT SAFETY FEATURES ON ALL PRODUCT LINES.
- IMPLEMENT PRODUCT SAFETY RECOGNITION FOR EMPLOYEES.
- CONTINUE TO DEPLOY DEALER TRAINING ON INFORMATION TO BE SHARED AT DELIVERY AND SERVICE.

BRP'S MANAGEMENT APPROACH

BRP is a leader in innovative powersports products with industry-shaping vehicles. Our desire to thrill is paired with an emphasis on rider responsibility, placing personal safety above all else. BRP's Product Safety Policy, adopted in June 2008, confirms our commitment.

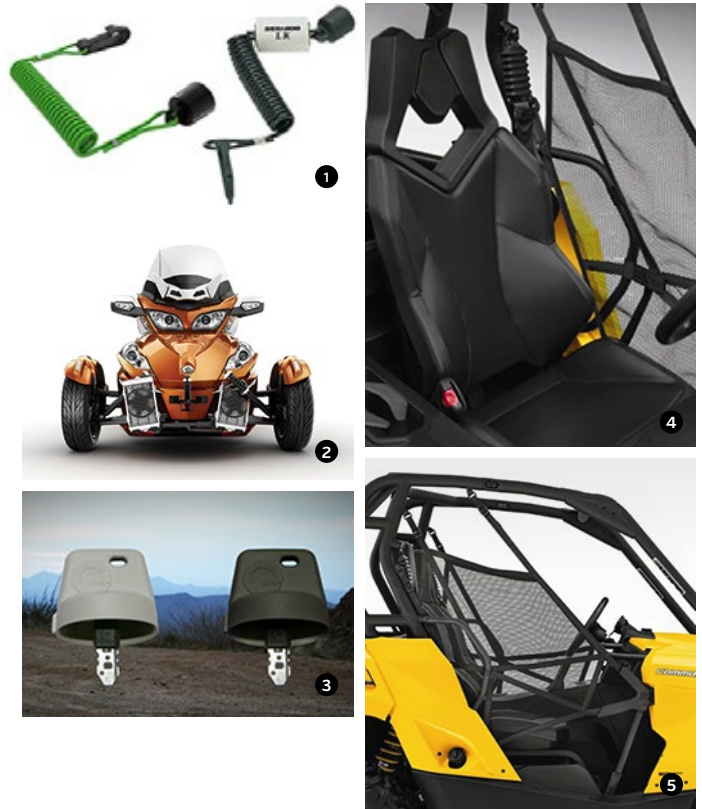
We thus include generally accepted product safety principles in product design, engineering, testing, manufacturing, marketing and after-sales service for all product lines. We provide clear and accurate product safety information to our customers and we undertake appropriate and timely investigations and corrective action, when necessary, in response to product safety concerns.

We also work with associations that promote safety around the world.

H&S IMPACT ASSESSMENTS OF PRODUCT PR1

BRP conducts H&S assessments for all recreational products at several life-cycle stages, including the development of product concepts, research and development, marketing and promotion, distribution, use and service. Special attention is paid to rider ergonomics when developing the product concept.

Here is an overview of BRP's most recognized safety features:



- ❶ Learning key [Sea-Doo watercraft and Ski-Doo snowmobiles]
- ❷ ABS anti-lock braking system and vehicle stability system [Can-Am Spyder roadsters]
- ❸ Performance key [Can-Am SSV and ATV vehicles]
- ❹ 3-point seat belt with anti-cinch [Can-Am SSV vehicles]
- ❺ Quick-attach side nets [Can-Am SSV vehicles]

RECOGNIZING EMPLOYEE CONTRIBUTIONS TO PRODUCT SAFETY

Much like CSR, Product Safety does not stand alone. Collaboration between departments is essential to promote the importance of this pillar. The Product Safety team decided to recognize these contributions through a series of internal awards. In FY16, five employees in Valcourt and Sturtevant were recognized for their work with the Product Safety department: Alain Doucet from QE-PPQ, Valcourt [Gold]; Jeff Podhajsky, Chantal Gagnon and Ricardo Martinez from Quality, After-Sales and Consumer Experience departments in Sturtevant [Silver]; and Karine Lefebvre from Information Systems and Technologies in Valcourt [Bronze].



Intelligent break [Sea-Doo]

SAFETY EDUCATION THROUGH DEALERS

Snowmobilers' safety comes first for BRP, which is why, in the fall of 2015, for the sixth straight year, the company took the lead in promoting avalanche education and awareness by sponsoring 23 seminars in Canada and 34 in the United States.

BRP worked very closely with experts and dealers to design seminars that are engaging, educational and entertaining for snowmobilers. Offered in multiple locations where avalanches can occur, BRP invited riders of all brands to attend, and encouraged those who registered to bring their friends and riding partners to ensure that those they ride with are also well informed.

More than 10,000 attendees have taken part in BRP's Ski-Doo-sponsored avalanche awareness seminars led by renowned experts since 2009.

TRAINING

BRP has been encouraging sites to introduce more product safety training for their employees and several sites have been able to successfully do so.

Our Rovaniemi facility organizes an annual information day for its entire staff at the opening of the production season. Following its success and positive feedback in FY15, our facility continued to include product training in the program. Production staff received an intense half-day of training on the new line-up and on specific technical features such as the BUDS diagnostic system and electronic throttle function, LEDC Tractive electric shocks and the E-TEC Direct Fuel Injection system.

At our Lausanne office, we conduct additional training for our employees using Can-Am Spyder roadsters in order to reduce the risk of accidents. This training is given by local employees with more experience, as a prerequisite for obtaining access to these units.

Finally, in Juárez, two Ride Safely training sessions were organized in June and attended by 98 employees.

2020 GOALS:

- ENSURE THAT OUR TOP 30 SUPPLIERS ARE PART OF OUR SUPPLIER RELATIONSHIP MANAGEMENT PROGRAM.
- RECEIVE 90% OF OUR QUÉBEC AND MEXICAN SUPPLIERS' SHIPMENTS IN REUSABLE CONTAINERS.
- ACHIEVE 85% CUBIC UTILIZATION IN SHIPMENTS.
- REDUCE GHG EMISSIONS FROM TRANSPORTATION.

BRP'S MANAGEMENT APPROACH

We do business with suppliers from around the world and we apply standard criteria in their selection and evaluation. All suppliers are audited and evaluated on their quality system, delivery timing ability, price competitiveness, innovation/technology and, among other criteria, their compliance with laws and CSR standards. Audits and evaluations are conducted yearly to minimize risks and improve practices.

In 2012, we started to deploy our updated Suppliers' Code of Conduct in order to promote high ethical standards and BRP's commitment to social responsibility throughout our supply chain. BRP expects all of its suppliers to comply with the requirements of the Code and encourages its suppliers to promote the Code's principles throughout their own supply chains.

Our Supplier Relationship Management (SRM) program allows our company to clearly communicate its goals and objectives to its key strategic suppliers while properly supporting them in their efforts to meet those objectives. The SRM program is currently being deployed in North America and Mexico, but has been in operation since 2007 at our Guns kirchen facility with the aim of making it the preferred customer in the powersports industry. For details regarding this program, please see the "Supply Chain Management" section of our FY15 CSR Report.

Our PEMO division holds an annual conference to share business strategies and initiatives with strategic suppliers. Senior management from 100 suppliers attended our Canadian conference in March of 2015. The conference is also an occasion to acknowledge and reward suppliers who have produced outstanding results in the areas of quality, product development and delivery.

At our MPS division, we have meetings with all strategic suppliers twice a year to ensure the alignment of critical business objectives. As such, our division partners with its suppliers to foster innovation in many areas such as light-weight materials, fuel consumption, alternative fuels and overall emission reductions for its products or operations.

PACKAGING RECOVERY AND RECYCLING EN28

BRP develops returnable packaging in collaboration with its suppliers in order to minimize waste.

Our eco-crate project for vehicles produced in North America was fully deployed in FY16. Over the years, our dealers had expressed concerns about the recyclability of our wooden crates vs those of our competitors (metal crates). Our crates were not easy to disassemble and therefore not easily recyclable. In FY12, these crates underwent a life-cycle analysis confirming that they are a more ecological choice than metal ones. In order to facilitate disassembly and increase their recyclability, the crates were redesigned, and nails were replaced with screws. All snowmobiles, personal watercraft, Can-Am all-terrain (ATV), side-by-side (SSV) and Spyder vehicles are now shipped in eco-crates.

Please see our FY15 CSR Report for additional initiatives and an illustration of how our styrofoam packaging is given a second life as plastic components.

TRANSPORTATION

Many of the parts that make up BRP's products are sourced from our suppliers' network. In order to reduce CO₂ emissions, BRP has established runs, consolidating the transportation of all parts from our suppliers in a given area, to reduce transportation intensity. This program has a direct impact on our logistics costs but also produces a direct and positive effect on carbon emissions.

BRP's Transports and Customs department, with the support of Québec's Ministry of Transportation through its program for the reduction and avoidance of greenhouse gas emissions (PAREGES), has been contributing significantly to the reduction of environmental impacts from the distribution of our products.

Over the past four years, BRP has been switching from traditional transportation (truck only) to intermodal transportation (truck and train) for delivering parts to our manufacturing facilities and distributing some of our products in Western Canada and the United States.

On the segments of transportation subject to the project, we have managed to achieve our goals (reduction of 6,000 tons of GHG emissions) in four years instead of the five years initially projected. In FY16 alone, the reduction totalled 1,816 metric tons when using intermodal transportation compared with our traditional transportation mode (truck).

EN30

ENVIRONMENT IMPACTS FROM PRODUCTS DISTRIBUTION - REDUCTION OF GHG EMISSIONS (IN METRIC TONS OF CO₂)

	FY13	FY14	FY15	FY16
Objective	1,200	1,200	1,200	1,200
Actual reduction	1,011	1,851	1,404	1,816

ROLE IN THE COMMUNITY

2020 GOALS:

- ENSURE BRP'S DONATIONS REPRESENT 1% OF THE COMPANY'S EARNINGS BEFORE TAX.
- DEFINE THE GUIDELINES OF AN EMPLOYEE VOLUNTEERING PROGRAM.
- DEPLOY BRP'S RESPONSIBLE RIDER PROGRAM FOR ALL PRODUCT LINES.
- ENGAGE THE DEALER NETWORK IN THE AFTER-SALES PAPERLESS STRATEGY.

SOCIAL ACCEPTABILITY OF OUR PRODUCTS

BRP's management approach

Social acceptability of BRP's products ranked by far as a top priority under the Role in the Community pillar during our stakeholder consultation.

Inappropriate and unsafe riding behaviours have a negative impact on the powersports' image and social acceptability. The Responsible Rider Program is one of BRP's answers to improving behaviours through consumer education about the responsible use of our products.

Another strategy to improve the social acceptability of our products is to design more vehicles for utilitarian purposes. Several vehicles have been adapted for use by the professionals who serve our communities: local police, lifeguards, security professionals, etc.

Responsible Rider Program

This initiative was launched in May 2014 as a pilot program for the Sea-Doo and Can-Am off-road brands in the WEMEA region (Europe, Middle East and Africa). Please see our FY15 report for details.

In FY16, our program was deployed in Belgium, Germany, France, Italy, Luxembourg, the Netherlands, Portugal, Spain and the United Kingdom. The program is currently being deployed in Australia for our Sea-Doo brand and in China for both our Sea-Doo and Can-Am brands.



Partnerships with authorities on responsible use and safety campaigns

While the Responsible Rider program does not encompass our Ski-Doo brand, several efforts were made in FY16 to reach users of snowmobiles and off-road vehicles in Canada. In Québec, BRP participated in the development of the 2016-2020 Recreational Tourism Action Plan of the Sûreté du Québec (Québec provincial police) to increase user safety on the trails. In Ontario, BRP partnered with the Ontario Provincial Police for a series of messages aimed at promoting safe and responsible behaviour among snowmobilers and off-road vehicle enthusiasts. Local media are also engaged in the campaign, broadcasting short commercials to promote safety on the trails.

Vehicles serving our communities **ECB**

In early 2015, BRP introduced three new Can-Am off-road vehicle models (Outlander L DPS 500 and Outlander MAX XT 650 ATVs and Commander XT 800 SSV) adapted to meet the needs of organizations such as police and sheriff departments, border patrols and private security agencies. Through these vehicles, BRP continues to demonstrate its commitment to supporting law enforcement and security professionals in the line of duty with dependable products to fulfill their vital roles in our communities. This was also the case in FY15, when BRP introduced the Sea-Doo SAR watercraft designed for water emergency response operations (see FY15 CSR Report).

In September 2015, BRP added a police-specific version of its Can-Am Spyder three-wheel vehicle to its growing line of products adapted for government and commercial use. BRP consulted with police motorcycle experts to design and equip its police unit as well as to ensure it exceeded the current industry offering. The goal was to provide the best vehicle so law enforcement officers can perform their duties more safely, effectively and comfortably.

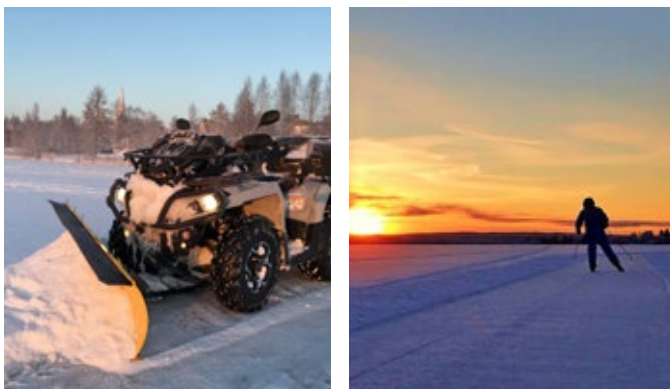
The Can-Am Spyder F3-P features an array of sophisticated safety and security systems as well as police accessories such as a siren, LED emergency lights and increased cargo capacity, and is wired with 12V and USB connectors.

The braking system is especially impressive for a police motorcycle: it has a one-pedal operation and its stopping distance was the best among its competitors at the 2015 and 2016 Michigan State Police Vehicle Evaluation. Moreover, the three-wheel design eliminates the two biggest concerns of motorcycle officers: it is almost impossible to tip over and it is easier to be seen by motorists in traffic.

For details and to see the Can-Am Spyder F3-P in action please view our [video](#).

Can-Am in action for local ice-skating track

Local entrepreneur and Lynx ambassador Sami Päivike lives by a river in Rovaniemi and on a lazy day during Christmas 2014, he decided to plow an ice skating rink for his children on the frozen river. He ended up clearing 25 km [16 mi] of ice-skating track on the river with his Can-Am vehicle for all the local sports enthusiasts!



In the winter of 2015-2016, Sami used his Can-Am 6x6 to build the track. In addition to a special price for his Can-Am, BRP lent Sami an ATV snowblower for the job. Photo: Mika Kuusimäki.

The information quickly went viral and Sami received an enormous positive feedback for his initiative. He was interviewed by Canada's CBC radio and even Britain's BBC. Sami is doing this for free and the track is available to everyone free of charge.

ECONOMIC AND SOCIAL CONTRIBUTIONS

Donations

BRP has several long-term partnerships with organizations that share its values, most notably rescue organizations and educational institutions. We put our vehicles and expertise at the service of the communities in which we operate and we strengthen these communities through social and economic contributions.

For total economic value created, distributed and retained, please refer to our FY16 Annual Review. Below we provide information on our donations and our progress toward our goal of donating of 1% of our earnings before tax.

EC1				
ECONOMIC AND SOCIAL CONTRIBUTIONS				
	FY13	FY14	FY15	FY16
Profit before tax (CA\$M)	151.6	117.1	124.5	100.4
Donations (CA\$M)	0.951	1.150	1.105	1.287
Ratio (%)	0.63	0.98	0.89	1.28

In FY17, we will be revisiting our overall donations strategy to reflect our global presence and will start defining an employee volunteering program.

Supporting Australia's lifesavers

BRP is a national corporate partner of Surf Life Saving Australia (SLSA) and its official powercraft provider. Now in its sixth year of the partnership with the volunteer service, BRP has already delivered almost AU\$1.5 million [CA\$1.5 million] worth of essential lifesaving equipment to clubs around Australia.

ROLE IN THE COMMUNITY

BRP products are currently being used by over 250 clubs around Australia, including the Can-Am Commander side-by-side vehicle, a range of Sea-Doo personal watercraft, and Evinrude E-TEC outboard engines.

“Surf Life Saving Australia is a not-for-profit entity that exists only through community donations, government funding, fundraising, and corporate sponsorship from companies such as BRP. BRP products are powerful lifesaving tools. They enable surf lifesavers and lifeguards to move around the beach and water quickly. This means patrolling and rescues can be performed with greater efficiency and rapid response to saving lives on the coast.” – Melissa King, General Manager Communications & Business Development, Surf Life Saving Australia.

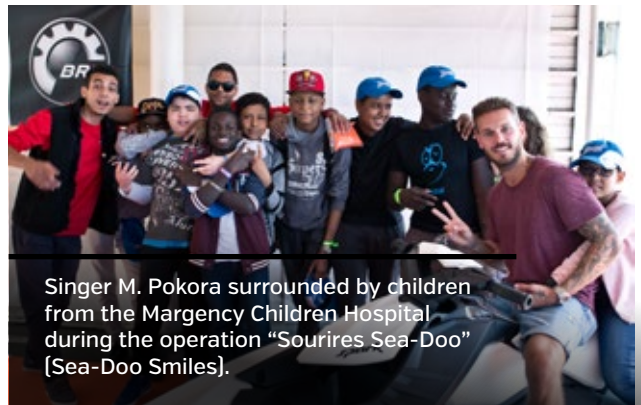


On average BRP's Sea-Doo watercraft are used for 51,120 hours yearly, while our SSVs patrol around 319,000 km per year.

Putting smiles on children's faces

BRP has been partnering with the Red Cross in Paris since 2010, mainly providing equipment for their nautical team. In 2015, BRP added a humane touch to its mission. Fifteen young patients from the Margency Children Hospital, an establishment of the French Red Cross, enjoyed half a day on the water in the company of singer M. Pokora.

“The operation “Sourires Sea-Doo” (Sea-Doo Smiles) is part of the agreement between BRP and the French Red Cross in Paris initiated in 2010, a fruitful partnership that meets BRP's social responsibility commitment and supports the mission of the Red Cross.” – Sandy Scullion, Vice President and Regional General Manager, BRP for Europe



Singer M. Pokora surrounded by children from the Margency Children Hospital during the operation “Sourires Sea-Doo” (Sea-Doo Smiles).

Employees who truly care: FY16 highlights

This year, BRP's dedicated and generous employees...



...sponsored one year of school supplies for PROINJAC's children and collected cleaning supplies for a retirement home in Juárez.



...provided Christmas gifts for many children through the local Angel Tree in Spruce Pine.



...raised over US\$15,000 (CA\$19,500) during Bowl for Kids' Sake in Sturtevant, making it the highest grossing fundraiser for Big Brothers Big Sisters in Racine/Kenosha.



...made and delivered 273 lunches, along with 300 scarves, to people in need during the Ruta de ayuda (Help Route) campaign in Querétaro. They also donated 762 kilograms of non perishable goods to the AMANC centre (Mexican Association helping Children with Cancer).



...collected food and personal hygiene items to create Christmas baskets for the Centre d'Action Bénévole (Volunteering Centre) in Valcourt.



...donated the €4,000 (CA\$5,800) reward they earned for their H&S record (€50 (CA\$72.50) per person for each 100 days with no registered lost time accidents) to children's cancer treatments in Rovaniemi.



...raised €940 (CA\$1,363), matched by BRP to a total of €2,000 (CA\$2,900), for a psychiatric facility of the Volkshilfe in Gunkirchen.

BRP'S PRESIDENT AND CEO RECEIVES THE HIGHEST DISTINCTION AT THE CHUS GALA

In Sherbrooke, on March 10, 2015, BRP's President and CEO, José Boisjoli received the 2015 Prix Jean-Besré for his outstanding contribution to the Foundation since 2005. He dedicated the award to all employees: "As a spokesman for BRP I am at the forefront, but this recognition goes to all BRP employees and ambassadors for this cause." Their contribution went from CA\$17,000 in 2005 to CA\$225,000 in 2015 for a grand total of more than CA\$1,200,000.

FY16 SUMMARY

	COMMITMENTS	PRIORITIES	2020 GOALS	FY16 ACTIONS	HIGHLIGHTS
GOVERNANCE	Promote an ethics and compliance mindset	Transparency and disclosure	Continue to disclose our CSR performance through recognized standards	✓ Publish third CSR Report in time for the Annual General Meeting	The report is available in all BRP official languages
				✓ Submit first CDP Report	We receive a 93 points disclosure score for our first CDP Report
				✗ Sign United Nations Global Compact	
	Further advance our CSR program including its structure	Stakeholder engagement	Conduct stakeholder consultations for all manufacturing sites	✓ Conduct stakeholder consultation in Guns kirchen	19 employees join us for our first stakeholder consultation in Guns kirchen
Management leadership		Increase management participation in strategic CSR events	✓ Launch the CEO's Earth Day Award	Our Juárez 1 facility wins the first CEO's Earth Day Award and is awarded Cemefi's Best CSR Practices Award	
ENVIRONMENT / FACILITIES	Increase operational efficiency	Environmental management (continuous improvement)	Achieve zero waste to landfill where facilities exist	✓ Define zero waste to landfill	Our Rovaniemi site is awarded the Golden Brush for the sustainability of its operations Our Sturtevant facility is awarded a Sustainable Business Award (Sustainable Process) for its closed-loop facility water system
				✓ Present waste results in intensity-based format	Our overall waste diversion and recycling rates improved by more than 10% since FY11 In FY16, 19kg [42 lbs] of non hazardous waste are generated per vehicle produced.
				✓ Evaluate ISO certification relevance for each site	Our Guns kirchen facility is workig towards its ISO14001 certification
				✓ Conduct GHG inventory audit	Our FY14 GHG inventory (audited in FY16) is exempt of significant discrepancies
		GHG emissions	Reduce our energy consumption intensity and our GHG emissions intensity by 25% based on FY11 levels	✓ Present GHG emissions information in intensity-based format	FY16 GHG emissions represent a total of 0.24 tonnes of CO2e per vehicle produced compared to a 0.41 figure for FY11 (base year)
				✓ Continue monitoring and reducing GHG emissions	GHG emissions for scope 1 and 2 are 20% below their FY11 level (base year)
		Energy	Reduce our energy consumption intensity and our GHG emissions intensity by 25% based on FY11 levels	✓ Implement at least one reduction initiative identified through energy audits	Reduced shifts and adjusted conveyor speed in the paint shop result in more than 20% reduction of propane use (for unchanged volumes) in Rovaniemi Our Guns kirchen facility optimizes the thermal post combustion control unit and estimates energy savings at 30%
				✓ Define a reduction target for each site based on a relevant intensity format	We use the energy consumed per unit produced as a measure of energy intensity
				✓ Present energy consumption information in intensity-based format	In FY16 total we consume a total of 921 kWh per vehicle produced compared to a 1,665 figure for FY11 (our base year)
ENVIRONMENT / PRODUCTS	Reduce products' environmental impacts	Recyclability Fuel efficiency	Increase the fuel efficiency and the recyclability of our products	✓ Conduct the Design for Sustainability Training pilot project	The Can-Am Spyder engineering team (30 employees) is trained on Design for Sustainability concepts
EMPLOYEES	Improve H&S management	Continuous improvement	Achieve zero lost time accidents	✓ Develop a proposal for total recordable rate for BRP	
				✓ Continue to reduce lost time accidents	BRP achieves a record-low frequency rate of 0.62: an improvement of more than 28% over FY15 results Our Valcourt site is awarded the "Health and Safety in the Workplace" Grand Prize for the Eastern Townships region
			Evaluate OHSAS 18001 certification relevance for all sites	✓ Evaluate OHSAS certification relevance for each site	

✓ We did it!
✓ We are working on it!
✗ We had to postpone it.

	COMMITMENTS	PRIORITIES	2020 GOALS	FY16 ACTIONS	HIGHLIGHTS		
EMPLOYEES	Implement wellbeing programs	Continuous improvement	Achieve a 90% satisfaction rate and ensure our programs are recognized as "best-in-class" when compared to global manufacturing companies	✓ Apply for one award or certificate of excellence	Our Guns kirchen facility is awarded the BGF-Gutesiegel for exemplary workplace health promotion.		
				✗ Create common survey to measure satisfaction rate for each site			
				✓ Implement Wellness Connect for our MPS division	More than 600 employees use our MPS division's Wellness Connect site		
	Increase focus on talent management	Employee attraction and retention	Implement the HR Reinvolution project through the Success-Factors platform	✓ Continue to implement the HR Information System	Our Querétaro site ranks in the top 10% of the best places to work in Mexico		
PRODUCT SAFETY	Continue to innovate on safety features on all products lines	Continuous improvement	Continue to implement safety features on all product lines	✓ Continue to innovate on safety features across all product lines			
				Promote a product safety mindset	Implement product safety recognition for employees	✓ Increase product safety awareness for all employees through training	Our production staff in Rovaniemi receives a half day training on product safety 98 employees attend two training sessions on our Ride safely program in Juárez
						✓ Continue to deploy the employee product safety recognition program	We recognize five employees in Valcourt and Sturtevant for their work with the product safety department
		Safety education through dealers and marketing	Continue to deploy dealer training on information to be shared at delivery and service	✗ Integrate an online training on product safety in service module for dealer certification	BRP sponsors more than 50 avalanche seminars for snowmobile riders in Canada and the United States		
SUPPLY CHAIN MANAGEMENT	Build strong relationships with our suppliers	Continuous improvement	Ensure our top 30 suppliers are part of our Supplier Relationship Management Program	✓ Implement the Supplier Relationship Management Program	Senior management from 100 suppliers attended our Canadian Suppliers' Conference		
				✗ Integrate CSR topic at annual Supplier Sessions			
	Build a resource-efficient supply chain	Packaging	Receive 90% of our Canadian and Mexican suppliers' shipments in reusable containers	✓ Increase the introduction of returnable containers to expand suppliers' use in Québec	The project starts in December 2015		
				✓ Complete the implementation of eco-crates for all products (North America)	All snowmobiles, personal watercrafts, Can-Am all-terrain [ATV] vehicles, side-by-side [SSV] vehicles and Spyder roadsters are now shipped in eco-crates		
	Transportation optimization	Reduce GHG emissions from transportation	✓ Involve at least one supplier in the project	The project starts in December 2015			
			✓ Reduce GHG emissions from transportation in Québec	We reduce our transportation-related GHG emissions by 1,816 metric tons in Québec by switching to intermodal transportation			
			✗ Optimize Internal transport from Logistic Center to warehouse by using E-Mobility [Guns kirchen]				
ROLE IN THE COMMUNITY	Coordinate the efforts on donation activities	Continuous improvement	Ensure BRP's donations represent 1% of the company's earnings before tax	✓ Continue our donations efforts	Our FY16 donations reach CA\$1.28 million, representing 1.28% of BRP's earnings before tax		
			Define the guidelines of an employee volunteering program	✓ Review the donations policy and implement a governance structure	BRP's CEO, José Boisjoli receives the Prix Jean-Besré 2015 for his outstanding contribution to the CHUS Foundation since 2005		
	Promote the responsible use of our products	Social acceptability of our products	Deploy BRP's Responsible Rider Program for all product lines	✓ Continue to deploy the Responsible Rider Program for our Sea-Doo and Can-Am brands	The Responsible Rider Program is being deployed in Australia for our Sea-Doo brand and in China for both our Sea-Doo and Can-Am brands		
Engage the dealer network in the after sales paperless strategy			✓ Implement one initiative to engage the dealer network	The Electronic Instructions Sheets project starts in December 2015			

GRI CONTENT INDEX (“IN ACCORDANCE” OPTION CORE)

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G4-1	1	
ORGANIZATIONAL PROFILE		
G4-3 to G4-7	4	
G4-8 to G4-9	-	Please refer to BRP's FY16 Annual Review [available at Investors.brp.com].
G4-10	18	BRP does not compile employee data by type, contract, region or gender.
G4-11 to G4-15	4, 5	
G4-16	-	Please refer to BRP's CDP Report [section CC2.3c].
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	-	Please refer to BRP's FY16 Annual Review [available at investors.brp.com].
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G4-56	9	

PERFORMANCE INDICATORS

MATERIAL ASPECTS	DMA AND INDICATORS	PAGE	OMISSIONS/COMMENTS
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Energy	DMA, EN3, EN5	10	
	EN6	11	Details available in CDP Report.
Emissions	EN15, EN16, EN17	12	
	EN18	28	FY16 GHG emissions represent a total of 0.24 tonnes of CO ₂ e per vehicle produced compared to a 0.41 figure for FY11 [base year].
Effluents and waste	DMA, EN23	13, 14	
Products and services	DMA, EN27	15	
Occupational H&S	DMA, LA6	17	Our system does not currently provide data by gender and employee category.
Training and education	DMA, LA9	18	Our system does not currently provide data by gender and employee category.
Talent Management	LA11	19	
Customer H&S	DMA, PR1	21	
Packaging	EN28	23	
Transportation	EN30	23	
Economic and social contributions	EC8, EC1	24, 25	Please refer to BRP's FY16 Annual Review [available at investors.brp.com].

FY16 CSR REPORT

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