

HEALTH AND SAFETY (H&S) POLICY

Our Commitment

We are committed to protecting the safety of everyone involved in our operations and respecting the environment, people and communities where we live and operate. Our Health and Safety approach directs the way we operate and is fundamental to continuously improving our business. This means health, safety and personal wellness are integrated into everything we do and are essential to our success.

This Policy

This Health and Safety (H&S) Policy is a high-level statement of intent that guides our decision-making and supports our goal of producing safe and socially responsible energy, consistent with our values.

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 Health and Safety 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.

Health and Safety Principles

Our core values include Honesty, Engagement, Accountability, Responsibility and Teamwork. Each are woven into our approach to H&S and are viewed as essential to safe operations.

We firmly believe that everyone has a right to a safe workplace. We are committed to promoting and supporting our culture of accountability, in which all employees and contractors share ownership for safety and the belief that all injuries can be prevented. When working at Enerplus, employees and contractors are responsible for safety and support of the ambition of zero incidents. To support everyone in their safety journey, Enerplus provides the resources, equipment and training needed to ensure everyone complies with our H&S programs.

Key components of the Enerplus H&S approach include:

- Ensuring our culture of accountability is applied to personal safety and the safety of others.
- Proactively identifying and mitigating life critical safety risks in our operations through a focus on leading indicators and incident investigations.
- Setting annual safety targets focused on continuous improvement and monitoring performance throughout the year with our Board, leadership, employees and contractors.
- Providing safety training and expecting all workers to identify, report and act on all hazards.
- Creating and maintaining an environment that supports and requires a Stop Work culture.
- Partnering with like-minded contractors to incorporate industry best practices into our operational standards and processes to keep people safe while delivering operational excellence.

Ensuring the health and safety of everyone involved in our operations is the most important thing we do.



Ian C. Dundas
President & Chief Executive Officer
Enerplus Corporation