

DIVERSITY POLICY

INTRODUCTION

At Enerplus, we strive for excellence in all aspects of our business. In order to achieve this objective, it is imperative that we attract, engage and retain the most qualified person for any position.

The world is made up of people with varied backgrounds, experiences and perspectives. These unique traits are affected by a range of factors, including age, gender, faith, ethnicity, physical ability and other personal characteristics. By impartially assessing the skill and competence of individuals and removing any barriers that may prevent an objective review, Enerplus is able to identify the best candidates for any role, development opportunity or promotion.

Respect for the qualities and values of others is a key element of our culture and HEART values. Everyone brings unique attributes to their roles, and by welcoming different experiences and perspectives we gain new insights into our business. Enerplus believes that diversity enhances business decision making and problem solving. Accordingly, Enerplus supports and encourages diversity in the workplace because we think it's smart business.

POLICY OBJECTIVES

The key objectives of this policy are:

- To establish a frame of reference for Enerplus leaders to consider when making employee decisions
- To eliminate barriers in the workplace that prevent the objective assessment of a candidate's skill, performance and experience
- To ensure achievement of Enerplus goals with HEART values in mind
- To strengthen our organizational leadership behaviours regarding diversity

POLICY DESCRIPTION

Enerplus aims to develop a workforce that is superior in all job roles and levels. To accomplish this objective, every individual must be assessed on the same basis in matters of hiring, training, and promotion and no preference can be made for or against candidates on the basis of their personal characteristics.

Hiring

Enerplus commits to ensuring that selection criteria for hiring decisions are based on skill, competence, experience and a fit with Enerplus culture and values. Job specifications, employment advertisements and hiring practices will not contain any direct or implied discrimination.

Training

Internal and external training and educational opportunities are made available according to business need, individual merit and personal development opportunities.

Career Advancement

Decisions regarding career advancement, including promotions, transfers and other assignments, are required to meet Enerplus' needs and to align with individual experience, skill sets and personal performance.

Achieving Diversity

Enerplus strongly believes that by impartially seeking the best candidates for all opportunities within the company, staff diversity will inevitably result. Enerplus will neither permit nor tolerate any form of discrimination based on an individual's personal circumstances or diversity characteristics and will vigilantly pursue complaints regarding same. We commit to ensuring that all directors, employees and contractors have access to a work environment that is free from both harassment and discrimination.

COMPLIANCE

This policy reflects the principles set out in our Code of Business Conduct. The Code and our Whistleblower Policy provide information on seeking guidance or reporting policy violations. For additional information, please contact the Human Resources Department or our General Counsel.