

our people:

Ensuring the safety of our workforce and communities, along with operating in a sustainable and responsible manner, is core to how we conduct our business. This mindset and our HEART values combine to form the foundation of our culture.

SAFETY

We care about everyone getting home safely at the end of each day. This includes our employees, contractors, neighbours and business partners. Our Owning Zero journey promotes and supports a culture in which everyone shares ownership and has a responsibility for safety both at work and at home.

In 2015, we continued our focus on improving our safety performance and strengthening our safety culture. We saw improvements in our key safety targets of fewer injuries to workers

EMPLOYEE ENGAGEMENT

Our people are critical to our success. Our results-focused work environment underlines the importance of both how and what employees deliver. We encourage same-day conversations and real-time feedback which helps achieve strong business performance and higher employee engagement.

STAKEHOLDER ENGAGEMENT

Active engagement with stakeholders has resulted in productive and positive relationships. Each year, we establish who our stakeholders are and the impact our operations might have on them. This information guides us to the most appropriate level of engagement and ensures the correct

and fewer motor vehicle incidents. We reduced the number of recordable injuries and lost-time injuries by 31% and 67%, respectively. Our lost-time injury frequency improved from 0.49 in 2014 to 0.21 in 2015. We also successfully completed our Enform Certificate of Recognition external maintenance audit and continued to enhance our behaviour-based safety mindset.

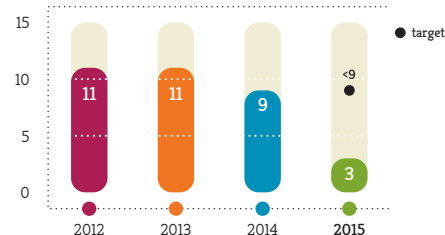
Because we know that the quality of our people leaders directly influences our performance and employee engagement, we developed a *Leader Fuel Up* program in 2015. This series focused on increasing leaders' effectiveness in guiding and empowering and creating engaging work environments.

feedback mechanisms are in place. We strive to continue strengthening our relationships with them through our annual stakeholder engagement programs, such as *Adopt-a-Well* and *Project Webfoot*.

did you know?

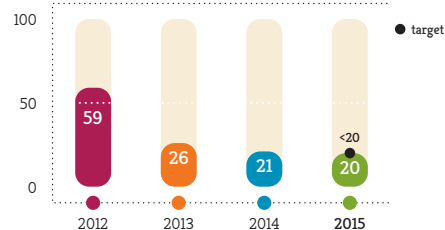
Enerplus hosted over 9,000 people at 10 community events in 2015

LOST-TIME INJURIES*



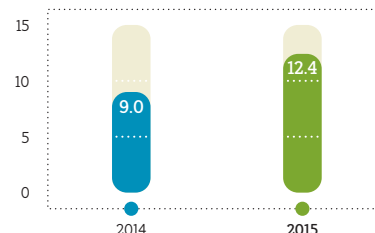
* A lost-time injury is recorded when a worker cannot return to work the day after an injury takes place.

MOTOR VEHICLE INCIDENTS



Lowest number of lost-time injuries and motor vehicle incidents in the last four years.

SAFETY TRAINING (000 hours)



Our employees received on average 3.5 days of safety-focused training in 2015.