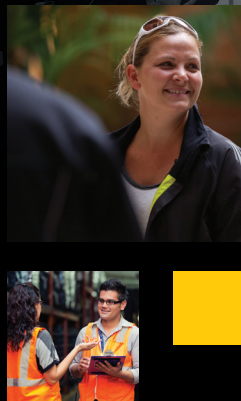


# Corporate social responsibility

FISCAL YEAR 2017  
OVERVIEW



## 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



## FY17 CSR HIGHLIGHTS

### EMPLOYEES

Our Spruce Pine facility is awarded the State of North Carolina's Safety Award in recognition of its DART rate (Days Away, Restrictions and Transfers).



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

### EMPLOYEES

BRP's three manufacturing facilities in Mexico receive a "Family Responsible Company" award from Mexico's Ministry of Labour and Social Security.

### ROLE IN THE COMMUNITY

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.



### ENVIRONMENT

Our Complex A in Valcourt is 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.



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

### ENVIRONMENT

Our Sturtevant site receives a certificate of excellence for 15 years of facility wastewater management from Racine wastewater utility.



### ENVIRONMENT

A new technology for Sea-Doo decks, called CM-TEC, introduced in Querétaro, increases their resistance to chipping and their recyclability.





## EMPLOYEES

On September 14, 2016, for the first time in its history, our Rovaniemi factory reaches 365 days without a single lost-time accident.



## ENVIRONMENT

A fully electric Can-Am Spyder concept vehicle is presented at the 29<sup>th</sup> Annual Electric Vehicle Symposium and Exhibition in Montreal, after five years of research and development.



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

## PRODUCT SAFETY

Several employees from our Sherbrooke and Valcourt installations are recognized for their contributions to product safety.

## EMPLOYEES

Several facilities achieve zero lost-time accidents in FY17: operations and R&D activities in Valcourt, our production facility in Rovaniemi, test centres in Stuart, Maricourt and Cabano, distribution centres in the U.S. (Beloit, Atlanta and Fort Lauderdale), Brazil and Australia, as well as regional offices and several departments.



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

## ENVIRONMENT

Our Gunskirchen facility receives the klimaaktiv award from the Austrian Ministry of the Environment for its thermal post-combustion control unit optimization project leading to a 55% reduction in natural gas consumption.

## ENVIRONMENT

### ENERGY INTENSITY

	FY15	FY16	FY17
Total energy consumption (GJ)	932,902	914,878	997,336
Total energy consumption (kWh)	259,139,717	254,132,671	277,038,037
Energy intensity (kWh/unit produced)	901	919	901
Tonnes CO <sub>2</sub> e per unit produced	-	0.24	0.23

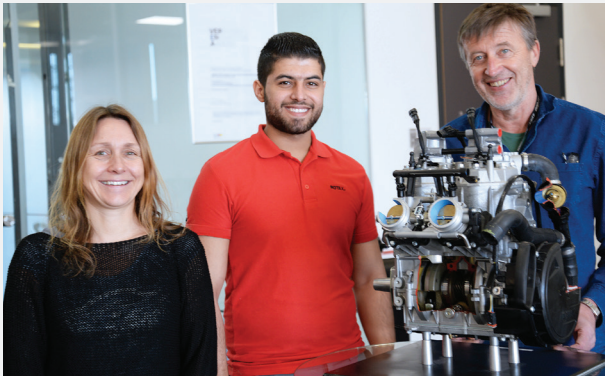
### NON-HAZARDOUS WASTE BY TYPE AND DISPOSAL METHOD (IN METRIC TONS)

	FY15	FY16	FY17
Total generated	20,677	24,452	29,999
Total sent to landfill	3,908	5,209	3,092
Total recovered	16,769	19,243	26,270
Kg of non-hazardous waste per unit produced	72	88	98
Kg of non-hazardous waste to landfill per unit produced	14	19	12



## EMPLOYEES WHO TRULY CARE

THIS YEAR, BRP'S DEDICATED AND  
GENEROUS EMPLOYEES...



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



... 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.**



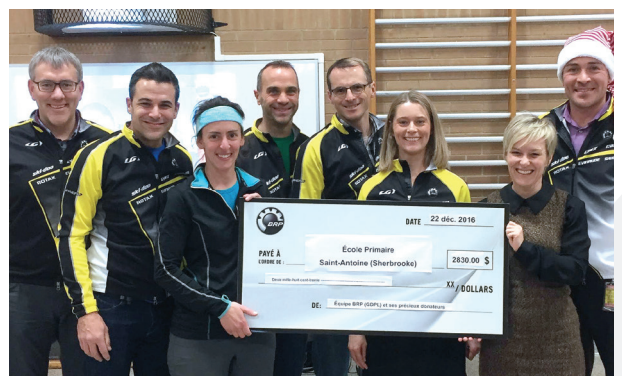
... collected more than 10 boxes of food in December 2016 for families in need **in Valcourt.**



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



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



... 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.**



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