



ADVENTURE BY DESIGN

BRP AUSTRALIA PTY TLD
MODERN SLAVERY STATEMENT 2022
FISCAL YEAR ENDED JANUARY 31, 2022





MODERN SLAVERY STATEMENT 2022

This statement relates to the financial year ending January 31, 2022 (“FY22”) and is made by BRP Australia Pty Ltd, a wholly owned subsidiary of BRP Inc., in compliance with the Commonwealth **Modern Slavery Act 2018**. It outlines the measures taken to assess and reduce the risk of slavery and human trafficking occurring in our operations and supply chains.

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

ABOUT BRP INC.

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. We complete our lines of products with dedicated parts, accessories and apparel.

With a global workforce of more than 20,000 employees, BRP manufactures its products at 12 facilities located in Canada, the United States, Mexico, Finland, Austria and Australia. We have physical presence in 25 countries sells our products through distributors and dealers in more than 120 countries.

The reporting entities, BRP Australia Pty Ltd (“BRP Australia”) and its subsidiary, Telwater Pty Ltd (“Telwater”), are part of BRP Inc. **BRP Australia** is located in Sydney and its primary activity is the sale of powersports vehicles and related products in Australia, New Zealand and Asia. **Telwater** is located in Coomera and its primary activities are the manufacturing and sale of aluminum boats and trailers under the brands Quintrex, Stacer and Savage.



SUPPLY CHAIN

BRP's main purchases from its suppliers include raw materials, tooling, parts and systems, information technology services, marketing and transportation services.

The Company has implemented a certification process to evaluate the suitability of potential suppliers, which includes a review of suppliers' financial condition and their capacity to produce components in conformity with BRP's requirements and specifications as well as with applicable labor and environmental standards. All suppliers must comply with applicable trade sanctions and the BRP Supplier Code of Conduct, which outlines a clear set of standards on ethical matters such as health and safety, environment as well as prevention of child labor and modern slavery. BRP's responsible supply chain is also supported by our ongoing procurement activities, which include site visits and audits.

More than 75% of BRP Australia's purchases are inter-company transactions. The remaining 25% is allocated to 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.

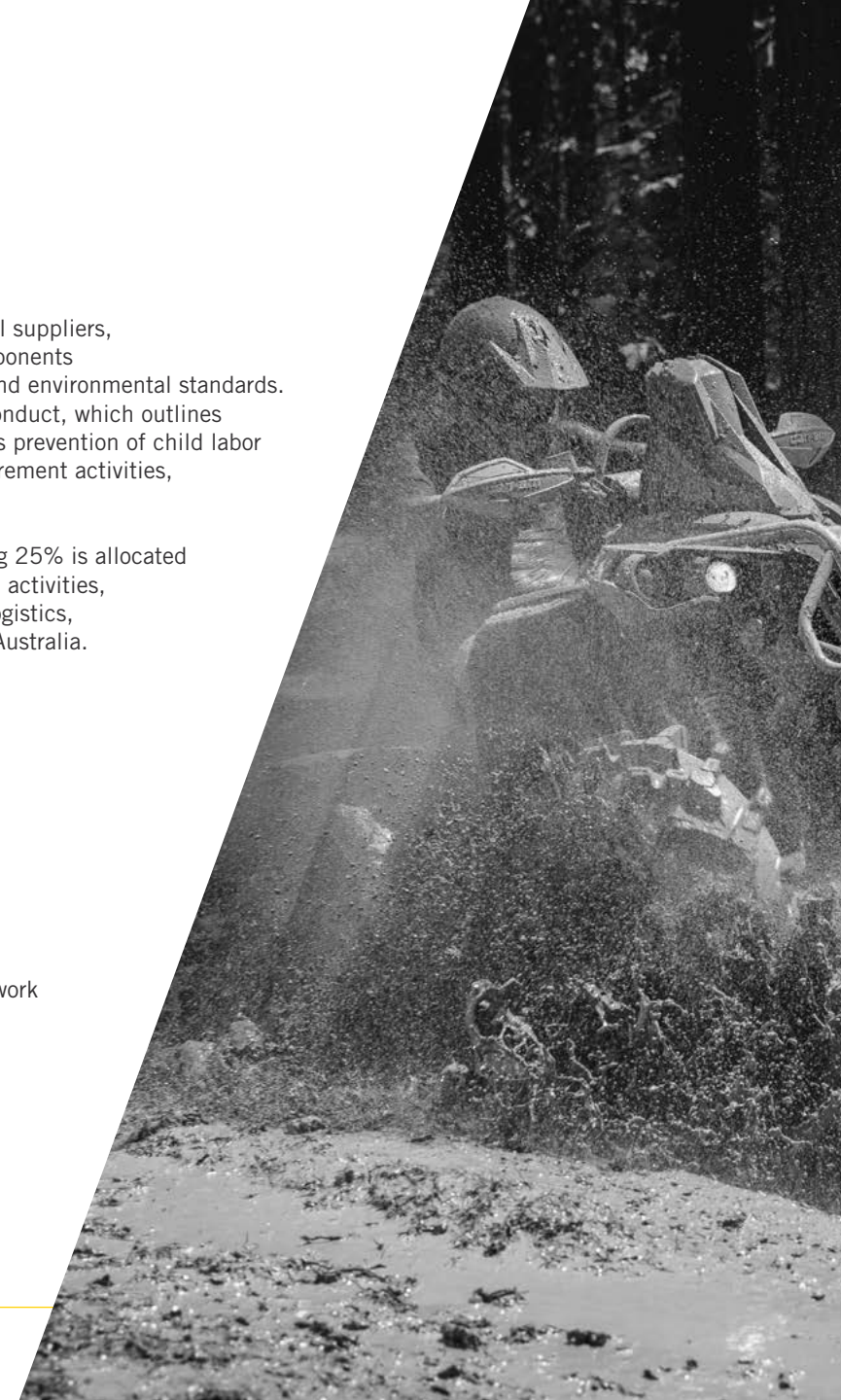
Telwater has over 220 suppliers, most of which provide the raw materials and components used in the manufacturing of aluminum boats and trailers, in addition to service suppliers like those detailed above. Most of these components are manufactured in China, Bahrain, Italy, New Zealand and the United 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.

Some of the countries from which **Telwater** purchases material, parts and components, necessary for the manufacturing of boats, present an increased risk of modern slavery where the highest likelihood of slavery occurring would be in China.



ADDRESSING THE RISKS OF MODERN SLAVERY PRACTICES

At BRP, we are committed to conducting business in a responsible and ethical manner, commitment which is promoted through various undertakings.

CODE OF ETHICS FOR EMPLOYEES

Our **Code of Ethics**, which applies to all members of BRP's Board of Directors, employees and business partners, promotes a culture of integrity and establishes principles governing relationships with suppliers, clients, employees and the public. Amongst other things, the values and rules set out in the Code encourage a safe, healthy and productive workplace.

CODE OF CONDUCT FOR SUPPLIERS

Our **Supplier Code of Conduct** sets out BRP's expectations of its suppliers' conduct and addresses important topics such as child labour, compensation and working hours as well as harsh or inhumane treatment, and clearly states our expectations on forced or compulsory labour:

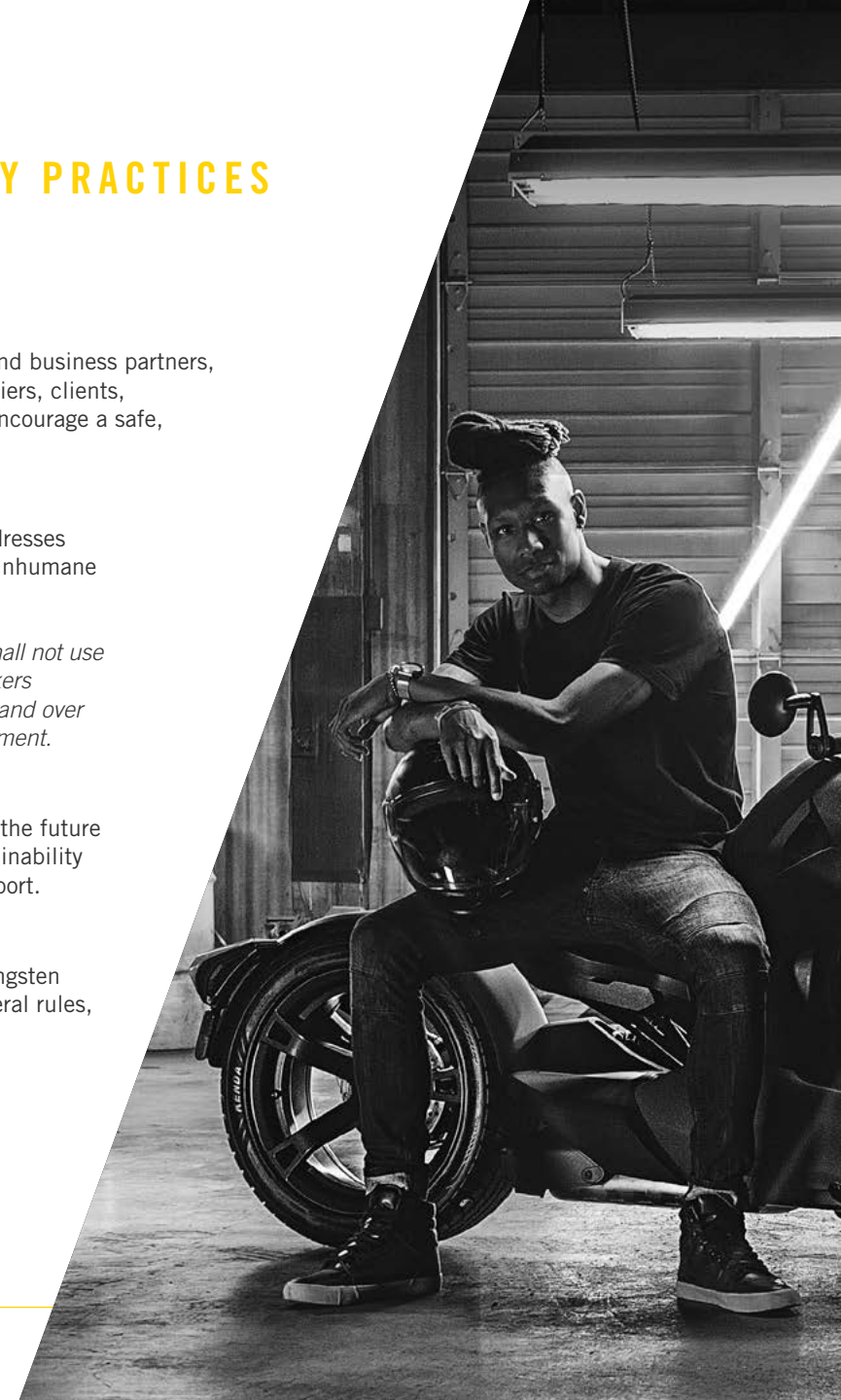
BRP will not engage in nor support the use of forced or compulsory labor. Supplier shall not use forced or compulsory labor in any of its facilities. All work must be voluntary and workers be free to leave work with reasonable notice. Supplier must not require that worked hand over government-issued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

SUSTAINABILITY

At BRP, we believe that the promotion of economic and social well-being is fundamental to the future success of our Company. Therefore, all BRP business units around the world integrate sustainability into their decisions, details of which can be found in our **Corporate Social Responsibility** report.

CONFLICT MINERALS

BRP has no direct relationships with mines, smelters or refiners of gold, tin, tantalum or tungsten ("3TG"). As we are committed to having a global supply chain that follows the conflict mineral rules, we rely on our direct suppliers to provide information on the origin of the 3TGs contained in components and materials supplied to us and expect them to take similar measures with their suppliers to ensure a consistent policy alignment throughout the supply chain.



OUTCOMES AND MEASURING EFFECTIVENESS

COMES OF NON-COMPLIANCE

If a practice that is 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.

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.

FURTHER STEPS TO PREVENT MODERN SLAVERY

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:

- Launch our new employee Code of Ethics which includes a dedicated section on human rights;
- Update our supplier Code of Conduct and expand its coverage of modern slavery;
- Conduct a CSR survey to qualify and monitor our suppliers on various topics including human rights and labor.

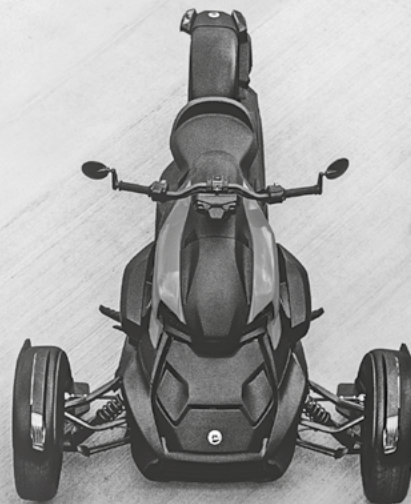


APPROVAL

This statement has been approved by the Board of Directors of BRP Australia PTY Ltd.
on September 06, 2022 and signed on its behalf by:



DAVID BAKER
REGIONAL GENERAL MANAGER APAC
GLOBAL RETAIL & SERVICES



BRP AUSTRALIA PTY LTD
6 LORD STREET LAKES BUSINESS PARK BOTANY,
NSW 2019, AUSTRALIA