



**Bombardier Recreational Products Inc.
Company Policy**

SUBJECT: Donation Policy	SECTOR: Administration
	NUMBER: 8
	DATE: February 1, 2017

Introduction

BRP's commitment to success extends far beyond the walls of our facilities. BRP is serious about corporate social responsibility and has developed a structure to ensure that it does the right thing in different areas, including a commitment to ensuring that our presence is beneficial to the communities in which we operate.

As part of this commitment, we expect our community contribution to reach one percent (1%) of pre-tax earnings.

This Policy provides a framework for the management of BRP's donations and community involvement activities. The Policy establishes the evaluation and decision process by which corporate donations will be evaluated.

This Policy excludes Marketing sponsorships.

Areas of involvement

To optimize the positive impact of its community investment efforts, BRP focuses on three core funding areas, with their own objectives, as outlined below.

Education	Health	Community development
<ul style="list-style-type: none"> ▪ Develop knowledge and expertise in relevant academic fields, in an effort to meet evolving market requirements and support the sustainable development of the industries in which BRP operates. 	<ul style="list-style-type: none"> ▪ Address the greatest healthcare needs of local communities, including quality and access to care. 	<ul style="list-style-type: none"> ▪ Support local initiatives that protect the quality and biodiversity of our environment. ▪ Encourage employee participation through personal involvement and Employee Giving Campaigns. ▪ Contribute to local disaster relief efforts. ▪ Support local cultural initiatives.

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Donations will be granted exclusively to non-profit organisations.

Exclusions

As a general rule, BRP does not provide funding for tours, expeditions, travel or accommodation by an individual in a fundraising context.

BRP, its groups, sites, business units or functions must never support the following situations or organisations:

- Organisations that may pose an ethical, cultural, safety or environmental risk, or other conflict with BRP’s mission, vision, priorities, core values or leadership attributes, or go against the advancement of the goals and objectives of the company;
- Organisations that discriminate on the basis of race, gender, disability, religion, nationality or sexual orientation, or other, as prohibited by law;
- Religious activities, initiatives or programs;
- Organisations associated with tobacco, the production or distribution of alcohol, the production, distribution or promotion of firearms, gambling, or any other organisation or initiatives that have a potential detrimental effect on health and welfare; and
- Political parties, organisations or politically related events.

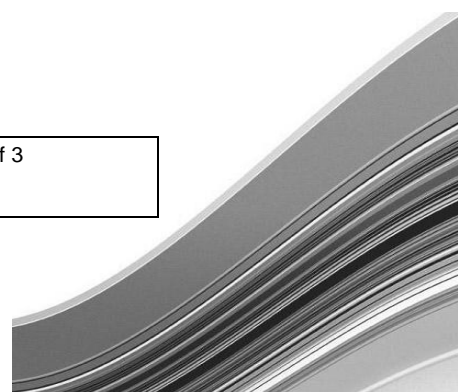
Donation Management Governance

The Corporation’s charitable donations will be managed through a Corporate Donation Committee and Local Donation Committees. Initially, a Local Donation Committee will be established for each of the following countries: Canada, USA, Mexico, Austria, Finland, and for other regions in which BRP has facilities.

The main responsibilities of the **Corporate Donation Committee** are as follows:

- Implementation of the donation policy
- Management of overall donation budget allocation
- Approval of donation requests for global causes / organizations
- Approval of donation requests over \$CA15,000
- Reporting to the Management Committee on global donation activities
- Management of the \$ for \$ program.

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The main responsibilities of **the Local Donation Committees** are as follows:

- Management of local donation budgets
- Approval of donation requests of \$CA15,000 or less
- Implementation of a team of local ambassadors
- Compilation of local donation data

The relevant Local Donation Committee shall approve each charitable donation at the regional level. The Corporate Donation Committee shall approve each charitable donation addressed to the Head Office. All charitable donations shall be recorded in order to be easily inventoried for reporting.

Corporate Donation Approach

We at BRP want to make a difference. As such, each of the Local Committees with the help of employees will need to select charitable organization acting in one of the three core funding areas that they want to support. Once the organization is chosen, BRP will commit to supporting it for a period of three years.

During that period, BRP will match each dollar donated to this organization by BRP employees, up to a maximum to be determined for each region. To support this approach, each Local Committee will establish teams of local ambassadors whose role will be to organize events aiming at increasing employee contributions and other financial support in favour of the organization.

In the context of those initiatives, the Local Committees may solicit employees to volunteer for specific occasions as another way to provide support to the community.

A donation request form is available on BRP's website.

BRP reserves the right to terminate support to a community involvement initiative, event or program when:

- Conditions arise creating conflict with this Policy;
- The initiative, event or program no longer supports the best interest of the community, BRP or its employees;
- The terms of the agreement are not respected;
- There is evidence of misconduct or conflict of interest.

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