

# **APPENDIX I**

## **BRP Supplier Code of Conduct**

### **GENERAL**

BRP is committed to the highest standards of product quality and business integrity in its dealings with suppliers and ensuring that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible. This includes, but is not limited to, complying with all applicable laws, rules and regulations. Other specific guidelines are as follows:

### **ENVIRONMENT**

Supplier and its affiliates/subcontractors (herein "Supplier") is expected to conduct its operations in a way that limits the impact on the environment and complies with all applicable environmental laws and regulations in the countries in which it operates.

### **HEALTH AND SAFETY**

Supplier shall do all that is reasonable and practicable to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Supplier is also expected to comply with all applicable safety and health laws and regulations in the countries which they operate. Here are some of the guidelines:

- Protect the health and safety of employees and contract labor and minimize any adverse work conditions.
- Implement safe and healthful work practices to prevent injury, illness and property damage.
- Minimize occupational exposures to potentially hazardous materials and unsafe work conditions by maintaining appropriate safety systems and effective controls.
- Implement an emergency response program that addresses the most likely anticipated emergencies.
- Reduce the risk of fire by implementing an adequate fire prevention program. Fire prevention equipment must be in place, accessible, and properly maintained. Supplier is responsible for conducting fire prevention and evacuation training.
- Train its employees at all levels to ensure their continued commitment to their own health and safety and that of their co-workers.

### **CHILD LABOUR**

BRP will not engage in nor support the use of child labor. Supplier shall not employ child labor in any of its facilities. Supplier shall comply with applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirement applicable to their location. Supplier shall not employ children under the age of fifteen (15) years old under any circumstance.

### **FORCED OR COMPULSORY LABOUR**

BRP will not engage in nor support the use of forced or compulsory labor. Supplier shall not use forced or compulsory labor in any of its facilities. All work must be voluntary and workers must be free to leave work with reasonable notice. Supplier must not require that worked hand over government-issued identification, passports or work permits as a condition of employment.

### **COMPENSATION AND WORKING HOURS**

Supplier shall comply with all applicable wage and hour regulations governing employee compensation and working hours. All overtime, as defined by local regulations or practice will be strictly voluntary and will be duly compensated.

## **GIFTS**

BRP and its employees are not permitted to accept gifts from current or potential Suppliers. This includes gifts of nominal value. Although giving gifts is acceptable in some cultures, BRP requests that Suppliers respect its policy of not accepting gifts.

## **ANTI-CORRUPTION**

BRP conducts business with high integrity and in compliance with applicable laws. BRP expects Supplier to adhere to the highest standard of moral and ethical conduct, to respect local applicable laws and to not engage in any form of corrupt practices, including bribery, fraud or extortion. Bribes, kickbacks and similar payments to government officials, BRP employees or agents acting on BRP's behalf are strictly prohibited. This prohibition also applies in areas where such activity may not violate local law.

## **HARSH OR INHUMANE TREATMENT**

Supplier shall not use corporal punishment or other forms of mental or physical coercion or intimidation in any of its facilities, or the threat of any such treatment.

## **COMPLIANCE**

Suppliers shall comply with all applicable laws, rules and regulations. In addition, BRP expects suppliers to cooperate with requests designed to assist BRP in complying with its legal obligations.

Supplier agrees that this Supplier Code shall also apply to its subcontractors, successors, associates, parent company, owners, subsidiaries and affiliates. Failure to comply with any of the principles and requirements set forth herein will result in appropriate sanctions, up to potential termination of the business relationship with BRP.

## **CONTACT INFORMATION**

For questions or comments on the Supplier Code, please contact your local BRP representative.

## **NON-COMPLIANCE REPORTING**

To ask a question or report a situation (either by leaving your name or anonymously) that potentially violates the Supplier Code, you may contact an independent and confidential reporting system, available 24 hours/day, 7 days a week, anywhere in the world by accessing the following website: [www.brp.ethicspoint.com](http://www.brp.ethicspoint.com). Enter "BRP" or "Bombardier Recreational Products Inc." in the "Select your organization" field and then click "Go". You may also send a letter, signed or unsigned, to the General Counsel of BRP at 726 St-Joseph, Valcourt, Quebec, Canada, J0E 2L0.