

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

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## Our Commitment

At Enerplus, we are committed to building and maintaining a sustainable company by meeting high standards of performance in the environmental, social and governance (ESG) areas that matter most to our business and our stakeholders and contribute to protecting shareholder value. Our ESG approach is highly integrated with how we operate and allocate resources and is fundamental to supporting business resiliency and long-term value creation. This means we will protect people and the environment, ensure we meet or exceed all regulations under which we operate, have a valued culture that our employees and contractors thrive in, and deeply engage with the communities where we live and operate.

## This Policy

This ESG Policy is a high-level statement of intent that guides our decision-making. It is consistent with our values and demonstrates our goal of producing safe and socially responsible energy.

This Policy applies to all employees and contractors. The Board of Directors and the President & Chief Executive Officer are ultimately accountable for ensuring compliance. The Leadership Team and the Corporate Sustainability Team are responsible for ensuring that this Policy is communicated and implemented across the organization. All employees and contractors are expected to adhere to the principles outlined and incorporate them into their day-to-day job responsibilities and decision-making.

## ESG Principles

We see significant value in establishing an ESG leadership position in the basins we operate in. Successful management of ESG will continue to grow in importance for many key stakeholders including current and future employees and investors. We believe the ESG principles we outline are consistent with strong operational and financial performance and that continuously improving our performance in these areas will create a competitive advantage for the company and our stakeholders.

Our core values include Honesty, Engagement, Accountability, Responsibility and Teamwork. These are woven into our ESG approach.

### *Environmental*

We work to reduce our environmental impact in the areas in which we operate including: investing in innovative solutions to reduce greenhouse gas emissions; increasing the efficiency of energy consumption to reduce emissions intensity; improving water and land use practices; limiting the waste we generate; preventing and managing releases; monitoring environmental performance and providing transparent disclosure; continuously improving our environmental management system and providing resources and training to improve our capability to meet and exceed environmental commitments.

Regulatory compliance is an integral part of our day-to-day operations and we strive to proactively comply with all applicable rules and regulations. We frequently assess our regulatory compliance through a comprehensive audit and inspection process.

### *Social*

We invest in building and sustaining positive relationships with each of our stakeholders. For our employees we strive to build and maintain a culture of accountability. We enable strong performance, value and promote diversity and inclusivity and create the ability to live well. We continuously monitor our culture via multiple qualitative tools and a quantitative survey system. We believe each employee and contractor has a

right to a safe workplace and we invest in systems and training to mitigate and eliminate hazards and build a culture of “owning zero” injuries. This culture is reinforced through a continued focus on safety performance across the company including the work we do with valued contracting partners to improve safety.

We engage with our community stakeholders to understand their needs and concerns and to promote economic and social development in our operating areas. Constructive long-term relationships with landowners, regulators and government bodies are valued and promoted. We meet with our investors and financial partners regularly to discuss our operations, strategy and business and gather feedback.

### *Governance*

We believe strong and effective governance is essential to good business. The board has active oversight of corporate strategy, enterprise risk management and human capital management. A broad mix of skills, expertise and experience coupled with independence and a culture of diversity of thought and inclusivity is viewed as critical to effective board governance. While maintaining clear lines of responsibility and independence, deep engagement between board members and our senior leaders provides a framework for effective decision-making.

The board’s engagement and oversight of the development and execution of our ESG approach is a clear example of the positive impact of good governance. ESG material factors are incorporated into the organization’s Enterprise Risk Management system with clear roles and responsibilities defined across the senior leadership team and the board.

While these ESG areas of focus are not new to us, placing them within this ESG framework provides enhanced structure and improved prioritization of effort and resourcing. We will ensure the work we do is focused on results that support the creation of long-term value and a sustainable future for Enerplus and our many valued stakeholders.



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