

Data Privacy Statement

Dear Applicant,

Thank you for showing interest in BRP. Please take the time to read and understand this data privacy statement. If you have any questions or concerns, please feel free to contact us.

General

The BRP group of companies (collectively “BRP”) use this online recruitment program as one of its core applications tool for attracting, recruiting and retaining people. The BRP online recruitment tool allows BRP to publish available positions at BRP around the world. Potential candidates can register in the BRP talent pool and then search and apply for those vacancies.

Scope

By joining the BRP talent pool and/or the Applicant Tracking System and registering your candidate profile in the Applicant Tracking System, you state that you are interested in employment at BRP and you provide BRP with your personal data (such as your contact data work experience, education, competencies, qualifications and job preferences). You expressly give your consent that your data and communication may therefore be used for the purpose of filling open positions within and outside the EU within BRP to subsidiaries with own human resources department, which can include a specific opening or additional potential opening beyond the scope of your original application. Subsidiaries with own human resources department are:

BRP-Rotax GmbH & Co KG, Rotaxstrasse 1, A-4632 Gunskirchen, Austria

BRP EUROPEAN DISTRIBUTION SA, 4-6 AVENUE D'OUCHY, 1006 Lausanne, Switzerland

BRP Finland Oy, Isoaavantie 7, 96320 Rovaniemi, Finland

BRP Europe NV, Skaldenstraat 125, 9042 Gent, Belgium

Bombardier Recreational Products Inc, 726 rue Saint-Joseph, Valcourt, Quebec, J0E 2 LO, Canada

BRP Australia Pty Ltd, 6 Lord Street Lakes Business Park Botany, NSW 2019, Australia

BRP US Inc., 10101 Science Drive, Sturtevant, Wisconsin 53177, United States

BRP JUAREZ, S.A. DE C.V., Av. de las Industrias No. 2250, Parque Industrial Antonio J. Bermudez, Ciudad Juarez, Chih., 32470, Mexico.

BRP QUERETARO, S.A. DE C.V., Av. Ferrocarril 202 esq. Av. Industria de la Construcción, Lote 2,

Manzana 4, Segunda Sección Parque Industrial Queretaro
32649 Queretaro, Queretaro 76220 Mexico

Your personal data will be shared with the relevant departments at BRP in the recruitment process for the purpose of adding your data into the online recruiting tool, for recruiting, submitting of suitable job offers within BRP to you, conducting of application procedure and if necessary for contacting you. Relevant departments of BRP include the Human Resource department and other departments who will determine how well your application fits the position you have applied for, or possible future openings. If your application is successful,

your data will be used for personnel administration and management purposes. Your personal data might also be used for legal, regulatory and anonymized statistical purposes.

Furthermore business partners (recruiters) who support our selection process will - to the extent necessary - get access to your personnel data. We only work with business partners who provide sufficient guarantees that personal data is processed according to the law and in a secure manner.

Transfer

BRP is a global company that operates internationally. Your personal data may therefore be used globally in connection with the recruitment process by BRP. You understand that your personal data may be processed in countries with data privacy legislation that might not be as strict as that in your home country.

By submitting your personal data in the Applicant Tracking System, you consent to such transfers. Your data will be transmitted to BRP inside and outside the EU based on your explicit consent in the application tool. BRP will take all reasonable steps to protect your data and prevent unauthorised access.

Data Retention and Consent Withdrawal

Your personal data will be kept in the BRP talent pool and/or the Applicant Tracking System database for a period of two years after the completion of the application process. You may withdraw your consent to the collection, use and storage of your personal data in the BRP talent pool and/or Applicant Tracking System at any time by contacting atssupport@brp.com. In such case, your data will be removed from the Applicant Tracking System database within a reasonable time after you have made the request. The withdrawal of consent shall not affect the lawfulness of the processing based on consent before its withdrawal.

For more information regarding the processing of your personal data or your rights, please refer to our [Privacy Policy](#)

If you fully or partially disagree with this privacy statement, you will not be able to apply online by using this application tool.

Further Information

If you should have any questions regarding the accuracy or privacy of your information provided or should you want to have access to your information processed in the BRP talent pool and/or the Applicant Tracking System or should you have any requests or complaints regarding the exercise of your rights of access, rectification or cancellation in respect of how your information has been treated in the BRP talent pool and/or the Applicant Tracking System or have any comments about this statement or data privacy in general, please feel free to contact us any time at atssupport@brp.com and we will respond to you in due course.

Neither BRP nor any of our third-party service providers accepts any liability whatsoever to candidates as a result of transmission of their personal data (including any errors, delays or failure in transmission) via the Internet into the BRP talent pool and/or Applicant Tracking System.

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By clicking "I Agree" you confirm that you understand and agree to the above, and that your personal data is accurate, true, complete, not misleading. In addition, you agree that BRP may take all reasonable steps permitted by local legislation to verify the information you provide at any time during the application and recruitment process. This could include verification with previous employers, academic and/or professional institutions and other agencies as permitted by law. If you do not agree, you may exit this site at any time.