



ADVENTURE BY DESIGN

2023 Modern Slavery Statement

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*This statement has been published in accordance with Australia’s **Modern Slavery Act 2018** and is made by BRP Australia Pty Ltd, a wholly owned subsidiary of BRP Inc. It sets out the steps taken by BRP to prevent modern slavery and human trafficking in our business and supply chain during our financial year ending January 31, 2023 (“FY23”).*

Unless otherwise noted or required by the context, the “Company” and “BRP” refer to BRP Inc. and its subsidiaries or affiliates.

ABOUT BRP INC.

BRP Inc.® is a publicly traded company listed on the Toronto Stock Exchange under the symbol “DOO”, and on Nasdaq in the United States under the symbol “DOOO”.

Headquartered in Canada, BRP Inc. is a global leader in the world of powersports vehicles, propulsion systems and boats. Our portfolio of industry-leading and distinctive products includes Ski-Doo® and Lynx® snowmobiles, Sea-Doo® watercraft and pontoons, Can-Am® on and off-road vehicles, Alumacraft® and Quintrex® boats, Manitou® pontoons and Rotax® marine propulsion systems as well as engines for karts and recreational aircrafts. Our line of products is completed with dedicated parts, accessories and apparel.

With a global workforce of more than 23,000 employees, BRP manufactures its products at 12 facilities located in Canada, the United States, Mexico, Finland, Austria and Australia. We are physically present in 27 countries and sell our products through distributors and dealers in more than 130 countries.





The reporting entities

BRP Australia Pty Ltd (“BRP Australia”) and its subsidiary, Telwater Pty Ltd (“Telwater”), are part of BRP Inc. BRP Australia, located in Sydney, handles the sale of powersports vehicles and related products in Australia, New Zealand and Asia. Telwater, located in Coomera, manufactures and sells aluminum boats and trailers.

SUPPLY CHAIN

BRP purchases goods and services from direct suppliers who provide raw material, components, parts, assemblies or other items which are incorporated into our vehicles on our production lines or from indirect suppliers who provide services or goods that support our operations but are not incorporated in our vehicles.

More than 75% of BRP Australia’s purchases are inter-company transactions. The remaining 25% is allocated to indirect suppliers that support the business by providing services in relation to financial and legal activities, facilities maintenance, technology, marketing, sales support, transportation, customs and logistics, or offer consumables such as stationery and office supplies. Most of these suppliers are in Australia.

Telwater has over 220 suppliers, most of which are direct suppliers who provide raw material and components used in the manufacturing of aluminum boats and trailers. Most of these components are manufactured in China, Bahrain, Italy, New Zealand and the United States of America.

RISK ASSESSMENT

BRP entities in Australia face different risks of modern slavery, depending on their activity.

BRP Australia being responsible for the sales, marketing and support to its distribution network has a very limited supply chain and considers the likelihood of modern slavery occurring in its operations to be low.

As for Telwater, some of the countries from which it purchases material, parts and components, necessary for the manufacturing of boats, present a greater risk of modern slavery where the highest likelihood of slavery occurring would be in China.



ADDRESSING THE RISKS OF MODERN SLAVERY PRACTICES

We are committed to conducting business in a responsible and ethical manner, commitment which is promoted through various initiatives including the following:

Code of Ethics

Within BRP, our approach to managing and respecting human rights, including modern slavery, is set in our [Code of Ethics](#) which recognizes that each employee has the responsibility to protect the rights and dignity of every individual part of our operations or our supply chain.

Employees worldwide, as well as the members of our Board of Directors, must annually acknowledge that they have received, read and will comply with BRP's Code of Ethics. This Code, completely overhauled in FY23, promotes a culture of integrity and serves as the foundation of our corporate policies and procedures. It has dedicated chapters on building a non-discriminatory, respectful and safe workplace, protecting human rights as well as reporting any suspected violations of law or the Code of Ethics.

Supplier Code of Conduct

Our [Supplier Code of Conduct](#), which is available on our Company's website and referred to in contracts and purchase orders, sets out our expectations with regards to our suppliers' conduct and addresses important topics such as child labour, compensation, working hours or harsh treatment and clearly states our expectations on forced or compulsory labour:

BRP will not engage in nor support the use of forced or compulsory labour. Supplier shall not use forced or compulsory labour 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.

Supplier Screening and Risk Surveys

Suppliers BRP works with are chosen based on various criteria which include their financial condition and capacity to produce components in conformity with BRP's requirements and specifications but also on their high standards for integrity, including respect for human rights.

With the help of a third-party service partner, BRP has undertaken two new initiatives in FY23:

- BRP conducts daily screening of most of its direct suppliers to identify those which bring additional risk to our business, including those related to modern slavery.
- BRP is currently conducting a survey of the various initiatives undertaken by most of its direct suppliers to prevent modern slavery within their own operations as well as those of their own suppliers. We plan to deploy this initiative through our entire supplier base in FY24.



Training

Every year, BRP employees are required to complete a mandatory certification process to ensure that our Code of Ethics is understood and properly applied to our daily activities.

To ensure a good understanding of the risks of modern slavery, BRP began providing training, in FY23, to its direct suppliers through live or recorded sessions. This training gave an overview of responsible minerals and a background on human right laws and regulations and proposed compliance strategies. BRP plans to repeat the initiative in FY24.

Corporate Social Responsibility

In FY23, BRP announced its commitment to Corporate Social Responsibility with the launch of its CSR25 program.



This program, which fosters value creation around the Environment, Social and Governance pillars, includes ambitious targets such as our continued efforts to make sound strategic decisions, maintain high ethical standards and conduct operations in a sustainable manner. All BRP business units around the world must integrate sustainability into their decisions, details of which can be found in our [Corporate Social Responsibility](#) report.

MEASURING EFFECTIVENESS AND OUTCOMES

Measuring Effectiveness Through our Whistleblowing Hotline

Employees but also suppliers are encouraged to report any concerns they may have, including situations of possible modern slavery, either to management or through our anonymous whistleblower hotline, EthicsPoint <https://secure.ethicspoint.eu/domain/media/en/gui/100215/index.html>). Any allegation



brought forward is reviewed and investigated when required. In the past year, there have been no issues raised internally or externally concerning modern slavery.

Outcomes of Non-compliance

If a practice not compliant with BRP's Supplier Code of Conduct is identified, we expect and support suppliers to take action to correct it. If a supplier does not take effective action in a timely manner, appropriate sanctions will be imposed, up to potential termination of the business relationship with BRP.

CONSULTATION AND FUTURE STEPS

BRP Australia Pty Ltd ("BRP Australia") and its subsidiary, Telwater Pty Ltd ("Telwater") closely communicate with the Company's headquarters in Canada and with operations overseas. Various BRP teams (such as Ethics and Compliance, Procurement, Human Resources, Internal Audit, and more) also work to enhance the communication and discussions within the Company of topics including modern slavery and human trafficking.

BRP will continue to work collaboratively with its suppliers to ensure the risks of Modern Slavery are managed effectively. To that end, our plans for its next financial year are to:

- Expand our screening and training initiatives to all BRP suppliers;
- Update our supplier Code of Conduct;
- Ensure our policies, including those mentioned in this statement, adequately address identified modern slavery risks and reflect international best practice.

This statement has been approved by the Board of Directors of BRP Australia PTY Ltd. on July 17, 2023 and signed on its behalf by:

Ke Tang