

Corporate Social Responsibility

FISCAL YEAR 2017 REPORT



A WORD FROM THE PRESIDENT AND CEO



DEAR READERS,

This year has been an exciting one for BRP, as we posted record revenues and improved on many aspects of our business. Our CSR projects have expanded as we work to deliver on our promise of becoming the most sustainable innovation leader in the powersports industry by 2020. This fifth CSR Report delves deeper into our stakeholders' concerns in order to focus on the sustainability issues that matter the most.

BRP's three key pillars – growth, agility and lean enterprise – are now well established and our six CSR pillars complement these priorities. In order to better track data and initiatives related to our sustainability priorities we have subscribed to an online data-collection platform that will centralize all CSR information.

In 2016, several BRP sites received recognition for their social and environmental projects. Our GunsKirchen facility earned its ISO 14001 certification after more than 12 months of hard work. Our Mexican manufacturing facilities received a "Family Responsible Company" award from Mexico's Ministry of Labour and Social Security (STPS). BRP was also recognized for the quality of its CSR report by the Montréal-based Finance Sustainability Initiative (FSI).

All these achievements were made possible by our dedicated employees. I am very proud to be surrounded by passionate people who challenge the status quo every day, transforming BRP into a better company through their efforts. I am equally proud when I learn that sites such as our Rovaniemi or Sturtevant facilities operated for more than 365 days with no lost-time accidents, which means that our valuable employees are keeping safe on our premises.

Speaking of premises, we inaugurated two new buildings in FY17: a modernized Product Development Centre in Valcourt and a state-of-the-art technician training institute within our Sturtevant manufacturing facility. We are thus keeping our promise of designing innovative products while investing in the communities where we operate.

Apart from investments linked to our manufacturing activities, we remain committed to donating 1% of our pre-tax profit to local causes. In FY17, we reviewed our donation policy with the aim of concentrating our donations on a smaller number of organizations to maximize our impact while allowing employees to vote for their preferred causes.

In closing, I wish to thank all employees who integrate CSR into their daily functions. After more than six years of existence, our CSR program is now embedded into our regular activities, and this attitude is bringing us closer to our goal of being the most sustainable innovation leader in the powersports industry by 2020.

José Boisjoli, President and CEO

HIGHLIGHTS FOR FY17

OUR QUERÉTARO FACILITY RECEIVES THE STATE BUSINESS MERIT AWARD IN THE EXPORT CATEGORY.

BRP'S MANUFACTURING PLANTS IN MEXICO ARE RECOGNIZED FOR THEIR FAMILY-FRIENDLY POLICIES.

OUR GUNSKIRCHEN FACILITY OBTAINS ITS ISO 14001 CERTIFICATION AND RECEIVES THE KLIMAAKTIV AWARD FOR ENERGY EFFICIENCY.

OUR MODERNIZED PRODUCT DEVELOPMENT CENTRE IS INAUGURATED IN VALCOURT.

OUR ROVANIEMI AND STURTEVANT FACILITIES CELEBRATE 365 DAYS WITH NO LOST-TIME ACCIDENTS.

OUR VALCOURT FACILITY IS CERTIFIED AT THE PERFORMANCE LEVEL BY THE «ICI ON RECYCLE» PROGRAM FOR ITS 86.3% RECYCLING RATE.

BRP'S EMPLOYEE ENGAGEMENT LEVEL REACHES 86%.

OUR STURTEVANT SITE RECEIVES A CERTIFICATE OF EXCELLENCE FROM THE RACINE WASTEWATER UTILITY FOR 15 YEARS OF FACILITY WASTEWATER MANAGEMENT.

OUR JUÁREZ FACILITIES RECEIVE FIVE AWARDS FROM THE ASSOCIATION OF MAQUILADORAS (AMAC - INDEX JUÁREZ) ON THE DAY OF THE MAQUILADORA INDUSTRY.

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ORGANIZATIONAL PROFILE

COMPANY OVERVIEW

BRP is a worldwide leader in the design, manufacturing, distribution and marketing of motorized recreational vehicles and powersports engines. With annual sales of over CA\$4.2 billion in over 100 countries, the company employs approximately 8,700 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 FY17 Annual Review (available at www.brp.com/en/investor-relations.html). 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.

Ski-Doo, Lynx, Sea-Doo, Rotax, Evinrude, Can-Am, Spyder, and the BRP logo are trademarks of Bombardier Recreational Products Inc. or its affiliates.

A GLOBAL MANUFACTURING FOOTPRINT

BRP's main divisions in FY17 are as follows:

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

Global Retail and Services (GR&S), with offices and distribution centres in Lausanne (Switzerland), Botany (Australia), Ghent (Belgium), Auckland (New Zealand), Atlanta, Beloit, Fort Lauderdale and Sunrise (USA) and Sherbrooke (Canada). Other regional offices include Aix-en-Provence (France), Alta and Trondheim (Norway), Campinas (Brazil), Hilden (Germany), Hong Kong and Shanghai (China), Kawasaki (Japan), Prague (Czech Republic), Querétaro (Mexico), Rovaniemi (Finland), Umeå (Sweden).

Marine Propulsion Systems (MPS), with manufacturing facilities in Spruce Pine and Sturtevant (USA), including product engineering, sales, marketing and two dealer training centres, 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 regional interactions and dialogues 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 27,970 production parts from 2,017 suppliers located in 26 different countries, including 10 emerging markets, for a total buy of more than CA\$2.29 billion.

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

PRECAUTIONARY PRINCIPLE

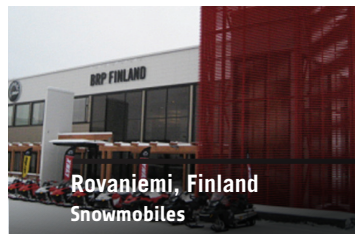
The precautionary principle denotes a duty to prevent harm, when it is within our power to do so, even when all of the evidence is not in. BRP adheres to the precautionary principle even though it is not formally embedded in our decision-making



Spruce Pine, USA
Outboard engines



Guns kirchen, Austria
Engines



Rovaniemi, Finland
Snowmobiles



Sturtevant, USA
Outboard engines



Valcourt, Canada
Snowmobiles, PWC, Roadsters



Querétaro, Mexico
PWC, Engines



Juárez 1, Mexico
ATV, SSV



Juárez 2, Mexico
ATV, SSV

process. BRP 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 Supplier 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 (CDP), and we plan to continue doing so in the coming years. In FY17, in response to a request from one of our clients, we went further in our CDP disclosure by completing the supplier supplement.

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 Guns kirchen facility obtained its ISO 14001 certification in FY17. Finally, our Juárez 2 and Querétaro facilities are LEED certified, attesting that the buildings comply with various sustainability standards such as reduced energy and water consumption, increased access to natural light sources and use of regional and recyclable construction material.

We are committed to continuous improvement by periodically auditing our operations, including those related to CSR. For example, we audited our GHG emissions in FY15 and conducted a second audit in FY18, while writing this report.

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

SCOPE AND BOUNDARY

This is BRP's fifth 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 powersports innovation leader by 2020. This report covers BRP's CSR achievements and challenges for all of its activities for FY17, unless otherwise indicated.

To draft the content of this report we:

- reviewed our FY16 CSR Report;
- reviewed our material issues to ensure that they are properly documented;
- evaluated the relevance of selected indicators in order to keep/add only those reflecting our material issues;
- exchanged information with relevant BRP management and employees 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.

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 has 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 Shareholders' Meeting
Environment	Industry groups	Group meetings
Employees	Employees	Employee survey (86% engagement level) CSR webcast CSR brochure (Gunskirchen) Workshops
Product Safety	Customers	Consumer Days
Supply Chain Management	Suppliers and dealers	Suppliers' Annual Meeting Supplier of the Year Award BRP Clubs for dealers
Role in the Community	Local groups and institutions	One-on-one meetings Partnerships Fairs

FOLLOW-UP ON OUR GUNSKIRCHEN FACILITY'S STAKEHOLDER CONSULTATION

Our Gunskirchen facility devised a three-year stakeholder engagement plan following the FY16 internal consultation. Each year the focus will be on a different stakeholder, as shown by the deployment chart below.

For FY17 the focus was on employees and their families as the facility organized a BRP-Rotax summer festival in recognition of the valuable contributions of our employees to the company's success.

At the "Rotax Infomarket," employees were able to find out about new projects and developments by visiting eight stations and collecting points on their "infopass." They were then entered into a contest and 15 of them won the right to participate in a Can-Am ATV and SSV event.

The local management team acted as grill masters and employees were able to enjoy the social gathering and the musical entertainment.



CAN-AM SPYDER OWNERS INVITED TO 10TH ANNIVERSARY HOMECOMING EVENT

Owners from all over the world are invited to attend the Can-Am Spyder 10th anniversary in June 2017, in Valcourt.

Homecoming activities include VIP access to the Can-Am Spyder production line, as well as to the newly redesigned Museum of Ingenuity J. Armand Bombardier and BRP's award-winning Design & Innovation Centre. There will also be a special evening and festivities to celebrate the anniversary, and most importantly, pay tribute to Spyder owners.

Additionally, since the Can-Am Spyder roadster is all about riding the open road, BRP will encourage cross-country group rides leading to Valcourt for the event. Upon arrival in Valcourt, BRP will host rides where attendees can meet new friends and explore Québec's beautiful Eastern Townships.

FOCUS AREAS AND MEASURABLE GOALS

In FY15, 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 FY16, 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 for demonstrating our performance in relative terms (i.e. kilograms of waste per unit of product). We repeated the energy workshop in FY17 to follow up on targets and learn from best practices.

The FY17 Summary at the end of this report reflects these discussions and highlights our achievements and challenges by showcasing our progress.

REPORT PROFILE

Our fifth corporate social responsibility (CSR) report reflects BRP's CSR performance for FY17 (February 1, 2016 to January 31, 2017). The report refers to certain awards and events from early FY18 for the sake of timeliness. We will continue to issue a CSR report on a yearly basis.

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

Our FY17 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. However, in FY17 we adopted a new tool (Metrio) in order to centralize CSR-related information. This should improve our data accuracy. Where applicable, more information is provided regarding uncertainties in relation to data.

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 FY17 Annual Review (available at www.brp.com/en/investor-relations.html). Information about the company's Code of Ethics is provided in 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 and our sites in Gunskirchen 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 connection to their respective Management Committees and their knowledge of the challenges of each site. They leverage the existing management structure, acting as a transmission belt between the divisions and the Committee.

Chaired by BRP's Senior Vice President, General Counsel and Public Affairs, 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, with the CSR Operations Committee meetings being a platform for information sharing and decision making with respect to our CSR action plans. At the end of FY17, for example, the Committee reviewed the relevance of our pillars and decided to reevaluate the scope of our Product Safety pillar. These changes will be reflected in our FY18 CSR Report. A summary of the FY17 action plan, along with the status for each objective, is presented at the end of this report.

We also periodically evaluate the relevance of our structure in order to ensure that all functions of the company are represented. During our most recent evaluation, at the end of FY17, the Committee decided to work in greater collaboration with partners from our engineering team in order to ensure that all relevant information is made available in the CSR Report. This is a noticeable improvement when considering the amount of information now available in the sections concerning our products.

BRP'S CSR STRUCTURE



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

BRP's FY17 divisions are: Product Engineering and Manufacturing Operations [PEMO], Global Retail and Services [GR&S] and Marine Propulsion Systems [MPS].

BRP'S FY16 CSR REPORT IS RECOGNIZED BY THE FINANCE AND SUSTAINABILITY INITIATIVE (FSI)



BRP's FY16 CSR Report was recognized during the FSI Competition for Best Sustainability Report as a runner-up in the Consumer Products category.

Based in Montréal, the FSI is a non-profit organization that brings together finance professionals dedicated to promoting sustainable finance and responsible investment to financial institutions, companies, and universities.

The selection of the best report in each of several specific industry sectors is made by a jury of university students who use a common set of selection criteria, to which they can add customized criteria for their given sector.

The competition targets sustainability reports from Canadian companies that are included in the S&P/TSX Composite Index.

During BRP's internal stakeholder exercise, transparency and disclosure 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 sets out 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 (www.brp.ethicspoint.com), 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 procedures **S04**

In FY17, BRP continued the compliance- and ethics-related training provided by its 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 1,130 employees from around the world received training during the year.

BRP requires every new employee to sign a copy of our Code of Ethics. This issue is also presented to new employees at induction events. Furthermore, annual certification and disclosure of conflicts of interest are required for all employees.

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.

TRANSPARENCY AND DISCLOSURE: RISKS

BRP's management approach

BRP's enterprise risk management program 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 monitors the company's risk management program on a quarterly basis.

ENVIRONMENT

2020 GOALS:

- REDUCE OUR ENERGY CONSUMPTION INTENSITY AND OUR GHG EMISSION 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 priorities for saving energy 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 that allow professionals to assess energy consumption trends. We also organize yearly energy workshops in order to share best practices and progress toward our overall goals.

EN3

ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN GJ*

	FY14	FY15	FY16	FY17
Acetylene	3	0	5	2
Diesel	11,527	11,232	9,315	9,408
Electricity	340,213	372,941	384,160	425,826
Electricity (steam)	7,906	7,902	7,398	6,913
Gasoline	56,524	71,388	77,403	62,863
Jet fuel	2,079	1,318	539	2,736
Natural gas	405,769	440,487	423,409	478,864
Propane	16,203	27,634	12,649	10,724
TOTAL (GJ)	840,224	932,902	914,878	997,336

* 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

	FY14	FY15	FY16	FY17
Total energy consumption (GJ)	840,224	932,902	914,878	997,336
Total energy consumption (kWh)	233,395,550	259,139,717	254,132,671	277,038,037
Energy intensity (kWh/unit produced)	859	901	919	901

As our operations intensified, the number of units produced increased compared to FY16, and our overall energy consumption rose accordingly. Nevertheless, the energy consumption per unit produced decreased by 18 kWh (from 919 kWh to 901 kWh).

Our Gunskirchen facility receives the klimaaktiv award

klimaaktiv, the climate protection initiative of the Austrian Ministry of the Environment, awards prizes to companies for successful efficiency measures.

Our Gunskirchen facility was awarded a prize for its thermal post-combustion control unit optimization project. The new control unit led to a 55% reduction in natural gas consumption by:

- measuring the raw gas components and the required combustion temperature;
- adjusting the low pressure;
- reducing the fresh air intake;
- switching the fresh air fan from permanent to drive control;
- replacing the leaking fresh air flap;
- increasing the maximum values for exhaust gas temperatures in the exhaust gas pipes from approx. 300 °C (572 °F) to 450 °C (842 °F).



Karin Fuchsberger (left) from Gunskirchen receives the klimaaktiv award.

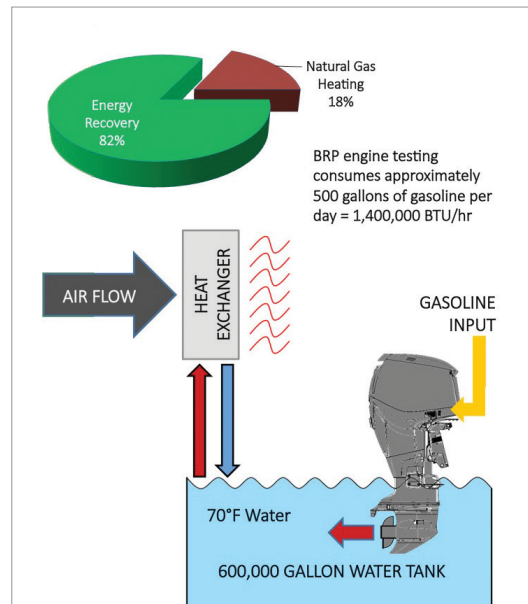
An informal program for our Spruce Pine site

Our Spruce Pine facility staff has been replacing standard fluorescent lighting with more energy-efficient LED lighting that uses up to 30% less energy. Through this informal program, 8% of the facility now features LED lighting.

An impressive heat-recovery system for our Sturtevant facility

A new energy recovery system was installed in the outboard engine durability test centre at our Sturtevant facility in an effort to maintain acceptable make-up air temperatures within the area. A 24,000 CFM (cubic feet per minute) air handler was installed on the roof of the building. Within the air handler, a six-pass water coil utilizes a glycol closed-loop heat exchanger to recover energy from the test water, putting it to use to heat the space in which the engines are tested.

The initial calculations estimated that 82% of the building's energy needs could be met when operating in energy recovery mode. In other words, it would require only 18% of the natural gas that would be consumed by a conventional direct-fired make-up air handler. The system, however, is performing well above expectations. Based on its operation and performance thus far, 100% of the heating requirements of the space have been fulfilled specifically using the energy recovery system. No natural gas has been consumed to heat the building. Even in the worst-case scenario, the energy recovery system was able to take -25 °C (-13 °F) air and heat it to 7 °C (45 °F) without the use of natural gas.



An energy-efficient Product Development Centre in Valcourt



By renovating the building, we were able to upgrade facilities that dated back to the mid-70s. At the time, test benches were cooled using the municipality’s potable water. The design of a closed-loop cooling circuit allowed for a 90% decrease in potable water use.

By recovering energy from conventional and degenerative motors and test benches, we can use gasoline power to heat office spaces when it’s cold, thereby decreasing electricity and natural gas consumption. The current systems allow us to recover up to 65% of the gasoline energy consumed, in thermal or electrical form. Despite the 25% increase in the building’s size, the Centre’s overall energy consumption has been reduced by 22%.

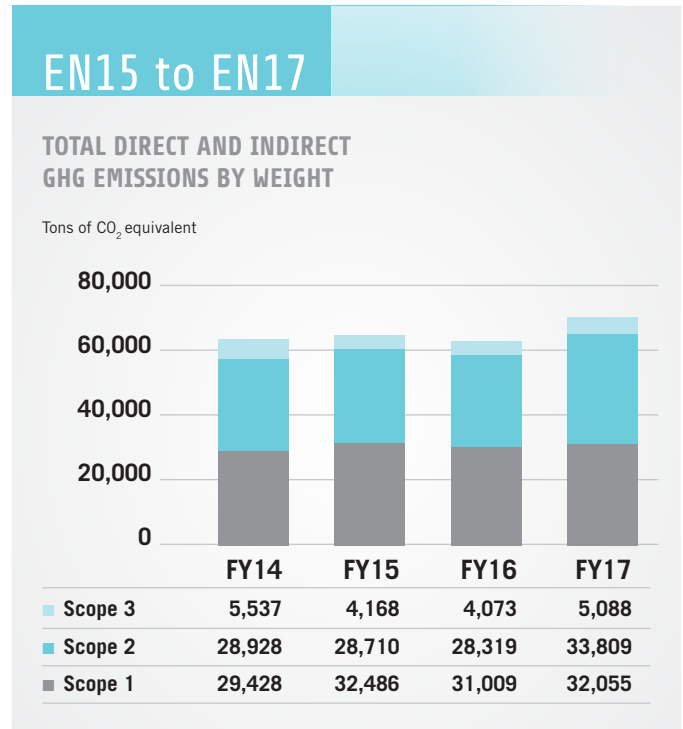
As tests may be subject to extended and intensive phase loading, each test bench was designed to limit noise propagation both inside and outside the building. This helps to maximize the comfort of our employees and our neighbours.

BRP’S JUÁREZ 2 PLANT IS NOW LEED CERTIFIED



Compared to similar facilities, our Juárez 2 plant is 20% more energy efficient and consumes 48% less potable water. Close to 50% of the building materials were sourced regionally and 14% have recycled content.

EMISSIONS



In FY17, we refined the way we accounted for the electricity consumption of our GunsKirchen site. The site had been using CO₂-free certified electricity for part of its electricity requirements since FY15. We updated the emission factors accordingly, which reduced our Scope 2 GHG emissions by about 3,000 tons per year as of FY15. Overall GHG emissions for Scope 1 and 2 increased by 11% compared to FY16, due to a 10% increase in production, but are still 15% below the FY11 level (base year). FY17 GHG emissions (all scopes) represent a total of 0.23 tonnes of CO₂e per unit produced compared to 0.41 tonnes for FY11 (base year) and 0.24 tonnes for FY16. For detailed information on our GHG emissions, including methodology, emissions factors and mitigation strategies, please see our CDP Report.

Pursuing our commitment to the Carbon Disclosure Project

Along with submitting our GHG-related information to the Carbon Disclosure Project for the second time, at the request of one of our clients we also completed the supplier supplement of the Report. We received a score of C-, which is the CDP supply chain average within our industry group.



Pictured left to right: Dave Wesner (Rivers Bend Engineering - RBE), Nora Erlandson (Racine Wastewater Utility), Marshal Dunst (RBE), Jeff Wasil (BRP) and Ryan Fulk (RBE).

OUR STURTEVANT SITE RECEIVES A CERTIFICATE OF EXCELLENCE FOR 15 YEARS OF FACILITY WASTEWATER MANAGEMENT FROM RACINE WASTEWATER UTILITY

BRP’s wastewater system has been in full compliance for every random sampling period during the past fifteen years, the result of a dedicated team that has focused on ensuring quality wastewater management throughout the years.

BRP has invested in methods to conserve water and minimize process waste through projects such as a closed-loop water system to test and validate outboard engines, for which the facility received an Earth Day Award last year from the Wisconsin Sustainable Business Council (see the FY16 CSR Report).

Much of the other wastewater equipment and systems are also being upgraded to further ensure compliance and maximize efficiency, as well as to expand real-time monitoring through software developed internally. In FY17, our facility completed a major upgrade, significantly improving the handling and management of chemicals used in the treatment process.

WASTE

BRP’s management approach

At BRP, waste minimization is seen as a priority for all sites. Our zero waste to landfill vision states that:

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.

Several sites already reached the goal of “zero waste to landfill” with diversion rates ranging from 98 to 100%.

Sites are responsible for defining the waste to be prioritized depending on their production context, but BRP uses 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)				
	FY14	FY15	FY16	FY17
Total generated	16,601	20,677	24,452	29,999
Total sent to landfill	2,374	3,908	5,209	3,092
Total recovered	14,226	16,769	19,243	26,270
Diversion rate (%)	86	81	79	88
Recycling rate (%)	82	79	77	83
Energy generation (%)	4.1	1.9	1.5	4.7
Composting rate (%)	0.07	0.03	0.02	0.02
Kg of non-hazardous waste per unit produced	61	72	88	98
Kg of non-hazardous waste to landfill per unit produced	9	14	19	12

DIVERSION RATES (%) PER MANUFACTURING SITE				
	FY14	FY15	FY16	FY17
Gunskirchen	100	100	100	100
Juárez 1	84	79	81	77
Juárez 2	-	-	80	92
Querétaro	87	49	55	98
Rovaniemi	97	98	98	98
Spruce Pine	84	89	80	85
Sturtevant	91	88	85	88
Valcourt (Operations)	85	85	85	85

EN23 CONTINUED

**HAZARDOUS WASTE BY DISPOSAL METHOD
(IN METRIC TONS)**

DISPOSAL TYPE	FY14	FY15	FY16	FY17
Recycling	594	616	587	816
Fuel blend	396	395	379	74
Secure landfill	275	195	188	471
Waste incineration	0.11	0	0	349
TOTAL HAZARDOUS WASTE GENERATED	1,265	1,206	1,154	1,710
Kg of hazardous waste per unit produced	4.7	4.2	4.2	5.6

Celebrating 5 years of proper plastic wrap recycling in Beloit

Our Beloit facility has been using a plastic baler for all the stretch wrap that covers product from our suppliers for more than five years. The plastic wrap is compressed by the machine to create 454-kg (1,000-lb) bundles that are sent to a recycler, thus avoiding sending it to the landfill.



Level 3 recognition from ICI ON RECYCLE for our Valcourt site

Our Complex A in Valcourt was certified at the Performance level by ICI ON RECYCLE (Here we recycle) for its 86.3% recycling rate (Silver Level). This recognition acknowledges the site's waste reduction, reuse and recycling efforts.

Taking waste personally

When the Global PAC Inventory team needed to destroy old catalogues and brochures and could not count on the services of its regular waste-diverting company, Martin Lussier, PAC Procurement Coordinator, stepped in. He found an alternative recycling company, diverted 6 truckloads of paper from landfill, and generated a CA\$3,646 profit. A great way of showing that CSR is everyone's business!

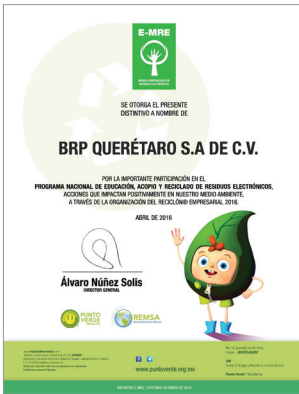
More than 15 years of pallet recycling in Sturtevant

Employees of our Sturtevant facility have been recycling wooden pallets for a long time. In 2003, BRP started receiving US\$50 per trailer for its pallets, giving employees an extra incentive to stop throwing them in the compactor.

Now BRP receives US\$125 for a trailer filled with pallets of all sizes, shapes and conditions, representing roughly 400 pallets. This makes it easy for employees, since there is no need to sort: as long as it's a wooden pallet, it goes in the trailer. Our Sturtevant facility now returns one or two trailers per month. In FY17, this represented 866 trees.



MANAGING E-WASTE RESPONSIBLY



Our Querétaro site was awarded the “EMRE Distinctive” badge for responsible electronic waste management by REMSA and “Punto Verde,” a prize given to institutions, corporations and businesses that are committed to and take responsibility for the proper recycling of e-waste.

During the FY17 Earth Day celebrations, our site converted the Family Centre

into a “green point” and conducted a campaign to recycle unused electronic items with the help of REMSA, the only company in Mexico that has the proper infrastructure to collect, separate and recycle electronic waste.

Moreover, the mission of our Centre de technologies avancées BRP-Université de Sherbrooke (CTA) has evolved. Our advanced technology centre for innovation and research into leading-edge technologies in the powersports industry now has a two-fold mission. First, it has an active role in the training and development of highly qualified research professionals using industry projects and internships. Second, it conducts research on advanced engineering applied to future vehicles, in the fields of electrification, lightweighting, mechatronics, connectivity, and noise and vibration management.

All BRP products meet or exceed existing environmental regulatory requirements around the world. The average emissions generated by our snowmobiles have decreased by more than 66% in the past 18 years. The exhaust emissions generated by our personal watercraft (PWC) and outboard engines have decreased by over 88% and 90%, respectively, since 1998, and all of our PWC and outboard engines sold in the State of California are certified by the California Air Resources Board (CARB) for ultra-low emissions (three stars). Moreover, every Evinrude outboard engine produced is compliant with all global emissions regulations.

FY17 initiatives from engineering

All new REV platform and 850E-TEC engines for Ski-Doo snowmobiles

A new combination of the REV Gen 4 platform and the Rotax 850 E-TEC 2-stroke engine, available on the Summit mountain, MXZ trail performance and Renegade crossover models, pushes the limits of innovation and creativity. Snowmobiles equipped with this new engine maintain the same fuel economy when compared to the Rotax 800R E-TEC engine (based on internal BRP testing of the MXZ X 850 E-TEC model). In addition, a change in manufacturing technology made the chassis lighter by 0.5 kg (1 lb).

The Gen 4 platform is also equipped with the dSkiBel noise reduction technology. This allowed the development of a more powerful engine with the same noise level as the previous Rotax 800R E-Tec engine. This is the result of collaboration between BRP and the highly qualified and dedicated research professionals at the CTA.

A fully electric Can-Am Spyder concept vehicle presented at the 29th Annual Electric Vehicle Symposium and Exposition

After five years of research and development, the CTA has unveiled a fully electric prototype vehicle: the Can-Am Spyder eConcept. The new vehicle was introduced at the 29th annual International Electric Vehicle Symposium and Exposition held at Montréal’s Palais des congrès (Canada) in June 2016. Watch this video to see it in action: youtu.be/jPNWK8TM_yI.

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 4.5% of its annual revenues in R&D. For details regarding our design and R&D facilities, please refer to our FY16 CSR Report.

In FY17, BRP inaugurated its Product Development Centre, the newly renovated and modernized research and development hub for our company’s Ski-Doo, Sea-Doo and Can-Am vehicles. The Centre, located in Valcourt, represents a CA\$35M investment, with a workforce of over 600 engineers, technicians and professionals who are responsible for over 750 issued patents and patent applications since the invention of the sprocket wheel and track drive system by BRP’s founder, Joseph-Armand Bombardier, in 1935.

Performing at a level comparable to gas-powered Spyder models over a range of 170 km (106 miles) with zero emissions, the new concept vehicle illustrates the CTA's expertise in electric mobility solutions, one of its key areas of focus.

The project began in 2010, with the Can-Am Spyder hybrid concept vehicle. More than 20 post-graduate students participated in the project, which evolved into a fully functional, 100% electric prototype. At its heart lies a CTA-patented 16 kWh battery pack. BRP has not yet announced any plans to commercialize a fully electric version of the Can-Am Spyder.

Introduction of a new technology for Sea-doo decks in Querétaro

BRP engineers have been working on this project for the past three years, replacing the gelcoat used in the manufacturing of the decks with multi-layer thermoformed sheets of acrylic and ABS, before the injection of the fibreglass reinforced resin. This creates a high-gloss acrylic finish on the deck that is more resistant to chipping and cracking due to the flexible nature of the acrylic sheets. It also increases the recyclability of the deck. The new technology, called CM-TEC, was introduced in Querétaro in the fall of 2016. The GTR X230 PWC (pictured here) is the first model built with this new technology. Our long-term goal is to use this new process to replace all gel coat applications.



Weight reduction initiatives

In addition to the Gen 4 Ski-Doo remodeling, several weight reduction initiatives were implemented in FY17. For example, the track on the Summit snowmobile was reduced by 4.5 kg (10 lb) by means of a new optimized crampon profile and an elongated 3.5 cm pitch between them. This made it possible to decrease the number of crampons while increasing the traction.

The Can-Am Maverick X3 has an ultra-light, fully welded chassis made of advanced high-strength steel, which is 25% lighter than conventional steel.

We also introduced a recyclable Polytec material on the Sea-Doo GTI and GTS models, the same material we used for the Sea-Doo SPARK model (see the FY16 CSR report). Each model features a compact and efficient Rotax 900 H.O. engine. This resulted in a total weight reduction of close to 65 kg (140 lb) compared to the previous models.

BRP RECEIVES A BUSINESS MERIT AWARD FROM THE STATE OF QUERÉTARO



On November 29, 2016, BRP's Querétaro manufacturing site received the State's Business Merit Award in the "Export" category, due to the distinguished quality of goods and standardized processes in the assembly and export of its products.

This award, delivered by the Secretary of Sustainable Development, Marco Antonio Del Prete Tercero, acknowledges organizations that

excel in the implementation of strategies, systems and processes of total quality and continuous improvement.

BRP's Querétaro facility has had ISO 9001 certification since 2014 and is positioned at the forefront of work centres and exporters of premium products worldwide.

EMPLOYEES

FUEL EFFICIENCY **EN27**

E-TEC G2 models expanded

In June 2016, BRP announced the release of the next generation of Evinrude E-TEC G2 outboard engines. Building on the success of the 200 HP high output (H.O.) to 300 HP outboards released previously, the new E-TEC G2 outboards include 150, 150 H.O., 175 and 200 HP models.

Featuring the cleanest outboard engine combustion technology available, they deliver up to 30% more torque, up to 15% better fuel efficiency, and up to 75% fewer total regulated emissions compared to leading four-stroke outboard engines.

Recognized for innovation, Evinrude E-TEC G2 outboard engines have won prestigious design awards from Good Design, Good Design Australia and Red Dot Design Awards, as well as the National Marine Manufacturers Association (NMMA) Innovation Award at the 2015 Miami International Boat Show. With Evinrude E-TEC G2 technology being the benchmark for outboard engines, expanding this award-winning product line to lower horsepower models allows even more consumers to benefit from the industry-leading performance of Evinrude E-TEC G2.

RECYCLABILITY

A second life for obsolete vehicle parts

In FY17, BRP launched a project aimed at sorting and retrieving from dealers obsolete (non-sellable) or damaged parts that were previously scrapped. These include vehicle fabrics, tires, rims, oils, antifreeze, coloured plastic parts, old accessories, etc. These parts are given a second life in BRP's internal network, such as sales to employees, operational or engineering needs, etc. This initiative is expected to reduce destruction and landfill costs, reduce purchasing expenditures in certain departments, and increase revenue from sales to employees for the benefit of the CHUS (Université de Sherbrooke's medical centre).

2020 GOALS:

- H&S: ACHIEVE ZERO LOST-TIME ACCIDENTS.
- H&S: EVALUATE OHSAS 18001 CERTIFICATION RELEVANCE FOR ALL MANUFACTURING 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 SUCCESSFACTORS 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.

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 engage in early reporting of symptoms so that supervisors are able to implement appropriate corrective measures.

In FY17, we decided to integrate temporary employees into our overall evaluation of the lost time and restricted cases frequency rate. The overall result for BRP's frequency rate was 0.74, slightly over the 0.72 objective. This represents 60 workplace incidents during the year.

Several facilities achieved zero lost-time accidents in FY17: Operations and R&D activities in Valcourt (Québec), our production facility in Rovaniemi (Finland), test centres in Stuart (Florida), Maricourt and Cabano (Québec), 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 CASES
FREQUENCY RATE*

	FY14	FY15	FY16	FY17	Target FY17
Global	1.26	0.87	0.62	0.60	0.51
Beloit	3.58	3.65	0	0	0
CTA	0	0	10.36	0	0
Yard (Valcourt)	0	0	0	5.81	0
Gunskirchen	1.54	1.36	1.31	1.14	1.30
Juárez 1	0.36	0.84	0.40	0.57	0.40
Juárez 2	0	0	0.54	0.84	0.54
LATAM	0	0	0	2.70	0
Palm Bay	0	9.40	6.64	3.21	0
Querétaro	0.69	0.18	0.28	0.44	0.18
Rovaniemi	1.23	1.93	1.08	0	0.90
SVG	-	0	22	0	0
Sherbrooke	2.07	0.95	0.33	0.39	0.33
Spruce Pine	1.95	1.16	1.08	1.89	1.08
Sturtevant	1.06	1.15	1.17	1.61	1
Test Centres - Canada	0	0	7.66	0	0
Valcourt (Operations)	2.07	0.94	0.41	0	0.41

* BRP employees only.

ABSOLUTE NUMBER
OF FATALITIES

	FY14	FY15	FY16	FY17
Global	1	0	0	0
Rovaniemi	1	-	-	-

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

365 days with no lost-time accidents

On September 14, 2016, for the first time in its history, our Rovaniemi factory reached 365 days without a single lost-time accident. All this has taken a lot of work, planning and rigorous execution: numerous Health & Safety training sessions, ergonomic checks and guidance, remarkable improvements in reporting near-miss cases, visual KPIs and active communication at all levels.

The facility realized two things:

- Safe behaviour is a reflection of attitude. A positive attitude resulted in increased safety observations and near-miss accidents. In FY17, more than 100 safety observations prevented severe accidents from occurring.
- A clean and organized work environment (5S) has a great impact on the Health & Safety record by increasing the visibility of possible issues and challenges.

In October 2016, our Sturtevant factory celebrated the milestone of 365 days with no lost-time injuries. The facility's record is 452 consecutive work days. Moreover, our Valcourt R&D facility celebrated close to 400 days with no lost-time accidents at the end of FY17.

Our Spruce Pine facility qualifies for State
of North Carolina (NC) Safety Award

The State of North Carolina Safety Award rewards facilities whose DART (Days Away, Restrictions and Transfers) incidence rate is equal to or less than 50% of the DART incidence rate for their industry code (NAICS). The 50% DART incidence rate for our facility's NAICS code was 1.4 and our facility's FY17 DART rate was 1.39.

Good momentum on further improving
the Emergency Response Plan (ERP) in FY17

In FY17, following an audit recommendation, the Global Health, Safety and Security team reviewed the BRP ERP in order to provide the necessary measures in case of an emergency.

The initial ERP binders were replaced by a web-based version and a mobile application for employees involved in the management of emergency situations.

A standard escalation process across BRP was formalized in order to increase the speed of reaction while decreasing potential risks and impacts.

This was complemented by a structured training program: more than 200 employees from eight North American sites were trained by security experts. We are planning to further deploy the ERP program in Europe and other sites during FY18.



Members of the Corporate Emergency Response Committee received training at the head office.

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 no surprise, then, that "talent attraction and retention" came up as BRP's priority for the Employees pillar (see the FY16 report for details).

Our employees' well-being is an important part of our strategy and a part of BRP's employee value proposition. All of our sites are engaged in the promotion of well-being activities and healthy habits. Popular activities include health fairs, family days, annual races, social events and access to the health and wellness facilities.

Family celebrations in our Mexican facilities

Our Querétaro facility organized a large event to celebrate families, with the intention of recognizing all those who are part of BRP. People of all ages attended and enjoyed the various activities organized for the occasion: vehicle exhibition, games of skill, inflatable games, face painting and a show for the whole family.

At the same time, our Juárez facilities celebrated Father's Day by inviting all employees to attend an event with food, games, a live show, a soccer tournament, music and a gift raffle (TVs, cell phones, grills and bicycles). BRP dads were also given a present to celebrate their day.

In May, BRP moms also had a special day in Querétaro: they were able to enjoy a great meal made especially for the celebration, and received a small gift.

BRP IS RECOGNIZED AS A "FAMILY RESPONSIBLE COMPANY" IN MEXICO



From left to right, Mario Gebetshuber, David Mora and Esperanza Mergil from our facilities in Mexico.

BRP's three manufacturing facilities in Mexico received a "Family Responsible Company" award from Mexico's Ministry of Labour and Social Security (STPS). This distinction is granted to companies in Mexico that apply and promote labour policies that contribute to the development of workers in an integral way, both at work and within their family environment.

The "Family Responsible Company" distinction is a way of creating awareness among the population about the importance of advancing in the creation of a more egalitarian society.

Social Welfare Assistant Secretary, Ignacio Rubí Salazar, presented the award for 2016 and during the event, the director of the Office for Mexico and Cuba of the International Labour Organization, Thomas Wissing Pfeiffer, emphasized the commitment of the winners regarding family responsibility and gender equality in the workplace.

BRP continues to position itself as one of the best companies to work for in Mexico, offering services and opportunities that make a difference in matters of gender equality, prevention and combat of labour violence and sexual harassment, as well as promoting actions and policies to encourage workers to take care of their family responsibilities.

An Open House to celebrate the 10th anniversary of our Juárez 1 facility

As part of its 10th anniversary celebrations, our Juárez 1 plant held an Open House to commemorate its inauguration in Ciudad Juárez. All employees and their families were invited to visit the manufacturing plant. During the event, guided tours and activities were organized for 2,480 people.



Cooking lessons with a mission

On October 27, 2016, the employees of BRP had the opportunity to take cooking lessons from the PanQayuda organization in Querétaro. Employees learned how to prepare their famous “walnut polvorones” while becoming familiar with the organization’s cause.

PanQayuda is a cooperative society formed in Querétaro by persons with disabilities, senior citizens and single mothers, with the purpose of generating self-employment and sustenance for themselves and individuals with similar characteristics.



Summer fun for our international offices

Employees from our international offices were competing against each other during our Summer Health Week: each team was made up of employees from different locations. The goal was to do sports activities to earn as many points as possible for your team within five days. A fun way of getting to know your colleagues from other countries.

Offices also organized family-oriented activities including a summer party in Lausanne that involved Swiss Bubble Soccer and a Family Day in Ghent involving water sports.

TRAINING

LA9				
HOURS OF TRAINING				
	FY14	FY15	FY16	FY17
Total hours (all types including HSE)	186,877	143,215	164,770	134,115
Total number of employees	7,100	7,600	7,900	8,700
Total hours of training per employee	26.32	18.84	20.86	15.42

HSE HOURS OF TRAINING				
	FY14	FY15	FY16	FY17
Total hours devoted to HSE training	29,614	27,317	29,061	33,002
HSE training as a % of total training (%)	15.8	19.1	17.6	24.6

Since 2014, 21 employees from the R&D Centre in Valcourt attended avalanche training and first aid training in remote areas.

Please note that BRP’s systems do not allow for the retrieval of training information by gender and 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.

Improving supplier relationships through training

In FY17, the PEMO Global Sourcing - Vehicle group implemented a Skills Development Program to improve the technical and soft skills of quality engineers and buyers. First steps included defining roles and responsibilities for each position, as well as the required expertise and behaviours associated with them. Training topics include supplier management, ethics, negotiating skills, etc. This program reaches more than 110 employees in Canada, Mexico and Asia.

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 FY17, we continued the implementation of our cloud-based solution, SuccessFactors. Our Austrian team started using SuccessFactors to ensure meaningful conversations between managers and employees and to support an effective objective-setting process aligned with BRP's 2020 mission. The platform is used by all white-collar employees and by specific team leaders (520 employees in total in Austria).

As part of our ongoing talent cycle, approximately 2,700 employees, representing more than 31% of our total workforce, used the new SuccessFactors platform for their regular performance review discussions.

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.

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 in the battle for the trophy and the CA\$1,000 prize. In FY17, we launched the second edition, increasing the prize for the winning site to CA\$1,500 in addition to the trophy.



This time, the trophy stayed in Mexico but changed hands from our Juárez facility to our Querétaro site, the winner of the FY17 award. Taking as its motto "Somos responsables" (We are responsible), the Querétaro site organized nine events linked to CSR themes. More than 400 employees participated, along with 77% of the management team and more than 350 friends and

family members. Activities included reforestation, a pet adoption clinic, electronic device collection for disposal, an ecological children's day, a photo contest and much more!

Our Querétaro team was awarded with the opportunity to make a cash donation to the institution of its choice and chose to donate the CA\$1,500 prize to an organization supporting children, the "Proyecto de vida" (Life Project).

Action Day for our Rovaniemi employees

Our Rovaniemi facility organized an action afternoon for the entire staff on May 27, 2016, featuring three different activities: product knowledge training, sports, and environmental clean-up. More than 300 participants were divided into three different groups.

BRP's experts provided training on Can-Am Spyder vehicles, Sea-Doo watercraft and Ski-Doo snowmobiles, while sporting activities included CrossFit, yoga in the park and body-weight workouts led by certified personal trainers.

Part of the day was devoted to environmental clean-up. The first group focused on the factory area, cleaning the factory yard and the nearest road and bicycle path. The second group focused on the Ounasvaara hill area, collecting rubbish around the downhill ski slopes, while the third group cleaned the streets coming down from Ounasvaara hill to Rovaniemi's city centre. The various clean-up activities were organized in conjunction with Keep Lapland Tidy.

A personalized CSR brochure for our Gunskirchen site

Our Gunskirchen team produced a CSR brochure focused on its own CSR goals, activities and highlights. Sponsored by Wolfgang Rapberger, Vice President, Global Sourcing Powertrain & Operations, and CSR Operations Committee member for the facility, the brochure was distributed to all employees at the end of FY17.



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 DURING 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. In FY17, 36 avalanche awareness seminars were conducted in Canada and in the United States.

H&S IMPACT ASSESSMENTS OF PRODUCTS 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.

BRP's most recognized safety features, such as learning keys, anti-lock braking systems, or intelligent brake and reverse systems, can be found on our website: www.brp.com/en/corporate-responsability/product-safety.html

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 FY17, employees in Valcourt and Sherbrooke were recognized for their work with the Product Safety Department. They are Etienne Laplante, Mario Dagenais and Félix-Antoine Laurence, from the QE-PPQ team in Valcourt (Gold), and Dany Davey, After-Sales Product Specialist in Sherbrooke (Silver).



From left to right: Félix-Antoine Laurence, Mario Dagenais, Marie-Claude Simard and Etienne Laplante

EMPLOYEE TRAINING

BRP has been encouraging sites to introduce more product safety training for their employees. Although there are no specific requirements, several sites have been able to do so successfully. The Legal Department provided training sessions on Product Safety for more than 640 employees during the year.

8,510 Certifications completed by BRP employees since the inception of the Ride Safely Program

SUPPLY CHAIN MANAGEMENT

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 systems, 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 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. For details regarding this program, please see the "Supply Chain Management" section of our FY15 CSR Report.

Our PEMO division holds a conference to share business strategies and initiatives with strategic suppliers once every eighteen months. Senior management from 100 suppliers attended our Canadian conference in October 2016. 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. In 2016, we introduced the Supplier of the Year Award.

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 lightweight materials, fuel consumption, alternative fuels and overall emission reductions for its products or operations.

PACKAGING

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

Reusable boxes for Ski-Doo and Spyder components in Québec EN28

At the end of FY16, BRP, with its Québec suppliers, introduced a new returnable container (triple-wall cardboard) to replace the disposable boxes (boxes handled mechanically) used to pack Ski-Doo and Spyder parts. The total quantity of disposable containers used for Spyder and Ski-Doo components was estimated at 19,333 units per production cycle. The aim for FY17 was to replace 85% of disposable boxes with returnable boxes and save 66,500 square metres of cardboard.



At the same time, BRP also introduced returnable plastic containers in lieu of disposable cardboard boxes (boxes handled by hand). According to our analysis, Québec suppliers used more than 72,000 cardboard boxes for Ski-Doo and Spyder components, representing close to 76,000 square metres of cardboard. According to BRP's estimates, 70% of disposable boxes could be replaced with plastic containers, saving 53,200 square metres of cardboard.

TRANSPORTATION EN30

In FY17, BRP continued its process of optimizing its production and reduced the distances covered by the parts for its various vehicles, thus considerably reducing their carbon footprint.

The production of hulls and decks for the Sea-Doo SPARK and hulls for the Sea-Doo GTI was transferred from Minnesota to Matamoros, Mexico. The production of the cargo box for the Can-Am Defender was also transferred from Canada to Monterrey, Mexico. In addition, 70% of the production of decks for other vehicles will be transferred from Québec to internal manufacturing. The production of large Sea-Doo parts will be transferred from Canada to Mexico near our Querétaro factory in FY18.

While bringing parts closer to where vehicles are being assembled, BRP also plans to work on returnable packaging with its local suppliers.

LIST OF PROHIBITED SUBSTANCES

The REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulation in Europe is increasing the number of chemical substances that are required to be monitored. Since FY15, suppliers have been invited to disclose and certify, through a web platform, chemical substances in production parts sent to BRP.

2020 GOALS:

- ENSURE THAT BRP'S DONATIONS REPRESENT 1% OF THE COMPANY'S PROFIT BEFORE TAX.
- DEFINE THE GUIDELINES FOR AN EMPLOYEE VOLUNTEERING PROGRAM.
- EXPAND THE GEOGRAPHICAL SCOPE OF BRP'S RESPONSIBLE RIDER PROGRAM.
- ENGAGE THE DEALER NETWORK IN THE AFTER-SALES PAPERLESS STRATEGY.

SOCIAL ACCEPTABILITY OF OUR PRODUCTS

BRP's management approach

The social acceptability of BRP's products ranked by far as a top priority under the Community Involvement pillar during our stakeholder consultation.

Inappropriate and unsafe riding behaviours have a negative impact on the image and social acceptability of powersports. The Responsible Rider Program is one of BRP's answers to improving behaviours through consumer education about the responsible use of our products, along with safety campaigns (see the FY15 and FY16 CSR Reports) and designing vehicles that serve our communities.

Vehicles serving our communities EC8

Another strategy to improve the social acceptability of our products was 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. In FY17, more than 100 of these vehicles were sold (see below). Please refer to our FY16 Report for details.



ECONOMIC AND SOCIAL CONTRIBUTIONS

For total economic value created, distributed and retained, please refer to our FY17 Annual Review. Below we provide information on our donations and our progress toward our goal of reaching donations of 1% of our profit before tax.

EC1				
ECONOMIC AND SOCIAL CONTRIBUTIONS				
	FY14	FY15	FY16	FY17
Profit before tax (CA\$M)	117.1	124.5	100.4	327.1
Donations (CA\$M)*	1.150	1.105	1.284	1.050
Ratio (%)	0.98	0.89	1.28	0.32

* Includes partnership with Surf Life Saving Australia.

FY17 has been a successful financial year for BRP: we performed above expectations, almost tripling our profit before tax compared to the previous year. Meanwhile, our donation amounts have been stable at CA\$1.147M on average and, as a result, our donation ratio was significantly reduced. We expect the situation to improve in FY18 with the deployment of our new donation strategy.

A new donation policy for a bigger impact

In May 2016, BRP employees had an opportunity to vote on the organizations that will receive support through BRP’s newly revamped donation policy. Endorsed by the company’s Management Committee, the donation policy has been reviewed and standardized to concentrate donations on a smaller number of organizations. The goal is to make a difference for each organization for a minimum of three years.

Employees from each major region of the BRP network were asked to choose from short lists of organizations working in the areas of education, health and community development. The results were announced on June 9, 2016, at the BRP Annual Shareholders’ Meeting (see box).

ORGANIZATIONS SELECTED BY BRP EMPLOYEES

CANADA: Foundation of the Centre hospitalier universitaire de Sherbrooke (CHUS)

UNITED STATES: Big Brothers, Big Sisters, an organization that provides support and advice to youth

FINLAND: Lapland Central Hospital

MEXICO: several organizations that support children and families

AUSTRIA: Vehikel, a project that helps troubled youth find employment, and Kumplgt Wels, providing farm stays for children with cancer and their families

INTERNATIONAL: location-based causes such as Surf Life Saving Australia (Asia Pacific) and children’s health initiatives (Europe)

These organizations will benefit from special giving arrangements with BRP and its employees, which may include money, products, services and volunteer support. In each of the regions, a local donation committee has been established to coordinate fund-raising activities for the selected organizations.

Supporting the Racine Yacht Club

Last summer, the Racine Yacht Club (RYC) held the regional qualifier for the U.S. Sailing Club’s Junior National Championships: teams from all over the Midwest came to Racine. David Drewes, Payroll Administrator, worked with Michael Freitag, Product Designer, to supply the local Racine Yacht Club with two Evinrude engines for use on their safety boats during the event. The RYC junior chase boats along with the RYC mark-set boat (with Evinrude 150) and several member boats were used as judge, safety and spectator boats.



BRP launches the BRP/Evinrude Water Research Excellence Fellowships

In June 2016, BRP, through its Evinrude brand, announced a new partnership with the University of Wisconsin-Milwaukee's School of Freshwater Sciences. Two US\$5,000 annual fellowships will be given to students conducting outstanding research to help protect and preserve the world's water reserves. In addition to the fellowships, Evinrude also donated two outboard engines to power the school's research vessels.

The School of Freshwater Sciences at the University of Wisconsin-Milwaukee is the only graduate school in North America solely dedicated to freshwater issues and the largest water-focused academic research institution on the Great Lakes.

Supporting the Fort McMurray community

In May 2016, a forest fire destroyed approximately 2,400 buildings and forced the evacuation of more than 80,000 residents in Fort McMurray, Alberta. When residents returned to their homes a month later, the Wood Buffalo Food Bank, an organization that provides programs to ensure food security for all citizens, saw a fivefold increase in demand.

BRP, in solidarity with its Fort McMurray dealer, Raven Motorsports, provided a CA\$20,000 donation to the Wood Buffalo Community Food Bank, which was struggling to meet the demand as families and individuals returned to their devastated communities. BRP's donation supplemented Raven's own contribution of CA\$10,000.

BRP receives five awards on the Day of the Maquiladora Industry EC8

In November 2016, the Association of Maquiladoras (AMAC - Index Juárez) commemorated the Day of the Maquiladora Industry and Manufacturing for Export (IMMEX) by recognizing several companies and workers for their contributions to the sector.

During this event, our Juárez sites received five awards for their commitment to social and environmental responsibility and for their promotion of the talent within the maquiladora industry. Two of the awards were for BRP programs, while three of the awards were directed to three employees in recognition of their careers.

ENGAGING THE DEALER NETWORK

BRP opens a new training institute in Sturtevant

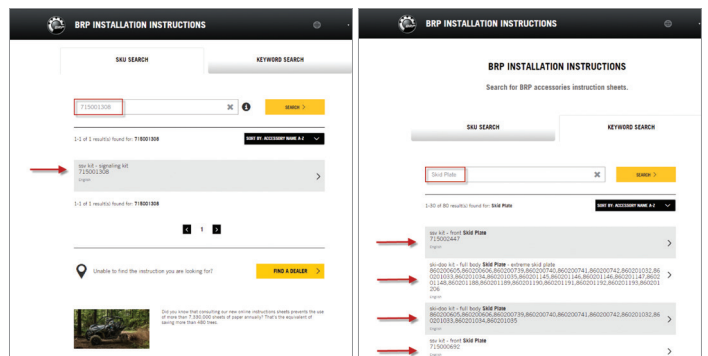
In November of FY17, BRP opened its state-of-the-art technician training institute at its Sturtevant manufacturing facility. Technicians from dealerships all over North and South America will be fully trained and certified to maintain and repair all Ski-Doo, Sea-Doo, Rotax and Can-Am products in this new institute, alongside the existing Evinrude training centre.

The institute was created with support from the Village of Sturtevant and the Racine County Economic Development Corporation. It generated 20 full-time positions and will bring around 500 visitors a year to the region. As one of five training institutes that cover BRP's regions across five continents, it represents a focused investment to better equip our U.S. dealer network to deliver excellent customer service, and will allow BRP to continue setting the standard in the powersports industry worldwide.

Paperless instruction sheets

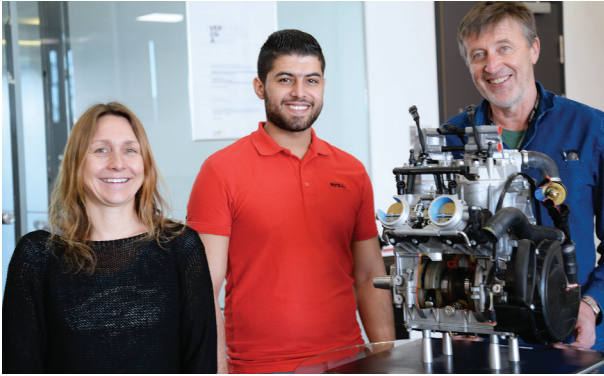
In FY17, BRP announced that the instruction sheets were being removed from the accessories packaging and replaced with virtual installation instructions. Electronic versions of the instruction sheets are currently provided to the dealers via the BOSSWeb Knowledge Centre and to consumers worldwide through a specific website (see below). They are available in multiple languages and regularly updated to include the latest information at all times.

All new accessories, starting with model year 2017 (MY17), only include a generic sheet directing consumers to the website and no longer have any paper copies of the instruction sheets, resulting in optimized packaging due to a reduced amount of paper. Estimated savings for all MY17 accessories total 9,775,804 sheets of paper or more than 1,000 trees!



EMPLOYEES WHO TRULY CARE: FY17 HIGHLIGHTS

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



... helped Abdalaziz, a Syrian refugee, acquire new skills through a metal technician apprenticeship in **GunsKirchen**.



... organized a "Christmas Posada" with AMANC (Mexican aid association for children with cancer) and donated scarves, gloves and socks to 98 children in **Querétaro**.



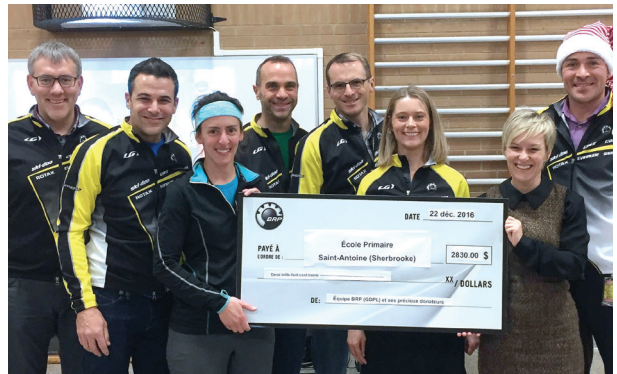
... held an event for children from various shelters and distributed toys and donations collected during their "2016 Christmas Mission" fundraising efforts in **Juárez 1** and **Juárez 2**.



... spent an entire afternoon cleaning the surroundings of our manufacturing plant in **Rovaniemi**.



... collected more than 10 boxes of food in December 2016 for families in need in **Valcourt**.



... cycled 1,000 km (621 miles) with the "Grand Défi Pierre Lavoie" and collected CA\$2,830 for the St-Antoine primary school in **Sherbrooke**.

FY17 SUMMARY

	COMMITMENTS	2020 GOALS	FY17 ACTIONS	HIGHLIGHTS
GOVERNANCE	Promote an ethics and compliance mindset	Continue to disclose our CSR performance through recognized standards.	✓ Publish CSR Report in accordance with GRI G4 guidelines	The report is available in French and English. A CSR brochure highlighting our achievements is available in BRP's five official languages.
			✓ Submit CDP Report	We submitted our second annual CDP Report and completed a supplier supplement at the request of one of our clients.
			✓ Deploy online CSR data collection platform	Our online platform, accessible to all CSR collaborators, allowed us to centralize all CSR data.
	Further advance our CSR program, including its structure	Conduct stakeholder consultations for all manufacturing sites. Increase management participation in strategic CSR events.	✗ Conduct stakeholder consultation in Mexico	The consultation took place in May 2017. We will be disclosing all relevant information in our FY18 CSR Report.
✓ Ensure management participation in at least one high-impact CSR activity			Our management team participated in Earth Day celebrations, including the second CEO's Earth Day Award, but we had to postpone a CSR volunteering activity.	
ENVIRONMENT / FACILITIES	Increase operational efficiency	Achieve zero waste to landfill where facilities exist. Evaluate the relevance of an ISO 14001 certification for our manufacturing sites.	✓ Prioritize at least one waste-reduction activity per manufacturing facility	Our Valcourt facility was certified at the Performance level by the ICI ON RECYCLE program for its 86.3% recycling rate.
			✓ Present waste results in intensity-based format	Our overall waste diversion and recycling rates have improved by more than 10% since FY11. In FY17, 12 kg (26.4 lb) of non-hazardous waste were generated per unit produced.
			✓ Evaluate ISO certification relevance for each site	Our Guns kirchen facility received its ISO 14001 certification.
	Reduce our energy consumption intensity and our GHG emission intensity by 25%, based on FY11 levels.		✓ Conduct GHG inventory audit	We started the audit process in April 2017. The results will be disclosed in our FY18 CSR Report.
			✓ Present GHG emission information in an intensity-based format	FY17 GHG emissions represent a total of 0.23 tonnes of CO ₂ e per unit produced compared to 0.41 tonnes for FY11 (base year) and 0.24 tonnes for FY16.
			✓ Continue monitoring and reducing GHG emissions	Overall GHG emissions for Scope 1 and 2 increased by 11% compared to FY16, due to a 10% increase in production, but are still 15% below their FY11 level (base year).
			✓ Implement at least one reduction initiative identified through energy audits	Our Guns kirchen facility received the klimaaktiv award for optimizing its thermal post-combustion control unit to reduce natural gas consumption by 55%. The new energy recovery system in our Sturtevant facility's outboard engine durability test centre heats the building without the use of natural gas.
		✓ Present energy consumption information in intensity-based format	In FY17, we consumed a total of 901 kWh per unit produced, compared to 1,665 kWh per unit produced in FY11 (our base year) and 919 kWh per unit produced in FY16.	
ENVIRONMENT / PRODUCTS	Reduce products' environmental impact	Increase the fuel efficiency and the recyclability of our products.	✓ Improve the CSR team's product knowledge	We conducted interviews with our engineering team, resulting in more complete information on our products' environmental performance. Sea-Doo GTI and GTS models are now made of recyclable Polytec material and feature a compact and efficient Rotax 900 H.O. engine, resulting in a total weight reduction of close to 65 kg (150 lb) compared to the previous models.
EMPLOYEES	Improve H&S management	Achieve zero lost-time accidents. Evaluate OHSAS 18001 certification relevance for all manufacturing sites.	✓ Develop a total recordable rate proposal for BRP	To be defined during FY18.
			✓ Continue to reduce lost-time accidents	Our Rovaniemi and Sturtevant facilities celebrated 365 days with no lost-time accidents.
			✓ Evaluate OHSAS certification relevance for each site	Our Valcourt site is working on a proposal for a management system (pilot project).

	COMMITMENTS	2020 GOALS	FY17 ACTIONS	HIGHLIGHTS
EMPLOYEES	Implement well-being programs	Achieve a 90% satisfaction rate and ensure that our programs are recognized as “best-in-class” when compared to global manufacturing companies.	✔ Apply for one award or certificate of excellence	BRP’s manufacturing plants in Mexico have been recognized for their family-friendly policies.
	Increase focus on talent management	Implement the HR Reinvention project through the SuccessFactors platform.	✔ Continue to monitor employee satisfaction rate ✔ Continue to implement the HR Information System	BRP’s employee engagement level has reached 86%. Our GunsKirchen facility is now using the SuccessFactors platform.
PRODUCT SAFETY	Continue safety feature innovation on all product lines	Continue to implement safety features on all product lines.	✔ Continue safety feature innovation across all product lines	Our modernized Product Development Centre has been inaugurated in Valcourt.
	Promote a product safety mindset	Implement product safety recognition for employees.	✔ Increase product safety awareness for all employees through training (including onboarding programs) and communication tools	The Legal Department provided product safety training sessions for more than 640 employees during the year.
		Continue to deploy dealer training on information to be shared during delivery and service.	✔ Conduct avalanche skills training	Four employees in Valcourt and Sherbrooke were recognized for their work with the Product Safety Department. We conducted 36 avalanche skills training programs in Canada and the U.S.
SUPPLY CHAIN MANAGEMENT	Build strong relationships with our suppliers	Ensure that our top 30 suppliers are part of our Supplier Relationship Management Program.	✔ Continue to implement the Supplier Relationship Management Program	In 2016, we introduced the Supplier of the Year Award.
	Build a resource-efficient supply chain	Receive 90% of our Canadian and Mexican suppliers’ shipments in reusable containers.	✔ Increase the introduction of returnable containers to expand suppliers’ use in Québec	A new returnable container has been introduced to replace disposable boxes for Sea-Doo parts.
		Reduce GHG emissions from transportation.	✔ Involve at least one supplier in the project ✔ Reduce transportation-related GHG emissions in Québec	The production of hulls and decks for several vehicles was transferred from Québec to Mexico, thus reducing the distance parts had to be shipped and the related GHG emissions.
ROLE IN THE COMMUNITY	Coordinate efforts for donation activities	Ensure that BRP’s donations represent 1% of the company’s profit before tax.	✔ Continue our donation efforts and conduct an annual donation inventory	FY17 donations reached CA\$ 1.050 million.
		Define the guidelines for an employee volunteering program.	✔ Review the donation policy and implement a governance structure	In June 2016, a revised donation policy was launched, along with local commitments to specific causes.
	Promote the responsible use of our products	Expand the geographical scope of BRP’s Responsible Rider Program.	✔ Continue to expand the Responsible Rider Program to other countries and brands	We are considering a collaborative approach with several competitors in order to improve the image of powersports.
Engage the dealer network in the after-sales paperless strategy.		✔ Implement one initiative to engage the dealer network	Instruction sheets are being removed from the accessories packaging and replaced with virtual installation instructions.	

✔ We did it!

✔ We are working on it!

✘ We had to postpone it.

GRI CONTENT INDEX (“in accordance” – Core)

GENERAL STANDARD DISCLOSURES	PAGE	COMMENTS	
STRATEGY AND ANALYSIS			
G4-1	2		
ORGANIZATIONAL PROFILE			
G4-3 to G4-7	4		
G4-8 to G4-9	-	Please refer to BRP's FY17 Annual Review (available at www.brp.com/en/investor-relations.html).	
G4-10	-	BRP employs approximately 8,700 people worldwide, but 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	5	Please refer to BRP's FY17 Annual Review (available at www.brp.com/en/investor-relations.html).	
G4-17 to G4-23	6		
STAKEHOLDER ENGAGEMENT			
G4-24 to G4-27	6		
REPORT PROFILE			
G4-28 to G4-33	7		
GOVERNANCE			
G4-34	7	Please refer to BRP's FY17 Annual Review (available at www.brp.com/en/investor-relations.html).	
ETHICS AND INTEGRITY			
G4-56	7		
PERFORMANCE INDICATORS			
MATERIAL ASPECTS	DMA AND INDICATORS	PAGE	OMISSIONS / COMMENTS
Anti-corruption	DMA, SO4	9	
Energy	DMA, EN3, EN5	10	
	EN6	-	Please refer to our CDP Report.
Emissions	EN15, EN16, EN17	12	
	EN18	12	FY17 GHG emissions (all scopes) represent a total of 0.23 tonnes of CO ₂ e per unit produced compared to 0.41 tonnes for FY11 (base year) and 0.24 tonnes for FY16.
Effluents and waste	DMA, EN23	13-14	
Products and services	DMA, EN27	17	
Occupational H&S	DMA, LA6	18	Our system does not currently provide data by gender and employee category.
Training and education	DMA, LA9	20	Our system does not currently provide data by gender and employee category.
Talent management	LA11	21	
Customer H&S	DMA, PR1	22	
Packaging	EN28	23	
Transportation	EN30	24	
Economic and social contributions	EC1, EC8	24-28	Please refer to BRP's FY17 Annual Review (available at www.brp.com/en/investor-relations.html) for the DMA.

FY17 CSR REPORT

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POSITION POUR LOGO
FSC ANGLAIS

