



# Annual Report 2013-14

EUROPEAN ASSOCIATION OF ZOOS AND AQUARIA



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**Cover image:** Young Rothschild Giraffe at Planckendael Zoo ©Jonas Verhulst

## Mission and Vision

### **Our Mission**

*“EAZA’s mission is to facilitate co-operation within the European zoo and aquarium community with the aim of furthering its professional quality in keeping animals and presenting them for the education of the public, and of contributing to scientific research and to the conservation of global biodiversity. It will achieve these aims through stimulation, facilitation and co-ordination of the community’s efforts in education, conservation and scientific research, through the enhancement of co-operation with all relevant organisations and through influencing relevant legislation within the EU.”*

### **Our Vision**

*“To be the most dynamic, innovative and effective zoo and aquarium membership organisation in Europe”*

## Report from the EAZA Chairman

We learn far more about ourselves, and our organisations, when things go wrong than we ever do when all is sweetness and light. This was never more clearly illustrated than early in 2014 when a routine cull of a surplus male giraffe at Copenhagen Zoo was turned into a media frenzy. The fact that the media eruption originated outside Denmark, in the UK, from where it rapidly spread to the rest of the world, just serves to illustrate the old cliché about the world being a global village now. As a community we may have been able to weather the storm if we had been able to present a united front and coherent story as to why animals are subject to management euthanasia; the pros and cons of the practice; and defend the statement that our Council had agreed less than a year beforehand. But we did not. Reactions, and comments to the media, ranged from bewilderment at the fuss, in Scandinavia; to fury and outrage in southern Europe; and a gut-churning sanctimony in some other parts of the world. The lack of unity was picked up by the media and exploited to make things worse. It was a nadir for our association and it led directly to the resignation of our respected Director, Dr Lesley Dickie.

But now, a year later, things are maybe looking up. We revised the euthanasia statement, getting direct input from all our national associations. We created a new National Associations committee to provide guidance and advice to the Executive Office and Council; and we have a new Communications Committee, chaired by Columba de la Penouse of Zoo Thoiry, which will provide the expert advice and support that our PR and marketing teams need. Perhaps most heartening of all, for me, was the Directors' Day hosted by Zoo Doue-la-Fontaine held not three months after the incident. An initially tense and defensive meeting became a genuine clearing of the air and a restatement of the basic truth of our association, which is that, despite our well-displayed cultural differences, we all believe that the whole is greater than the sum of the parts. In agreement that our work in species conservation, education and *in situ* conservation support is too



EAZA DIRECTORS DAY 2013, ATTICA ZOO. THE 2014 MEETING WOULD BE DOMINATED BY DISCUSSION OF THE "MARIUS CASE".

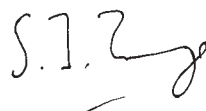


**SIMON TONGE,  
PAIGNTON ZOO,  
PAIGNTON, UK  
CHAIRMAN**

important to let one incident, however upsetting, destroy what we have created in the last quarter century. At heart we still like each other and our passion for wildlife overcomes everything!

I must take this opportunity to welcome our new Executive Director, Myfanwy Griffith, formerly manager of the EAZA Academy. Because of her prior years with the association her 'learning curve' has been very flat and the transition from the old regime to the new has been very smooth. It was cruel of us to inflict on her a change of financial year end just as she started her new job, with the consequent restatement of the accounts and other difficulties to understand and overcome, but she has coped well!

I would also like to extend my sincere thanks and appreciation to all my colleagues on the Executive Committee for their advice and staunch support when the chips were down; and to all the Executive Office staff, in particular David Williams-Mitchell and Danny de Man, for their complete professionalism and focus during what was an unusually turbulent time. Hopefully in the next few years we can focus, once again, on our external goals in species management, conservation, political lobbying and education, rather than on the cultural diversity within us that will never go away, and needs to become a help, not a hindrance.



## Report from the EAZA Executive Director

The 2013/14 period has been a busy time for EAZA with many challenges and changes, not least that of a change in Executive Director at the end of 2014. Our Chairman has highlighted one of the biggest challenges we faced in his report. Nevertheless, despite the often, painful at times, conflicts and consequences caused by the euthanasia of a giraffe, I do truly believe that we have emerged a stronger and more focused Association. In fact, when reflecting back on 2013/14 for this report it is clear the EAZA has achieved many positive steps towards achieving our vision and has much to be proud of. We are currently half way through our 2013-2016 Strategy with many targets already met. Summaries of the progress made in our strategic focal areas are outlined in the following paragraphs.

**Engagement with the European Union**  
With this increased focus on influencing policy and enhancing engagement at the EU, in 2013 EAZA made the decision to move from working with public affairs company Grayling, to appointing a full time EAZA EU Policy Manager Based in Brussels. Both Sophie Dorémus, and the current position holder Daniel Nuijten, have been very active at bringing EAZA into a variety of conversations in Brussels. Amongst other things this resulted in EAZA contributing to the Consultation on the EU approach against Wildlife Trafficking and developing a position statement on this topic in 2014. EAZA also developed an 'EAZA Manifesto: Saving Species, Protecting Nature' in relation to the European Elections in 2014 (these documents are available on the public area of the EAZA website). EAZA was also involved in the stakeholder consultation process for the development of the EU Zoos Directive Guidance and Good Practices Document which is due for publication in 2015.

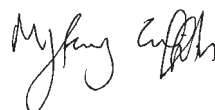
To further highlight our work EAZA collaborated with AFdPZ and MEP Sophie Auconie to develop an exhibition about the Association's work and the Pole to Pole campaign in the European Parliament planned for March



FORMER EAZA EXECUTIVE DIRECTOR PRESENTS AT THE 2014 EAZA CONSERVATION FORUM, LEIPZIG



**MYFANWY GRIFFITH, EXECUTIVE DIRECTOR**



2014. Unfortunately this event was cancelled in February 2014 as a result of media pressure on EAZA's organising partners.

EAZA Committee members and Executive Office staff have also been busy in Brussels, attending a variety of meetings relating to, for example, Animal Health and Invasive Alien Species as well as consulting on legislative reviews.

**Maximising Conservation Action**  
2013 saw the end of the highly successful Southeast Asia Campaign and the launch of the new Pole to Pole Campaign. As part of the Southeast Asia Campaign we joined forces with the Species Survival Commission (SSC) of the IUCN and, some would say controversially, chose a flagship species which is not found in zoos, the Saola. Undaunted by this challenge, members raised nearly €300,000 which went towards vital projects supporting species as



MEKONG GIANT CATFISH CONSERVATION IN ACTION – A PROJECT SUPPORTED BY THE SOUTHEAST ASIA CAMPAIGN

diverse as the Mekong giant catfish, white bellied heron and Sumatran rhino. Southeast Asia has been identified by the IUCN as the most at risk biodiverse area of the planet and our thanks go to everyone involved in this important campaign.

The Pole to Pole Campaign runs from September 2013 until September 2015. Unlike previous campaigns, rather than fundraising, this campaign focuses on encouraging everyone to make small changes in their behaviour to help polar species. It is proving to be one of our most popular campaigns with nearly 70% of members taking part and encouraging people to ‘pull the plug’. There is still time to become involved; see the campaign website [www.poletopolecampaign.org](http://www.poletopolecampaign.org) and add your signature to a petition being presented at the United Nations Framework Convention on Climate Change meeting in Paris, December 2015.

As ever, the EEP Committee has been very active. Much of their work has focused on developing a draft new breeding programme structure, and further professionalising our programmes. This includes: launching the second EEP evaluation cycle, now for the first time including a quality assessment, launching the first TAG evaluation system, publishing various long term management plans and, the first new style Best Practice Guidelines (for Black rhino). We were also extremely proud of collaborating to deliver the highly successful first ever global joint TAG chairs meeting in Alphen in June 2014.

One of the key actions that will greatly aid this strategic direction is the revamped EAZA

Conservation database ([www.eazaconservation.org](http://www.eazaconservation.org)) which has its official launch in September 2014. The EAZA Conservation Committee has supported the restructuring of the site and we can be proud that we now have an improved tool to find information on all our members’ conservation activities and, over time, create an overview on conservation contributions that gives a more complete reflection of the breadth and extensive conservation work that our membership does. Nevertheless, even the best tool is only any good if you use it, and so I urge members to continue to add their information. Already, the projects added for the year 2014 demonstrate a contribution to conservation that adds up to nearly 1.8 MILLION euros; just think what it will be when everyone’s project work is added!

### Conservation Learning and Engagement

It is now widely accepted that zoos and aquariums provide a fantastic opportunity for millions of people to learn about nature but, to make the most of this opportunity people have to connect to nature in order to care about it. Just providing knowledge in our collections is no longer enough, we have to truly engage people and, if we really want to have a collective conservation impact, we also need to encourage them to act on behalf of nature. The European Zoo Educators Conference in 2013, hosted wonderfully by Royal Burgers’ Zoo, The Netherlands, provided a great opportunity for leaders in zoo and aquarium education to work out how best to do this. The conference attracted 115 delegates from 27 countries who were able to share their experiences and learn from others around a variety of different topics. These included ‘New Ways of Communication: Social Media, Apps, etc’, ‘Life Long Learning’ and ‘How to Inspire People to Care about nature?’

The Education Committee continues to make good progress with their ambitious action plan. It was pleasing to see that both the Chair and EAZA Executive Office Liaison to the Committee were able to attend the International Zoo Educators Conference in 2014 to present on some of this work.

The EAZA Academy continues to grow from strength to strength. We are grateful to Fondation Segré for their continuing confidence in the



LESLEY DICKIE, OUTGOING EXECUTIVE DIRECTOR

Academy and support to develop a programme of courses in Israel in cooperation with the Israeli Zoo Association, as well as fund a new two-year post of Animal Welfare Training Officer. For further details about the work of the EAZA Academy please see the specific section later in this document.

The EAZA funded, open access, Journal of Zoo and Aquarium Research (JZAR) was launched in 2013. This is a fantastic forum for novel, peer-reviewed research papers, reviews, technical reports and evidence-based case studies that are relevant to our community and encourage engagement with it. Through their living collections, zoos and aquariums are uniquely placed to contribute to conservation-related research. Research categories covered by JZAR include studies in pure and applied biological sciences (e.g. behaviour, genetics, medicine, nutrition, population management and reproduction), *in situ* conservation research (e.g. socio-economic and field surveys) and research aimed at developing other roles of zoos and aquariums (e.g. visitor learning and marketing surveys). Everyone is able to access JZAR at [www.jzar.org](http://www.jzar.org) and I would encourage submissions to evidence and share all the high quality research that is taking place in zoos and aquariums.

### Leading in Animal Welfare

EAZA was able to appointment an EAZA Animal Welfare Training Officer, Sally Binding, in 2014 thanks to funding from Fondation Segré. Much of the first few months involved Sally gaining knowledge about how EAZA works, as well as attending relevant meetings and getting to know colleagues across the EAZA community. A highly successful animal welfare workshop was delivered in December 2014 in Candidate for Membership Yerevan Zoo, Armenia. Eight further workshops across Europe have been confirmed for 2015. In addition to the face to face workshops, Sally regularly writes articles for Zooquaria and adds to the library of teaching materials including animal welfare fact sheets and posters that are available to download via the EAZA website. Staff at the EAZA Executive Office and amongst the membership have contributed greatly to the development of the WAZA Animal Welfare Strategy. This new document highlights the

integration of animal welfare into all we do and identifies best practice. It is due for publication in 2015.

### Partnerships

One of the greatest strengths of EAZA is our ability to work with partners. As an Association we are increasingly effective at communicating and collaborating with organisations in Europe and beyond towards our mutual benefit and progress. Our commitment to working together across diverse cultures and at all levels is evident; from keepers managing breeding programmes through to working with national associations, governments and global organisations. 2013-2014 saw EAZA continue our work with IUCN SSC's and CBSG, working with the building bridges initiative to link specialist groups and Taxon

ANIMAL WELFARE WORKSHOP AT LENINGRAD ZOO





BABIRUSA WAS ONE OF THREE SPECIES INCLUDED IN THE MoU BETWEEN EAZA, AZA, IUCN SSC ASIAN WILD CATTLE AND WILD PIG SPECIALIST GROUPS, AND THE INDONESIA ZOO AND AQUARIUM ASSOCIATION

Advisory Groups as well as promoting the One Plan Approach during the EAZA Conservation Forum 2014.

EAZA continues its existing beneficial partnerships through memorandums of understanding (MoU) with the European Association of Zoo and Wildlife Veterinarians (EAZWV), European Association for Aquatic Mammals (EAAM), Asociación Latinoamericana de Parques Zoológicos y Acuarios (ALPZA) and between EAZA, IUCN SSC and the Ministry of natural Resources and Environment of the Russia Federation on the restoration (reintroduction) of the Persian leopard in the Western Caucasus.

Newly developed partnerships include an MoU with the Association of Zoos and Aquariums (AZA) to outline ways in which we can work more closely together, as well as a significant MoU between EAZA, AZA, IUCN SSC Asian Wild Cattle and Wild Pig Specialist Groups, and the Indonesia Zoo and Aquarium Association relating to international contribution of *ex situ* activities to the conservation of anoa, banteng, babirusa and their habitat in Indonesia. Towards the end of 2014 EAZA also entered into an MoU with the European Network of Science Centres and Museums (Ecsite) and Botanical Gardens Conservation international (BGCI) to explore how our common goals can be enhanced through

partnership working. One exciting outcome of this will be collaboration on the next EAZA Campaign planned 2016-2017.

In addition to contributing to the WAZA Animal Welfare Strategy mentioned earlier, staff in the Executive Office and throughout the membership have also provided extensive input for the new WAZA Conservation Strategy. This was a great opportunity for EAZA to be an integral part of this process and we look forward to seeing and sharing the strategy when it is released in 2015.

Promoting the work of the EAZA Community

It might be said that the routine cull of a giraffe at Copenhagen zoo, mentioned in the Chairman's report, did more to highlight one aspect of the work of the EAZA community than all other events combined. Some saw this an opportunity to deny any knowledge or involvement of this EAZA Council approved management tool, whereas for others it was an opportunity to explore the difficult science behind responsible population management. Whatever the personal opinion it did highlight the need to examine the internal and external communication systems of EAZA and how we could improve them. One easily identifiable outcome was the instigation of two new Committees; the Communications Committee, chaired by Columba de la Panouse



Turnbull, and the National Associations Committee, chaired by Kirsten Pullen. In their separate ways each of these committees will be instrumental to ensuring clear and effective communication within and outside the membership, insuring we abide by the watchwords of openness and transparency.

Social media plays an increasingly visible part in how people receive and relay information (whether the information it delivers is true or not). This has resulted in a communications switch from being given 600 words in a newspaper article to explain a viewpoint to just 140 characters in a tweet or 40 in a Facebook post (to give you an idea, that last sentence was too long for a tweet, being 157 characters long). The resulting challenge is therefore to be able to explain the often complex science of our work in shorter and shorter messages. EAZA started our Facebook page and Twitter account at the end of 2013 and by the end of 2014 we had 2800 Facebook and 300 Twitter followers. EAZA is increasingly using social media to engage traditional and non-traditional audiences.

Often in both positive and negative media stories all zoos are classed together. One of the most effective ways we have to confidently promote the work of the EAZA community is to highlight the distinction between EAZA Members and non-members, referencing our Standards and accreditation procedures. Since introducing the new EAZA Accreditation Programme (EAP) for existing members in 2011 many members have keenly put themselves forward to be screened. The schedule is progressing according to plan and as of early 2015 40% of EAZA Members are now accredited. Because we have such a large and varied membership it will take a few years yet to reach 100% accredited members but it is god to know we are well on the way. We would like to take this opportunity to thank all the institutions that so openly allowed us access and to the screeners who generously provided their time and expertise.

The Annual Conference always provides an excellent opportunity to come together and promote the work of our community. Edinburgh were our hosts in 2013 and Budapest in 2014. Each of these conferences saw more than 700 delegates attend the varied TAG and committee meetings. Excellent plenaries took place on varied topics

from genetic tools for population management to combatting climate change. Every year our conference seems to get busier and fuller. This is a testament to the amazing motivation and energy of our community to keep improving conservation outcomes for the species in our care and attracting the best practitioners from around the world. We extend our thanks to all who organised these meetings.

### Maximising resources

Our Members with their 'EAZA spirit' and continuous passion for conservation are our most valuable resource. We would not be the successful association we are without the fantastic people that devote their time to running breeding programmes, sitting on Council, committees and working groups, teaching on Academy courses, acting as screeners; the list goes on and on and I extend my heartfelt thanks to all. You'll find out in more detail about the work of EAZA Committees over the next few pages but I want to make especial thanks to all involved in the development of the new EAZA Guidelines on the use of animals in public demonstrations (2014), as well as the work involved in the revision of the EAZA Standards for the Accommodation and Care of Animals in Zoos and Aquaria (2014) and the EAZA Culling Statement (2015). Each of these documents are core to our Association and involved much input to reach the final agreed version.

Another document of which we should be very proud is the Population Management Manual. This 'one stop shop' for all things breeding programme and TAG related was first released at the end of 2012 and brought together over 18 previous separate policies and procedures. Time, as we all know, is a precious resource we could all do with a little more of. By bringing all these policies together in one place we are able to better support and guide our programme managers and TAG's. The Population Management Manual is available from the member area of the EAZA website.

I also can't write a section praising people as the best resources without acknowledging the outstanding work of Lesley Dickie during her six years as Executive Director. There is not the space here to detail Lesley's many achievements (see her final 'From the Directors Chair' in the

autumn 2014 Zooquaria if you would like a longer summary). It is suffice to say that I will always remember her unflagging commitment to EAZA and passion to expand our position as the leading membership association for zoo and aquarium community. I feel honoured to be able to take over from such a leader who has left our Association in such a healthy state, and we all wish Lesley the very best in her new endeavours.

Lesley was not the only change in staff during this period. In 2013 the EAZA Executive Office said goodbye to Michael Sullivan and welcome to David Williams-Mitchell as the EAZA Communications and Membership Manager. Though his time with EAZA was relatively short Michael made a difference in the quality and scope of our communication tools and, in particular, to the procedures and professionalism of conference management. We wish him every success in his new role back in the United Kingdom. We were fortunate that David joined us just before the 2013 annual conference and so was able to meet as many of our community as possible. David is also the Executive Office Liaison to the Communications Committee.

The Collection Coordination and Conservation team experienced a number of changes during this period. In 2013 Ann Katrine Blom got married and moved to working full time for Copenhagen Zoo. Ann-Katrine's responsibilities were included within a new position and we welcomed Merel Zimmermann back to the Executive Office. Merel had previously worked as an intern for EAZA. During this period we were also fortunate to be able to recruit Kristine Schad, formally of the AZA Population Management Centre, into a new position of EAZA Population Biologist. In 2014 Christina Henke left and was replaced by Katharina Herrmann, with an interim period covered by Elmar Fienieg. Many of you will have known Christina through her work with varied TAG's and her special passion for marsupials. We wish her all the best in her new ventures.

As mentioned previously, we were sad to say goodbye to our first ever EU Policy Manager, Sophie Dorémus. It was clear from the start that the move from working with an EU public affairs company to employing a Sophie in this staff position greatly increased the visibility and capacity of EAZA to have a presence in Brussels. When Sophie was lured away into work with the European Commission we were pleased to welcome Daniel Nuijten to the position in October 2014.

The EAZA Academy saw Sally Binding taking on a newly funded position of Animal Welfare Officer in 2013 thanks to Fondation Segré. Laura Myers will replace myself as the Academy Manager in January 2015. Finally, many of you will also remember Lillian Stammeshaus who covered the maternity leave of Office Manager Fleur Kist in 2011. When Fleur moved to manage an office in the Amsterdam Music School at the end of 2014 we were delighted to be able to welcome Lilian back as the new permanent Office Manager.

There were changes in the Executive Committee too with Thomas Kauffels and Henrik Lehman Andersen stepping down to be replaced by Mats Höggren and Andreas Knieriem. We would like to thank Thomas and Henrik for their valuable contributions to the Association in this capacity. Our heartfelt gratitude goes to all of the Executive Committee for their work for the Association and support to the Executive Office.

To finish, I would personally like to thank the whole team of the Executive Office who worked so diligently throughout 2013 and 2014 and made my transition from Academy Manager to Executive Director a supportive and smooth one. Not only do they excel at all they do, but they are a pleasure to work alongside and make the office a truly happy workplace. My thanks to Ann-Katrine, April, Christina, Daniel, Danny, David, Elmar, Fleur, Katarina, Kristin, Kristine, Lilian, Merel, Michael, Mirko, Sally, Sander, Sofieke, Sophie and William!

# Aquarium Committee

**After several years of inactivity in the Committee, in October 2013 a new chair was nominated.**

**D**uring 2013/14 several activities were developed by the Aquarium Committee:

## 1 Aquarium Committee Terms of Reference

- a. The EAZA Aquarium Committee terms of reference were developed
- b. This development allowed for a broad analysis and discussion about the main reasons and goals for the committee to exist.
- c. The analysis brought up the doubt if there was a reason for the Aquarium committee to exist. The nonexistence of a zoo committee in EAZA lead to the possible assumption that the Aquarium Committee could be one of the obstacles to good collaboration between zoos and aquaria and not a solution.

## 2. EAZA/EUAC MoU

As a result of the conclusions of the development terms of reference a new MoU between EUAC and EAZA started to be prepared. The goals for the MoU were the following:

- a. To substitute the outdated existing MoU.
- b. To focus on the joint work that should be developed by both associations and not only on positions.
- c. To set the scenario for an eventual ending of the Aquarium Committee allowing for the zoo and aquarium worlds to work better together.

## 3. EAZA committees

In order for the joint work between aquariums and zoos to be improved the involvement of more aquarium people in the EAZA committees was identified as key.

These people should also be EUAC members and attend EUAC meetings, allowing to cross the work of both associations in an informal, practical and efficient way.

The involvement of new aquarium people in



OCEANARIO DE LISBOA  
© PEDRO A PINA



**JOAO FALCATO,  
OCEANARIO LISBOA,  
LISBON, PORTUGAL  
CHAIR**

EAZA committees was initiated and is under development.

## 4. Water quality

The Water quality know-how of aquarium people was identified as one of the subjects that zoo EAZA members could benefit from, facilitating the joint work of institutions and people.

The project of an Aquarium course developed by the EAZA academy started to be developed.

## Conservation Committee

**The Conservation Committee held four closed meetings during 2013/2014 and two open sessions at each of the annual conferences in Edinburgh and Budapest.**

Membership of the Committee changed over this period. Pierre Gay, Nick Lindsay, Roger Wilkinson and Helena Olsson stepped down, while Sarah Thomas (ZSL), Tania Gilbert (Marwell), Friederike von Houwald (Basel) and Paul Pearce Kelly (ZSL) joined the Committee.

Considerable activity took place and progress was made during 2013 and 2014. The major aspects that we focussed on included:

1. Committee Strategy 2013-2016: This was agreed in 2012 and we began its implementation in 2013.
2. Conservation Forum 2014 was held in Leipzig in May 2014. The main theme was the 'One Plan Approach' to conservation. There were 25 presentations during the conference and two workshops. Around 90 conference participants attended.
3. EAZA Definition of a Contribution to Conservation: It is clear that zoos and aquaria are uniquely placed to make an enormous and diverse contribution to wildlife conservation in conservation breeding, education and field work. It is equally clear that when we are asked "How much do zoos (or your zoo) contribute to conservation each year?", we need to be able to answer in a meaningful and justifiable way. In order to do so, we need an acceptable definition of what we, in EAZA, regard as conservation. This has proved more contentious than one might expect, but by the end of 2014, a definition had been developed that was ready to go to the EAZA Executive Committee and onto the EAZA Council in 2015.
4. Measuring Conservation Impact: It is equally important to assess how effective our conservation efforts are. Chester Zoo



**BRYAN CARROLL,  
BRISTOL ZOO,  
BRISTOL, UK  
CHAIR**

(UK) has developed a tool for measuring conservation impact. This was modified following Committee testing and is now available to members through the EAZA website.

5. Campaigns: The highly successful South East Asia Campaign closed in September 2013. This was the first campaign to be run in partnership with IUCN's Species Survival Commission and the first to highlight the plight of an animal that has never been held in zoos, the saola. This was followed by Pole to Pole, another ground-breaking campaign focussing on climate change and its impact on wildlife. This campaign runs until September 2015. In 2013, we undertook a survey among EAZA zoos to assess how the campaigns are perceived and how EAZA can encourage greater participation. We have incorporated the findings into our future thinking, including having two year campaigns as the standard duration.
6. Conservation Database: Responsibility for the Conservation Database came back to EAZA from WAZA. This has now been updated by the Executive Office to make it much more flexible and user-friendly, and also to be a useful resource for researchers and zoos. We want to encourage its widespread use by zoos and for it to be as complete as possible.
7. Reintroduction and Translocation Group: Previously known as the Reintroduction Advisory Group, this was revitalised and re-energised under the Conservation Committee. The group is very active under its Chair, Tania Gilbert, and revised terms of reference have been drawn up.
8. Links to IUCN: We have continued to forge links with IUCN, working with Kira Husher and working through the EEP Committee to foster TAG-SSC Specialist Group links.
9. Species Champions: It is clear that effective conservation comes from passionate people who champion their taxonomic or geographic



interests. We are developing the concept of species champions for conservation with a view to promoting this more and more.

10. Environmental Sustainability: The Committee was asked to consider how we might promote sustainable practices with our zoos as part of our conservation efforts. This is currently being considered, alongside how we deal with the effects of climate change of wildlife.

**Future Work**

Looking ahead, we will be continuing our efforts in all the areas outlined above. There will be an EAZA Conservation Forum held in Fuengirola in 2016. The next EAZA Conservation Campaign will focus on local wildlife under the title “Let it Grow”, and this campaign will involve a new partnership with Botanic Gardens Conservation International (BGCI) and ECSITE, the European Network of Science Centres and Museums.

THE 2013-2015 POLE TO POLE CAMPAIGN FOCUSED ON THE EFFECT OF CLIMATE CHANGE ON POLAR SPECIES SUCH AS THE ROCKHOPPER PENGUIN  
© H.SCHWAMMER

## Education Committee

**Firstly you will notice a slight change in our committee name! We have simplified it to reflect the current priorities and responsibilities of this group. Having been part of the committee since 2010, I was delighted to be invited to become Chair in late 2012.**

The activities of the EAZA Education Committee during 2013 and 2014 were framed around the following strategic aims:

**Aim 1 (Affective) Emotion.** EAZA and its members will be champions of inspiring the public and other stakeholders on how to care; for individual animals, for species and for the planet.

- *Sub-aim 1:* People will emotionally connect with individual animals, species (wildlife) and the planet.
- *Sub-aim 2:* By fostering emotional connections EAZA and its members will encourage individuals and communities to take positive conservation action.
- *Sub-aim 3:* By motivating individuals and communities to emotionally connect to the planet as our home EAZA and its members will lead by example and encourage more sustainable consumer behaviours.

**Aim 2 (Psychomotive) Action.** EAZA and its members will evoke positive behavioural change for the conservation of species and habitats

- *Sub-aim 1:* EAZA and its members will engage with social scientists, social marketers, psychologists (and other experts) to conduct research in behaviour change models for conservation.
- *Sub-aim 2:* EAZA and its members will promote the existing conservation projects they undertake and enable public engagement in these projects.

**Aim 3 (Cognitive) Thinking.** EAZA and its members will ensure a greater level of biological literacy (inclusive of the historical, cultural, economic etc. values of nature) in their visitors and stakeholders.

- *Sub-aim 1:* EAZA and its members will understand the different values assigned to nature and utilize them in their work/communications/messaging.



**SARAH THOMAS,  
ZSL, LONDON, UK  
CHAIR**

- *Sub-aim 2:* EAZA and its members can articulate the importance of the value of nature (countering the 'so what').

**Aim 4 (Evaluation).** EAZA and its members will establish a quality framework for all aspects of education in zoos and aquariums

These aims were developed in 2012 by the committee in collaboration with the EAZA Executive Office. They were then nested within the main EAZA strategy which runs 2013-16. A one day workshop was held in early 2013 to produce a three year committee work plan. Each committee member has been assigned various tasks that will help to achieve our four strategic areas. These tasks include producing resources and materials around these areas which are now accessible on the EAZA website, and running workshops around key training areas such as community based social marketing and evaluation.

In 2013, the EZE (European Zoo Educators) conference was held at Royal Burgers' Zoo, Arnhem in the Netherlands. Over 120 delegates from 97 institutions and 28 countries took part in the three day meeting. An EAZA Academy course was held before the conference titled "Social and Emotional Aspects of Learning". It was attended by around 50 delegates from 18 countries.

The committee and the wider network of European zoo educators have played a crucial role in developing education resources for the EAZA Campaigns. These included the South East Asia Campaign and the Pole to Pole Campaign.

Our next task as a committee is to review and update the EAZA Education standards. These were produced in 2008, and the committee will examine and update them as required.

My thanks goes to all the hard working committee members: Antioneta Costa (Vice Chair), Lisbon Zoo, Lothar Phillips – Cologne Zoo, Martin Becket – Opel Zoo, Maggie Esson – Chester Zoo, Louisanne Fauchille – Zoo de la Barben, Jenny Westander – Parken Zoo, Eva Andersson – Nordens Ark, David Nacher – Valencia Oceanographic, Tomislav Krizmanic – Zagreb Zoo, Andy Moss – Chester Zoo

## EEP Committee

**In the past two years the EEP Committee has made incredible progress on a large variety of topics. This is possible due to a very dedicated membership of the committee as well as great support from the team at the EAZA Executive Office. The EEP Committee said goodbye to Jacques Kaandorp (Hilvarenbeek) and Mats Höggren (Kolmarden) who both stepped down from the Committee. The EEP Committee also welcomed two new members, Warren Spencer (Amsterdam) and Arne Lawrenz (Wuppertal), the latter replacing Jacques as Veterinary Committee representative. Claudia Gili (Genova) joined the committee at the end of 2012. This helped with rejuvenating the membership that was and continues to be a focal point for the committee.**

**T**he EEP Committee held four meetings in the period of 2013-2014, two during the EAZA Annual Conferences in Edinburgh and Budapest. Following a long tradition, both midyear meetings were hosted by the EAZA Executive Office in Amsterdam. The midyear meetings were each preceded by a two day workshop enabling the committee to dive into the details of the more complex topics.

The EAZA Strategic Plan for 2013-2016, and the EEP Committee's action plan deriving from it, both include an overwhelming number of actions for the committee to work on. By far the biggest task is developing the future EAZA breeding programme structure that will put the needs of the population at the core and where 'one size does not fit all'. The EEP Committee is supportive to the so-called one plan approach to species conservation and in that respect is keen to work together with partners within the conservation community both *ex situ* and *in situ*. The official approval of the first six WAZA Global Species Management Plans, the organisation of the successful first global Joint TAG Chairs meeting held in Avifauna (Alphen) and the EAZA/IUCN



FIRST GLOBAL JOINT TAG CHAIRS MEETING, AVIFAUNA, THE NETHERLANDS, 2014



**BENGT HOLST  
COPENHAGEN ZOO,  
COPENHAGEN,  
DENMARK, CHAIR**

project to build partnerships between TAGs/ EAZA zoos and aquaria and IUCN SSC Specialist Groups, are all key developments in this respect.

Two other core points that the EEP Committee is working on are reviewing and updating the EAZA Acquisition and Disposition chapter in the Population Management Manual and working towards a more equal contribution of the EAZA membership to the success of breeding programmes. The bulleted overview below presents the key achievements in the two year period.

Overview of key developments and achievements 2013-2014

- Organisation of the very successful first ever global Joint TAG Chairs Meeting in Alphen, June 2014. Proceedings and a full evaluation report were published on the EAZA website and shared with all 148 delegates from just about all

## EEP Committee *continued*

corners of the world.

- Approval for EAZA's participation in all of the first six official WAZA Global Species Management Plans (GSMPs): Amur leopard, Amur tiger, Sumatran tiger, Red panda, Goodfellow's tree kangaroo and Blue-crowned laughing thrush.
- Created a new procedure and template for the development of 'EAZA Best Practice Guidelines' (previously EAZA Husbandry Guidelines) was developed and approved. New guidelines produced as such will be made available on the public pages of the EAZA website.
- Finalised the 'EAZA Position on Intentional Breeding for the Expression of Rare Recessive Alleles' that was consequently approved by EAZA Council.
- Approval of the EAZA Population Management Manual by EAZA Council, after a three year review process of existing policies and procedures, now bringing them all together into one single document.
- Approval of a standard template for breeding loan contracts for EEPs, a process that was championed by the Great Ape TAG.
- Finalised an advanced draft of the updated Acquisition and Disposition chapter in the Population Management Manual and is envisaged to be completed in 2015, after which it will go to EAZA Council for approval.
- Long-term management plans were produced for Asian elephant, African elephant, polar bear, giraffe and Mauritius pink pigeon. Planning sessions were run for mandrill and lion-tailed macaques as well, and long-term management plans are expected to be published in 2015. The EEP Committee is pleased with the appointment of EAZA's first full time population biologist, Kristine Schad previously at the AZA Population Management Center, enabling the production of these plans.
- After completing the reviewing of the first 5-year EEP evaluation cycle in 2012, the second 5-year cycle was launched in 2013. In addition to the process assessment, EEP evaluations now also include a quality assessment, via an analyses of the population called a Quick Population Assessment (QPA).
- The development of the brand new TAG evaluation procedure was finalized and the first five TAGs were evaluated in 2014. Barring some small problems, the procedure works really well.
- The EAZA Population Management Advisory Group (EPMAG), chaired by Kristin Leus (Copenhagen) continued to support TAGs, EEPs and ESBs with population biology advice. EPMAG has particularly focused on the opportunities of molecular genetics tools for breeding programmes, including killing a few myths along the way. EPMAG was also part of the development of a research proposal on developing science and tools for managing group living species. Together with Elmar Fienieg and Wageningen University (NL), EAZA hopes to get funding for this project in 2015.
- The Animal Training Working Group, chaired by Annette Pedersen (Copenhagen) organized two successful meetings in Edinburgh and Budapest.
- The third working group under the umbrella of the EEP Committee, the European Animal Data Information Systems Committee (EADISC), was discontinued after several years of dormancy. The role of the group disappeared now that ZIMS has replaced ARKS.
- The EEP Committee remains keen to see the few remaining EAZA members that have not yet joined ISIS to become a member. In 2015, EAZA will also get very actively involved with the development of the ZIMS Population Management Module. The EEP Committee worked with a number of colleagues based in EAZA institutions on testing and improving the ZIMS Available and Wanted (A/W) tool such that it would be able to serve as an alternative to the EAZA Available and Wanted list. The latter will be discontinued in 2015 and EAZA members will, as of then, be encouraged to



- move to using the ZIMS A/W tool.
- The EEP Committee discussed its position on management euthanasia after the media crisis following the euthanasia of the giraffe, Marius, in Copenhagen. It concluded that it will continue to support management culling as a population management tool and brought this view forward during the review process of the policy that will conclude in 2015.
  - A complete review of the EAZA Basic and Advanced Breeding Programme Management Courses was performed and changes following from the review were implemented, all in cooperation with the EAZA Academy Manager.
  - The EEP Committee worked with the EAZA Marine Mammal TAG on reviewing the MoU with the European Association for Aquatic Mammals (EAAM). The team at the EAZA Executive Office also facilitated the process of producing a Regional Collection Plan (RCP) for the Marine Mammal TAG.
  - A draft new breeding programme structure was developed and finalized for further discussion with the TAG Chairs and programme leaders. The structure was introduced during the TAG Chairs meeting in Budapest and proactively discussed, while divided into a series of themed workshops. Based on the feedback, changes were made and the framework for the new structure was finalized. In 2015, the EEP Committee will discuss the effect of the framework on the existing structure and how to move towards the new framework. A second workshop with the TAG Chairs and programme leaders will be organized during the EAZA Annual Conference in Wroclaw, September 2015.

The EEP Committee oversees the TAG and breeding programme structure of EAZA on behalf of the EAZA Council. In the two year period the number of TAGs decreased from 42 to 40. In both cases this was due to a merging of two TAGs: the Pelicaniformes TAG was brought under the umbrella of the Waterfowl TAG and the Tapir & Hippo TAG and Pig & Peccary TAG merged into

one Tapir and Suiform TAG. Three new EEPs and nine new ESBs were approved in the same period, bringing the total number to 193 ESBs and 195 EEPs at the end of 2014. In total, the EEP Committee reviewed 125 changes to existing and proposed new programmes and TAGs in the two year period. A further 63 non-EAZA EEP participation requests were reviewed, and the number of approved non-EAZA EEP participants totaled 147 at the end of 2014. Twenty-two EEP evaluations and eleven TAG evaluations were completed. The EEP Committee also reviewed and approved the first EAZA Best Practice Guidelines (black rhinoceros) in accordance with the new procedure, which is available via the EAZA website.

Running close to 400 breeding programmes within EAZA for a large variety of taxa across 36 countries in Europe and the Middle East involving people from different cultural and economic backgrounds and speaking many different languages can be a challenging task at times. After a couple of years with few EEP related complaints, the EEP Committee dealt with a relatively larger number of complaints during the course of 2013 and 2014. Most were resolved after discussion among the parties, however in two cases the EEP Committee decided to issue an official warning.

Nevertheless, such complaints only form a very tiny part and overall the process works very well. First and foremost, thanks to the many dedicated colleagues running the TAGs, EEPs and ESBs. The EEP Committee is grateful for all the work they do for the benefit of the EAZA community at large. A special mention is deserved for the Giraffe EEP Coordinator as well as the Antelope and Giraffe TAG Chair who both tirelessly and consistently contributed to handling the media storm following the culling of the giraffe in Copenhagen Zoo.

A full picture of the hard work of the EAZA Taxon Advisory Groups is presented in the TAG Annual Reports that are published in addition to this Annual Report.

## Legislation Committee

**The EAZA Legislation Committee's chief responsibility is to help deliver EAZA's objective of "stimulation, facilitation and co-ordination of the community's efforts in education, conservation and scientific research, through the enhancement of co-operation with all relevant organisations and through influencing relevant legislation at EU level." (EAZA Strategy 2013-2016)**

### **Committee Goals**

1. Develop EAZA's EU policy and draft position statements;
2. Provide expertise and assistance in changes or development of legislation that may impact on zoos and their ability to carry out vital conservation or education activities;
3. Assist the European Commission in ensuring high standards of implementation of the Zoo Directive and in improving standards of zoos and aquariums across Europe;
4. Inform the EU institutions about the huge potential for public engagement on EU policy areas by targeting the visitors of EAZA members, particularly in regard to key environmental messages pertaining to species conservation, sustainability and climate change;

In November 2013 new terms of references were drafted and an open call for members was sent to the EAZA membership. This led to the first meeting of the revived legislation committee in Brussels, Belgium in April. This meeting fulfilled two purposes by planning the activities of the committee for the future plus introducing the new committee members to different EU stakeholders. This included a meeting of the committee with Czech MEP Pavel Poc.

One of the priorities for the legislation Committee was the 2014 European Parliament elections. The committee drafted a manifesto highlighting EAZA's positions and the role that zoos play in conservation. In March 2014 this manifesto after consultation with the Executive Committee was sent to the different European Parties and



**MATS HÖGGREN,  
KOLMÅRDEN ZOO,  
KOLMÅRDEN,  
SWEDEN, CHAIR**

national associations to be used in their contact with European Parliamentary candidates.

The legislation committee was also involved in coordinating EAZA's input to proposed legislation on Invasive Alien Species and participated in December 2013 in the European Parliament's conference on the proposed legislation. The committee also drafted EAZA's input on the proposal to the European Commission and EP shadow rapporteur.

The legislation committee also participated in the stakeholder meeting on the EU Zoos Directive Good Practices document in 2013 which was published in July 2015.

Finally the legislation committee has been in close contact with the veterinary committee on animal health issues to cooperate on legislative processes and information for members on this topic.

# Membership & Ethics Committee

**The Membership and Ethics Committee continued their work in the area of membership, ethical issues, minimum standards, and accreditation. The committee met in person four times, and once in an online e-meeting.**

In 2013-2014, the Membership and Ethics Committee oversaw the continuation of the EAZA Accreditation Programme (EAP), the cyclical accreditation programme for all members. Over the last two years screening teams have visited member zoos, investigating all aspects of the facility and confirming that they are indeed maintaining EAZA standards. It has generally been a positive experience for all parties, with both the zoos and the screeners learning from each other and sharing knowledge and experience. This experience was reinforced by a survey sent to screened members in 2014, determining their satisfaction with the screening experience. 94% of the respondents answered that they found the experience overall satisfactory or very satisfactory and a majority found it beneficial to their institution.

The Committee also reviewed and approved a number of documents that went to Council for approval. These included a EAZA Guidelines on the use of animals in public demonstrations, with detailed guidance on the messaging and welfare of animals in public demonstrations. This document had valued input from a variety of members and saw extensive revisions to bring it to the document that was approved in Budapest 2014.

The Membership and Ethics Committee also updated the EAZA Standards for the Accommodation and Care of Animals in Zoos and Aquaria, a document that went through a number of revisions and updates to be approved also in Budapest in 2014.

Some of the membership changes were:

- Five new applicants were welcomed as new full members
- Two associate members joined, one holding animals and one conservation based



THE EAZA ACCREDITATION PROGRAMME (EAP) CONTINUED THROUGHOUT 2013-2014 © B.RASMUSSEN



**FRANK RIETKERK, APENHEUL, APeldoORN, THE NETHERLANDS, CHAIR**

- Two temporary members were upgraded to full members
- 31 full members were accredited through the EAP programme
- Two full members that had previously been downgraded to temporary after an EAP screening returned to full membership with successful re-screenings.

The committee continued to monitor and work with a number of temporary members with the hope of welcoming them to full membership in the near future.

The Membership and Ethics Committee also received 25 formal complaints against EAZA member and candidate for membership zoos. The issues varied, from welfare to violations of the EAZA Code of Ethics. These complaints were investigated through the approved EAZA complaint procedure, and action was taken where needed. Complaints against non-EAZA members were forwarded to the national federation or local authority for further investigation.

## Research Committee

**The Research Committee provides a forum for discussion and cooperation within the zoo community with regards to the mission of zoos and aquariums to carry out research. Successful scientific research and training underpins EAZA member activities in wildlife conservation, education, animal welfare, nutrition and other areas. The main goal of the Research Committee is to implement the EAZA Research Strategy and more generally to facilitate research in EAZA member zoos.**

The 2013 Research Committee midyear meeting was hosted by the Estacion Experimental de Zonas Aridas (EEZA) in Almeria, Spain, in March 2013. This was not a physical meeting though. Due to long travel times and relatively expensive travel costs, in addition to considerable cut-backs in travel budgets, the Research Committee decided to have an online meeting using LINQ software. The 2014 midyear meeting was organised and hosted by Chester Zoo, UK in March 2014. The focus of this meeting was to re-evaluate the SMART objectives and action points of the EAZA Research Strategy, and decide on how to implement these actions in the next few years.

From 18-21 September 2013 the Research Committee and the Institute for Zoo and Wildlife Research Berlin co-organised the 9th International Conference on Behaviour, Physiology and Genetics of Wildlife. EAZA hosted Bob Lacy as one of the plenary speakers, and the EAZA Research Committee organised a symposium on Using genetic tools for population management that was attended by +100 delegates.

At the EAZA Annual Conference in Edinburgh (2013) the Research Committee organised a very successful plenary session on the same topic (genetics and genomics in breeding programmes). During the 2014 EAZA Annual



**ZJEF PEREBOOM**  
(ZOO ANTWERPEN,  
ANTWERP, BELGIUM)  
CHAIR

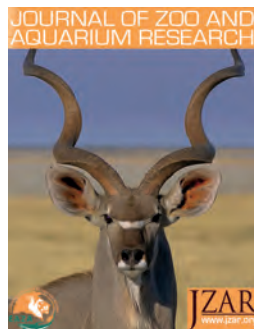
Conference the Research Committee meeting was closed as we needed time to discuss business related issues.

In October 2014 the Research Committee co-organised a specialist symposium in collaboration with the EAZA Executive Office/ EPMAG, ZAA, AZA and CBSG, to work towards the development of an action plan on how to make molecular genetics an integral part of population management.

The key event for the Research Committee was the launch of EAZA's new peer reviewed research journal JZAR - the Journal of Zoo and Aquarium Research - with a first issue available online in July 2013. Although the journal will only be available as an online OPEN ACCESS journal at [www.jzar.org](http://www.jzar.org), the first issue was provided as a printed version during the EAZA Annual Conference in Edinburgh.

Now that JZAR is fully functional the Research Committee is working towards creating a web-based Research Portal aimed at sharing information on research related matters, and sharing resources such as research papers and research guidelines. The web portal will provide tools and documents specifically targeted at different stakeholders (1- zoos who want to expand research activities/start doing research; 2- TAGs or programme managers with research needs; 3 - students and external researchers who want to do research in/with zoos)

In 2013 and 2014 The EAZA Nutrition Group, which reports to the Research Committee, continued the development of nutrition guidelines and protocols. In particular, they continued work with AZA's Nutrition Advisory Group on the new Fauna™ nutrition software.



THE FRONT COVER OF THE FIRST ISSUE OF THE JOURNAL OF ZOO AND AQUARIUM RESEARCH (JZAR)

# Technical Assistance Committee

**The Technical Assistance Committee provides assistance to institutions in Central and Eastern Europe that have been accepted into EAZA's Candidate for Membership programme. The committee focuses on their standards of animal welfare and zoo management, encouraging the sharing of knowledge between zoos and providing practical support and advice for improvements.**

In the past three years, the Technical Assistance (TA) Committee worked hard on further professionalising structures and proceedings in the committee as well as for Candidate for Membership institutions (CfM). In 2012, a new procedure was implemented to speed up the application process for new CfMs. In order to promote the work of the TA Committee new leaflets were created, explaining more about the Candidate for Membership mentor system and the role of the mentor and institution.

One of the biggest projects for the committee in 2013 and 2014 was the updating of the Basic Zoo Management Manual to the newly titled 'The Modern Zoo: Foundations for Management and Development'. This excellent manual provides a reference for the zoo director and zoo management on the basics of zoo operations and the role of a modern zoo. This document was sent to all current CfMs and is publically available available from the EAZA website

To further establish the role of the committee and its members, the TA Committee developed Terms of Reference, describing the goals, roles and responsibility of the committee and its members.

The TA Committee meets twice a year in which they discuss the development of the Candidates for Membership and the development and strategies of the committee.

Since 2012 the following four institutions have become CfM's: Palic Zoo in Serbia, Kaunas Zoo in Lithuania, Kosice Zoo in Slovakia and Qalqilia Zoo in Palestine. Bitola Zoo in Macedonia left the CfM program which brings the current number of



DR SAMI, DIRECTOR OF QALQILIA ZOO, WITH THE ARABIC EDITION OF THE TECHNICAL ASSISTANCE MANUAL



NEED HI RES PIC

**MARK CHALLIS, BELFAST ZOO, BELFAST, UK, CHAIR**



**WIM VERBERKMOES, GAIAZOO, KERKRADE, THE NETHERLANDS, OUTGOING CHAIR**

CfM institution to 15.

The TA Committee continues to work well with the EAZA Academy and the EAZA Animal Welfare Training Officer. In the past three years, several workshops and courses were held in most of the CfM institutions. All of these courses were very well received and appreciated and made a lot of impact on the zoos and the animal's welfare.

In September 2013, Wim Verberkmoes stepped down as chair of the TA Committee due to retirement. Wim chaired the committee for four years and has been a mentor for Sofia Zoo in Bulgaria since 2006. He will remain mentor for Sofia Zoo and will stay involved within EAZA as a screener. During the closed TA meeting in Edinburgh, Wim handed over the chair to Marc Challis, Zoo Manager of Belfast Zoological Gardens in Northern Ireland.

Every year, the TA committee organises open meetings for CfMs during the annual conference. The main goal of this meeting to allow CfM institutions to give a presentation on their progress over the last year and to promote the work of TA Committee. The presentations are always very well prepared and attended by many zoo colleagues.

For 2015 the committee is expecting to finalise the strategic plan and possibly welcome new Candidates for Membership.

# Veterinary Committee

**During this two year period the EAZA Veterinary Committee held four meetings. Two meetings were held during the European Association of Zoo and Wildlife Veterinarians (EAZWV) Annual Meetings held in Vienna (May 2013) and Warsaw (May 2014). The other two during the EAZA Annual Conference in Edinburgh (September 2013) and Budapest (September 2014). Minutes of these four meetings are available from the member area of the EAZA website.**

**D**ue to health issues, the longtime chair of the EAZA Veterinary Committee, Jacques Kaandorp (Safaripark Beekse Bergen, Hilvarenbeek), had to step back from his position at the Budapest meeting. Jacques has led the committee for a good decade and has turned the committee into a well-functioning committee creating a solid basis for the future, which will benefit all EAZA members and breeding programmes. Fortunately Jacques remains as a member of the committee and supports the new chair, Arne Lawrenz (Wuppertal Zoo), with all of his knowledge and his experience.

Veterinary legislation deriving from the European Union (EU) has a large impact on the operations of zoos and aquariums and hence is a key focus for the EAZA Veterinary Committee. Since 2013 EAZA has an EU policy manager based in Brussels, a position now held by Daniel Nuijten. The EAZA Veterinary Committee is pleased with this development, and invited both Daniel and his predecessor Sophie Doremus to speak at its meetings.

The state of affairs regarding the EU Animal Health Law was discussed at the various meetings. The new framework was drawn up and went through the EU Commission, Parliament and Council. With the help of Daniel the committee keeps a close watch on the tying up of the existing health regulations, directives and decisions under



**ARNE LAWRENZ,  
WUPPERTAL ZOO,  
WUPPERTAL,  
GERMANY, CHAIR**



**JACQUES  
KAANDORP,  
SAFARIPARK  
BEEKSE BERGEN,  
HILVARENBEEK,  
THE NETHERLANDS  
OUTGOING CHAIR**

the new framework law.

A significant success of EAZA lobbying efforts, by Jacques in particular, is the possibility to import ungulates from third countries under regulation 780/2013/EC. This new legislation was also discussed and brought to the wider EAZA community in Edinburgh.

At the meeting during the EAZA Annual Conferences updates were given from the two EAZA Working Groups functioning under the umbrella of the Veterinary Committee, the EAZA Transport Working Group (TWG) and the European Group for Zoo Animal Contraceptives (EGZAC).

One of the tasks that the TWG has worked hard on is reviewing the IATA-LAR Container Requirements for fish species. The implementation of the 'Known Shipper' legislation was another point the TWG worked on monitoring in this period. Ulrike Rademacher from Wilhelma (Stuttgart) continues to be the chair of the group.

EGZAC came under the auspices of the veterinary committee in 2012 and is doing an excellent job. Vice Chair Sarah Forsyth (Colchester Zoo) presented in Edinburgh and Budapest. Experiences from EAZA members, in particular veterinarians, are needed to build up the knowledge base on the use and effects of contraception that in turn will help EGZAC provide advice on its applicability. EGZAC works closely with its North American counterpart, the AZA Animal Contraception Center.

The European College on Zoological Medicine (ECZM) continues to grow with several residency positions established in EAZA zoos. Mads Bertelsen (Copenhagen Zoo), keeps the committee updated and involved with the college.

EAZA continued to sponsor the Journal of Zoo and Wildlife Medicine. As such all EAZA members have access to this important journal.

Led by Michael Fielding (Blackpool Zoo) and Stephanie Sanderson (Chester Zoo) the committee is developing its mission statement and strategy for the coming years. This process will be finalized at the midyear meeting scheduled to be held



during the EAZWV conference in Barcelona, May 2015. The key role of the EAZA Veterinary Committee as a veterinary-related political platform and interface regarding legislation can be clarified. The Memorandum of Understanding with the EAZWV is important for disease management among EAZA collections.

Danny de Man and Arne Lawrenz worked on increasing the number of veterinary advisors appointed to TAGs, EEPs and ESBs. Great progress was made with all EAZA TAGs now having an appointed advisor, and a significant increase in appointed EEP and ESB veterinary advisors as well. More work will be needed, however, to fully embed the advisors as part of the programmes.

An update on the 5th edition of the Transmissible Diseases handbook was given by Alex Lecu as well as an update on tuberculosis in the EU. The Veterinary Committee is currently planning for a TB workshop in 2015. The main goal of the workshop will be bringing together veterinary specialists working on TB in zoos and labs and relevant EEP coordinators/ESB keepers. The aim is to create a toolkit/guidelines on how to test for and manage TB when it occurs in managed

SUCCESSFUL LOBBYING BY THE COMMITTEE IN 2013 MEANS THAT UNGULATES CAN NOW BE IMPORTED FROM NON-EU COUNTRIES © BIOPARC DOUÉ LA FONTAINE

populations.

On behalf of EAZA/EAZWV the tradition of presenting at the European Commission welfare courses (Zeist, NL 2013 and Warsaw PL 2014) was continued by the committee chair, as well as lecturing in Antwerp at the 3 further courses on the Balai Directive 92/65 ordered by the European Commission/SANCO.

The EAZA Academy Course on Maintaining Healthy Populations: Disease Prevention Guidance for Animal Managers (Sanderson, Lécu) in September 2014 in Budapest had to be cancelled due to insufficient interest. The committee must discuss at the next meeting in Barcelona why the interest in this important topic was so low.

The Veterinary Committee organized a plenary session at the EAZA Annual Conference in Budapest with the theme Veterinary care and management in EAZA collections - Prevention is better than cure. It was well attended and received. Proceedings are available on the EAZA website.

Finally, we all have to thank Jacques Kaandorp for his tremendously successful work and the time he has dedicated to the EAZA Veterinary Committee, as well as to EAZA and EAZWV.

## EAZA Academy

**The EAZA Academy experienced another successful two years, delivering 29 courses to 559 participants. Courses covered a wide range of topics from Designing animal feeding programmes to Collection planning, from Social and emotional aspects of learning to Handling of venomous snakes in captivity. The EAZA Academy was also able to continue to broaden its offer by developing an EAZA Academy in Israel, as well as working with other organisations to approve collaborative courses.**

**E**ighty two percent of course participants came from EAZA institutions. This is an increase on the 72% that came on courses in 2012, and demonstrates the increasing appeal of these courses to certain EAZA members. A total of 137 EAZA member institutions sent someone on an EAZA Academy course (39% of all EAZA institutions), a slightly lower figure than in 2011-2012. Nevertheless, it is encouraging to note that 71 different non-EAZA member institutions/individuals see the relevance and value of these opportunities as demonstrated by them sending 98 people on courses.

The wide appeal of the EAZA Academy is evidenced by participants from 41 different countries attending courses in 2013 and 2014, including countries outside Europe. Figure 1 shows the top ten countries sending people on courses. As in previous years, the values for the United Kingdom and the Netherlands remain high. This is likely due to a combination of high numbers of members in these countries as well as a strong staff training ethos. Israel also ranks highly due to the new EAZA Academy in Israel. Generous funding from Fondation Segré enabled development of a three year collaboration with the Israel Zoo Association, starting in 2013, to deliver EAZA Academy courses in this country.

The most popular Academy course delivered in 2013-14 was about Social and Emotional Aspects



ADVANCED BREEDING PROGRAMME MANAGEMENT COURSE, BRISTOL ZOO, 2014 © M WOOLHAM



**LAURA MYERS,  
EAZA ACADEMY  
MANAGER**

of Learning (SEAL). This one-day course took place prior to the EAZA European Educators Conference and was attended by 46 participants from 32 different institutions. The high attendance emphasises the importance of this emerging subject area which is becoming more and more relevant to the work of zoo and aquariums. A second SEAL course was offered prior to the EAZA Conservation Forum in 2014.

The EAZA Academy continued its collaborative work with the EAZA Technical Assistance Committee and supported Candidate for Membership Zoo Palic to deliver a successful course about preventative medicine in a zoological





setting in 2013. In 2014 two workshops on enrichment and husbandry were run in Candidates for Membership Kaliningrad Zoo and Kaunas Zoo.

EAZA Academy support for Candidates for Membership developed further in 2014 with the recruitment of an Animal Welfare Training Officer for a two year period, made possible by another generous grant from Fondation Segré. The position is intended to support the Candidates for Membership in improving their welfare standards by developing teaching materials and delivering workshops. The Animal Welfare Training Officer had a very positive start, building good relationships with Candidates for Membership and developing a series of welfare themed posters, and

finished the year by delivering a successful Animal Welfare workshop at Candidate for Membership Yerevan Zoo.

Feedback from participants continues to praise the applied nature of all courses and the experienced of tutors. A small sample of comments is indicated below:

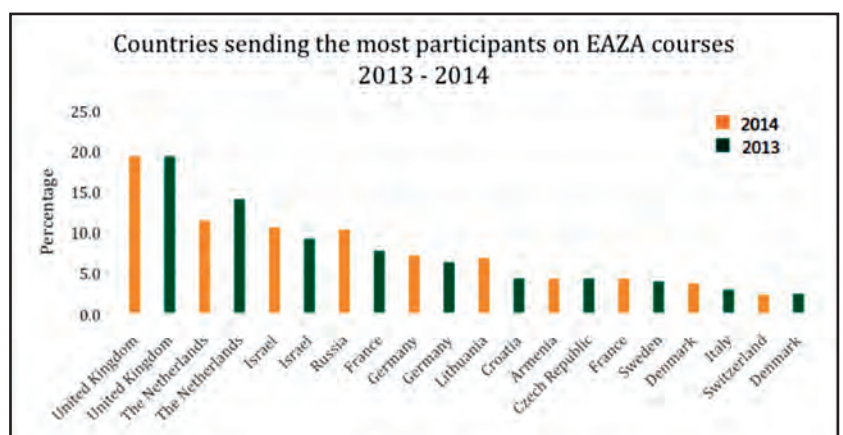
- “It’s great that attention is being paid to this topic. The presenter has been fantastic!” Social and emotional aspects of learning course participant
- “Very educational. There was a lot of variation like theory, practical work, demonstrations and games. Great course.” Animal training course participant
- “I am inspired by the course and eager to work on my Institutional Collection Plan” Collection planning course participant
- “The course was exactly what I was hoping for. I feel so much more confident after going through every PMx window and tab.” Advanced breeding programme management course participant.

Overall it is clear that there is good demand and support from EAZA member institutions (and beyond) for a wide variety of courses. Overwhelmingly positive participant feedback demonstrates that the courses are appropriate to the needs of the community and of a high quality. To find out more about current EAZA Academy courses please look at the EAZA Academy pages of the website or contact [Laura.Myers@eza.net](mailto:Laura.Myers@eza.net).



**MYFANWY GRIFFITH,  
FORMER EAZA  
ACADEMY MANAGER**

**FIGURE 1: PERCENTAGE ATTENDANCE ON COURSES DURING 2013-14 BY COUNTRY OF INSTITUTION (TOP TEN)**



## Treasurer's Report

**T**his report covers a period of 18 months from 1 July 2013 to 31 December 2014.

This extended period compared to the usual 12 month reporting is because of an agreed change to a January/January financial year from 2015. In addition, changes to Dutch legal regulations for entities without profit has meant that donations and grants relating to EAZA Campaigns now have to appear in the statement of income and expenses. This has resulted in a profit and loss report that looks quite different to those presented in previous financial reports.

During this period €181,613 was received in campaign donations. This was mostly due to donations to the Southeast Asia Campaign which ran 2011-2013. Campaign grants totaled €580,421 and was largely awarded to projects linked to the Southeast Asia and Ape (2010-2011) Campaigns. The Pole to Pole Campaign (2013-2015) does not have a core fund raising element and so the campaign funds result for 2013-2014 statement of income and expenses equals -€398,808. The total monies remaining in the long term campaign funds is €97,040.

Total income relating to the operating budget for the 18 month period was €1,313,886, exclusive of interest. The majority (90%) of this income came from membership related fees, with the remaining relating to income from sources such as EAZA Academy courses, shared property costs with NVD, and publications. Interest from financial income and expenses was €27,629.

Strategic donations from the membership were received into the EAZA Development Fund. This is a restricted fund and is not to be used for normal operating expenses, but for implementation of the EAZA Strategy 2013-2016 and for proceeding strategies. As of 30 December 2014 this fund stands at €63,472.

Budgeted operational expenses were set at €1,294,716. However, actual spending was



**LINDA VAN  
ELSACKER, KMDA,  
ANTWERP, BELGIUM,  
TREASURER**

higher at €1,381,372, resulting in a deficit of -€39,857. The main reasons for the difference in predicted compared actual values were related to; additional staff related costs and higher charges than anticipated in relation to wages, travel and accommodation costs, as well as unexpected legal fees. Staff turnover was high during this period, with the following six staff positions replaced; Executive Director, Communications and Membership Manager, EU Policy Manager, Academy Manager, Executive Coordinator Collection Coordination and Conservation, Office Manager. In addition two new positions, Population Biologist and Executive Coordinator Collection Coordination and Conservation were created.

When the Campaign funds and Operating budgets are combined, as per the new Dutch legal regulations for entities without profit, the net result is -€438,655, of which -€398,808 (91%) is related to Campaign funds and -€39,857 (9%) is related to the Operating budget.

The policy of prudent, tightly controlled spending instigated in previous years to guarantee that EAZA could build a healthy reserve to ensure the financial stability of the organisation has been successful. Consequently, although the profit and loss accounts show a deficit for 2013-2014 EAZA is still in a very healthy position. There is a working capital of €792,259 and the total assets on 30 December 2014 were €1,433,429.

We gratefully acknowledge the work of Klomp Advies in the compilation of the quarterly and annual accounts of EAZA, as well as Phidra Audit and Assurance B.V. for their auditing services. Thanks also go to the internal auditors, Stewart Muir (Newquay Zoo) and Haig Balian (Natura Artis Magistra)

I have no hesitation in commending these accounts to Members.

# Financial Report

## PROFIT AND LOSS ACCOUNT 2013-2014 (18 MONTH)

	€	%
<b>CAMPAIGN FUNDS</b>		
Campaign donations	181,613	100.0
Campaign grants	-580,421	-319.6
<b>Campaign funds result</b>	<b>-398,808</b>	<b>-219.6</b>
<b>OPERATING BUDGET</b>		
<b>Revenue</b>	1,313,886	100.0
<b>Expenses</b>		
Wages and salaries	652,681	49.7
Social security premiums and pension costs	165,437	12.5
Depreciation of intangible and tangible assets	7,531	0.6
Other staff expenses	74,478	5.7
Housing expenses	51,205	3.9
Communications and representation expenses	273,278	20.8
Office expenses	85,512	6.5
General expenses	71,250	5.4
<b>Total operating expenses</b>	1,381,372	105.1
<b>Operating result</b>	-67,486	-5.1
Financial income and expense	27,629	2.1
<b>Net operating result</b>	<b>-39,857</b>	<b>3.0</b>
<b>TOTAL NET RESULT</b>		
Result Campaign funds	-398,808	
Result Operating budget	-39,857	
<b>Total net result</b>	<b>-438,665</b>	

# Financial Report

## FINANCIAL POSITION

A summary of the overall financial position as of 31 December 2014 in comparison with prior financial year is as follows:

	31-12-14 €	30-6-13 €
<b>Equity</b>		
Capital	120,001	120,001
Other Reserves	583,973	623,830
Campaign funds	97,040	495,848
<b>Total Equity</b>	<b>801,014</b>	<b>1,239,679</b>
<b>Assets</b>		
Tangible fixed assets	8,755	14,901
Receivables	102,839	583,899
Cash at bank and in hand	1,321,835	1,656,804
<b>Total Assets</b>	<b>1,433,429</b>	<b>2,255,604</b>
<b>Available on short term</b>		
Receivables	102,839	583,899
Cash at bank and in hand	1,321,835	1,656,804
Short-term liabilities	-632,415	-1,015,925
<b>Working capital result</b>	<b>792,259</b>	<b>1,224,778</b>

**A copy of the complete audited EAZA accounts for 2013-2014 is available to EAZA members, from the EAZA Executive Office, on request.**

# Governance and Organisational Structure

## Executive Committee

**Chairman**  
Simon Tonge

**Vice-chairman**  
Shai Doron

**Secretary**  
Andreas Knieriem

**Treasurer**  
Linda Van Elsacker

and all Standing Committee chairs



**Chairman:**  
Simon Tonge  
(Paignton Zoo)



**Vice-chairman:**  
Shai Doron  
(Jerusalem Zoo)



**Secretary:**  
Andreas Knieriem  
(Berlin Zoo and  
Berlin Tierpark)



**Treasurer:**  
Linda Van Elsacker  
(KDMA) Treasurer

## EAZA FULL MEMBERS

(Please see the list of EAZA Full Members on page 32)

## EAZA COUNCIL

(Please see the list of Council Members on page 30)

## STANDING COMMITTEES

### EEP

Bengt Holst

### Membership & Ethics

Frank Rietkerk

### Legislation

Mats Höggen

### Aquarium

João Falcato

## SPECIALIST COMMITTEES

### Conservation

Bryan Carroll

### Education

Sarah Thomas

### Research

Zjef Pereboom

### Technical Assistance

Mark Challis

### Veterinary

Arne Lawrenz

### Communications (new)

Colomba de la Panouse  
Turnbull

### National Associations (new)

Kirsten Pullen

# EAZA Council

**EAZA Council**

<b>Country</b>	<b>Name:</b>	<b>Institution:</b>			
Austria	Michael Martys	Alpenzoo Innsbruck	Norway	John de Hoon	Vogelpark Avifauna
Belgium	Linda van Elsacker (Treasurer) (LvE)	Antwerp Zoo/Planckendael Animal Park	Poland	Rolf-Arne Ølberg	Kristiansand
Croatia	Davorka Malkovic	Zagreb Zoo	Portugal	Ryzsard Topola	Warsaw Zoo
Czech Republic	Miroslav Bobek	Prague Zoo	Russia	Aleksander Niwelinski	Poznan Zoo
Denmark	Katerina Majerova	Decin	Slovakia	Arlete Sogorb	Lisbon Zoo
Estonia	Henrik Herold	Randers Zoo	Slovenia	Vladimir Spitsin	Moscow Zoo
Finland	Mati Kaal	Tallinn Zoo	Spain	Miloslava Savelova	Bratislava Zoo
France	Sanna Hellström	Helsinki Zoo	Sweden	Zdenka Ban Fischinger	Ljubljana Zoo
	Françoise Delord	ZooParc de Beauval/AFdPZ		Miqueul Trepas	Parc Zoologic de Barcelona
	Christine Morrier	Parc zoologique d'Amiens	Switzerland	David Waugh	Loro Parque Foundation
	Métropole		Turkey	Bo Kjellson	Boras Zoo
	Colomba de la Panouse	Parc Zoologique de Thoiry	Ukraine)	Mats Hoggren (Legislation Committee Chair)	Kolmarden Zoo
	Pierre Gay	Doué la Fontaine	United Arab Emirates	Alex Rübel	Zurich Zoo
	Thierry Jardin	Cerza	United Kingdom	Sahin Afsin	Izmir Wildlife Park
Germany	Andreas Knieriem (Secretary)	Berlin Zoo/Tierpark		Vladimir Topchy	Nikolaev Zoo
	Theo Pagel	Zoologischer Garten Koln		Paul Vercammen	Arabia's Wildlife Centre
	Thomas Kauffels	Opel Zoo		Bryan Carroll (Conservation Committee Chair)	Bristol Zoo
	Joerg Junhold	Leipzig Zoo		Mark Pilgrim	Chester Zoo
	Achim Johann	Naturzoo Rheine		Simon Tonge (Chairman)	South West Environmental Parks
Greece	Jean-Jacques Lesueur	Attica Zoo		Mark Challis (Technical Assistance Committee Chair)	Belfast Zoo
Hungary	Endre Papp	Sosto Zoo		Cheryl Williams	Yorkshire Wildlife Park
Ireland	Sean McKeown	Fota Wildlife Park	<b>Observing Committee Chairs</b>		
Israel	Shai Doron	Jerusalem Zoo	Aquarium Committee	Joao Falcato	Oceanario de Lisboa
Italy	Cesare Avesani Zaborra	Parco Natura Viva	Education Committee	Sarah Thomas	ZSL London Zoo
Latvia	Rolands Greizins	Riga Zoo	EEP Committee	Bengt Holst	Copenhagen Zoo
Luxembourg	Guy Willems	Parc Merveilleux	National Associations Committee	Kirsten Pullen	BIAZA
Netherlands	Frank Rietkerk (Membership & Ethics Committee Chair)	Apenheul	Research Committee	Zjef Pereboom	Antwerp Zoo
			Veterinary Committee	Arne Lawrenz	Wuppertal Zoo

## EAZA Executive Office 2015



**Executive Director**  
Myfanwy Griffith



**Manager – Collection  
Coordination and Conservation**  
Danny de Man



**Assistant Manager -  
Collection Coordination  
and Conservation**  
William van Lint



**Population Biologist**  
Kristine Schad



**EPMAG / Population  
Management**  
Kristin Leus



**Executive Coordinator –  
Collection Coordination and  
Conservation**  
Merel Zimmermann



**Executive Coordinator -  
Collection Coordination  
and Conservation**  
Katharina Herrmann



**ISIS European Liaison/  
Technical Support**  
Sander Cozijn



**Manager –  
Communications and  
Membership**  
David Williams-Mitchell



**Accreditation Coordinator**  
April Adams



**Executive Coordinator  
– Communications and  
membership**  
Sofieke Bouwman



**Executive Coordinator  
- Communications and  
Membership**  
Mirko Marseille



**Office Manager**  
Lilian Fiolet



**EU Policy Manager**  
Daniel Nuijten



**EAZA Academy Manager**  
Laura Myers  
started January 2015



**EAZA Academy Animal  
Welfare Training Officer**  
Sally Binding

# EAZA Members

Country	Member Name	EAZA Shortname	Membership Category
Austria	Tierwelt Herberstein	HERBERSTEIN	Full
Austria	Alpenzoo Innsbruck	INNSBRUCK	Full
Austria	Zoo Schmiding	KRENGLBACH	Full
Austria	Zoo Salzburg	SALZBURG-ZOO	Full
Austria	Haus des Meeres - Aqua Terra Zoo GmbH	WIEN-AQUA	Full
Austria	Tiergarten Schonbrunn	WIEN-ZOO	Full
Belgium	Zoo Antwerpen	ANTWERPEN	Full
Belgium	Pairi Daiza	CAMBRON-CASTEAU	Full
Belgium	Monde Sauvage Safari	DEIGNE	Full
Belgium	Reserve d'Animaux Sauvages	HAN-SUR-LESSE	Full
Belgium	Belpark nv - Site Bellewaerde Park	IEPER	Full
Belgium	Aquarium de l'Universite de Liege	LIEGE	Full
Belgium	Planckendael	MECHELEN	Full
Belgium	Musee d'Histoire Naturelle et Vivarium de Tournai	TOURNAI	Full
Belgium	Cracid Breeding and Conservation Center	ZUTENDAAL	Associate
Chile	ALPZA - Asociación Latinoamericana de Parques Zoológicos y Acuarios	FED-ALPZA	Associate
Croatia	Zooloski vrt Zagreb	ZAGREB	Full
Czech Republic	Zoologicka zahrada mesta Brno	BRNO	Full
Czech Republic	Podkrusnohorsky Zoopark Chomutov	CHOMUTOV	Full
Czech Republic	Zoologicka zahrada Decin - Pastyrská stena	DECIN	Full
Czech Republic	Zoologicka zahrada Ohrada	HLUBOKA-VLTAVOU	Full
Czech Republic	Zoo Hodonín	HODONIN	Full
Czech Republic	Zoologicka zahrada Jihlava	JIHLAVA	Full
Czech Republic	Zoologicka zahrada Liberec	LIBEREC	Full
Czech Republic	Zoologicka zahrada Olomouc	OLOMOUC	Full
Czech Republic	Zoologicka zahrada Ostrava	OSTRAVA	Full
Czech Republic	Zoologicka a botanicka zahrada Plzen	PLZEN	Full
Czech Republic	Zoologicka zahrada Praha	PRAHA	Full
Czech Republic	Zoologicka zahrada Usti nad Labem	USTI-NAD-LABEM	Full
Czech Republic	ZOO a zamek Zlin-Lesna, p.o.	ZLIN	Full
Czech Republic	Union of Czech and Slovak Zoological Gardens	FED-UCSZ	Associate
Denmark	Aalborg Zoo	AALBORG	Full
Denmark	Knuthenborg Safaripark	BANDHOLM	Full
Denmark	Ree Park Safari	EBELTOFT	Full
Denmark	Givskud Zoo - ZOOTOPIA	GIVSKUD	Full
Denmark	Kattogatcentret	GRENAA	Full
Denmark	Nordsoen Oceanarium	HIRSTHALS	Full
Denmark	Danmarks Akvarium	KOBENHAVN-AQUA	Full
Denmark	Copenhagen Zoo	KOBENHAVN-ZOO	Full
Denmark	Jesperhus Jungle Zoo	NYKOBING-MORS	Full
Denmark	Odense Zoo	ODENSE	Full
Denmark	Randers Regnskov, Tropical Zoo	RANDERS	Full



Denmark	Olands Djurpark	FARJESTADEN	Temporary
Denmark	Danish Association of Zoos and Aquaria - DAZA	FED-DAZA	Associate
Estonia	Tallinna Loomaaed	TALLINN	Full
Finland	Ahtari Zoo Finland	AHTARI	Full
Finland	Helsinki Zoo	HELSINKI	Full
Finland	Ranua Wildlife Park	RANUA	Temporary
France	Parc Zoologique d'Amiens	AMIENS	Full
France	Parc Zoologique d'Amneville	AMNEVILLE	Full
France	Marineland Antibes	ANTIBES	Full
France	Zooparc de Beauval	BEAUVAL	Full
France	Parc Zoologique du Museum de Besancon	BESANCON	Full
France	Espace Zoologique de la Boissiere du Dore	BOISSIERE-DORE	Full
France	Parc des Mamelles	BOUILLANTE	Full
France	Nausicaa Centre National de la Mer	BOULOGNE-MER	Full
France	Oceanopolis - Aquarium de Brest	BREST	Full
France	Reserve Zoologique de Calviac	CALVIAC	Full
France	Parc Zoologique de Champrepus	CHAMPREPUS	Full
France	Parc Zoologique de Cleres - Jean Delacour	CLERES	Full
France	Le Pal	DOMPIERRE	Full
France	Parc Zoologique Doue-la-Fontaine	DOUE-FONTAINE	Full
France	Parc Zoologique Fort-Mardyck Dunkerque Grand Littoral	FORT-MARDYCK	Full
France	Parc Zoologique de la Cabosse	JURQUES	Full
France	Zoo de la Fleche	LA-FLECHE	Full
France	Zoo de la Palmyre	LES-MATHES	Full
France	Parc Zoologique de Lille	LILLE	Full
France	Centre d'Etudes et de Recherche Zoologiques Augeron - CERZA	LISIEUX	Full
France	Jardin Zoologique de la Ville de Lyon	LYON	Full
France	Zoo de Guyane	MACOURIA	Full
France	Zoo de Martinique - Habitation du Capitaine Latouche	MARTINIQUE	Full
France	Natur'Zoo de Mervent	MERVENT	Full
France	Parc Zoologique de Montpellier	MONTPELLIER	Full
France	Parc Zoologique et Botanique de Mulhouse	MULHOUSE	Full
France	Parc Zoologique du Chateau de Branfere	MUZILLAC	Full
France	Le Parc des Felins	NESLES	Full
France	Espace Animalier de la Haute-Touche	OBTERRE	Full
France	Aquarium de la Porte Doree	PARIS-AQUA	Full
France	Menagerie du Jardin des Plantes	PARIS-JARDIN	Full
France	Parc Zoologique de Paris	PARIS-ZOO	Full
France	Safari de Peaugres	PEAUGRES	Full
France	Parc Zoologique de la Barben	PELISSANE	Full
France	La Ferme aux Crocodiles	PIERRELATTE	Full
France	African Safari	PLAISANCE-TOUCH	Full
France	La Bourbansais Zoo	PLEUGUENEUC	Full
France	Parc Zoologique de Pont-Scorff	PONT-SCORFF	Full
France	Le Rocher des Aigles	ROCAMADOUR	Full
France	La Vallee des Singes	ROMAGNE	Full

France	Touroparc	ROMANECHÉ	Full
France	Parc Zoologique des Sables d'Olonne	SABLES-OLONNE	Full
France	Parc animalier de Sainte-Croix	SAINTE-CROIX	Full
France	Reserve Africaine de Sigean	SIGEAN	Full
France	Grand Aquarium Saint-Malo	ST-MALO	Full
France	Espace Zoologique de Saint-Martin-la-Plaine	ST-MARTIN-PLAINE	Full
France	Parc Zoologique de Thoiry	THOIRY	Full
France	Parc Zoologique de Tregomeur	TREGOMEUR	Full
France	Parc Ornithologique de Villars les Dombes	VILLARS-DOBES	Full
France	Parc Animalier d'Auvergne	ARDES SUR COUZE	Temporary
France	Zoo Bassin d'Arcachon	LA TESTE	Temporary
France	Fauconnerie du Puy du Fou	LES-EPESES	Temporary
France	Maubeuge Zoo	MAUBEUGE	Temporary
France	Parc du Reynou	VIGEN	Temporary
France	Association Française des Parcs Zoologiques - AFdPZ	FED-AFDPZ	Associate
France	Union des Conservateurs d'Aquarium - UCA	FED-UCA	Associate
France	Parc Animalier des Pyrénées	AYZAC-OST	Full
Germany	Aachener Tierpark	AACHEN	Full
Germany	Zoologischer Garten Augsburg	AUGSBURG	Full
Germany	Tierpark Berlin-Friedrichsfelde	BERLIN-TIERPARK	Full
Germany	Zoologischer Garten und Aquarium Berlin	BERLIN-ZOO	Full
Germany	Tierpark Bochum	BOCHUM	Full
Germany	Zoo am Meer Bremerhaven	BREMERHAVEN	Full
Germany	Tierpark Chemnitz	CHEMNITZ	Full
Germany	Vivarium Darmstadt	DARMSTADT	Full
Germany	Zoo Dortmund	DORTMUND	Full
Germany	Zoologischer Garten Dresden	DRESDEN	Full
Germany	Zoo Duisburg	DUISBURG	Full
Germany	Aquazoo Dusseldorf	DUSSELDORF	Full
Germany	Zoologischer Garten Eberswalde	EBERSWALDE	Full
Germany	Thüringer Zoopark Erfurt	ERFURT	Full
Germany	Zoo Frankfurt	FRANKFURT	Full
Germany	Zoom Erlebniswelt Gelsenkirchen	GELSENKIRCHEN	Full
Germany	Naturschutz - Tierpark Grlitz	GORLITZ	Full
Germany	Zoologischer Garten Halle	HALLE	Full
Germany	Tierpark Hagenbeck	HAMBURG	Full
Germany	Zoo Hannover	HANNOVER	Full
Germany	Tiergarten Heidelberg	HEIDELBERG	Full
Germany	Zoo Hoyerswerda	HOYERSWERDA	Full
Germany	Zoologischer Garten Karlsruhe	KARLSRUHE	Full
Germany	Zoologischer Garten Köln	KOLN	Full
Germany	Zoo Krefeld	KREFELD	Full
Germany	Opel Zoo	KRONBERG	Full
Germany	Zoo Landau	LANDAU	Full
Germany	Zoo Leipzig GmbH	LEIPZIG	Full
Germany	Zoologischer Garten Magdeburg	MAGDEBURG	Full
Germany	Vogelpark Marlow	MARLOW	Full
Germany	Munchener Tierpark Hellabrunn	MUNCHEN	Full

Germany	Westfälischer Zoologischer Garten Munster	MUNSTER	Full
Germany	Tierpark Neumunster	NEUMUNSTER	Full
Germany	Neunkircher Zoologischer Garten	NEUNKIRCHEN	Full
Germany	Zoo Neuwied	NEUWIED	Full
Germany	Tierpark Nordhorn	NORDHORN	Full
Germany	Tiergarten der Stadt Nurnberg	NURNBERG	Full
Germany	Zoo Osnabruck	OSNABRUCK	Full
Germany	NaturZoo Rheine	RHEINE	Full
Germany	Zoologischer Garten Rostock	ROSTOCK	Full
Germany	Zoologischer Garten Saarbrücken	SAARBRUCKEN	Full
Germany	Zoologischer Garten Schwerin	SCHWERIN	Full
Germany	Tiergarten der Stadt Straubing	STRAUBING	Full
Germany	Wilhelma, Zoologisch-botanischer Garten Stuttgart	STUTTGART	Full
Germany	Tierpark Ueckermunde	UECKERMUNDE	Full
Germany	Weltvogelpark Walsrode	WALSRODE	Full
Germany	Zoo Wuppertal	WUPPERTAL	Full
Germany	Zoological Society for the Conservation of Species and Populations	FED-RDGEZA	Associate
Germany	Stiftung Artenschutz	ORG-ARTENSCHUTZ	Associate
Germany	Berufsverband der Zootierpfleger - BdZ	FED-BDZ	Associate
Germany	Leibniz Institute for Zoo and Wildlife Research – IZW	ORG-IZW	Associate
Germany	Verband Deutschsprachiger Zoopädagogen e.V. - VZP	ORG-VZP	Associate
Greece	Attica Zoological Park	ATHINAI	Full
Hungary	Budapest Fovaros Allat-Es Novenykertje	BUDAPEST	Full
Hungary	Nagyerdei Kulturpark Allatkertje	DEBRECEN	Full
Hungary	Zoo Győr - Xantus Janos Allatkert	GYOR	full
Hungary	Jaszbereny Zoo	JASZBERENY	Full
Hungary	Nyíregyházi Állatpark Nonprofit Kft. (Sosto Zoo)	NYIREGYHAZA	Full
Hungary	Szeged Zoo	SZEGED	Full
Hungary	Kittenberger Kalman Noveny-Es Vadaspark	VESZPREM	Full
Ireland	Dublin Zoo (The Zoological Society of Ireland)	DUBLIN	Full
Ireland	Fota Wildlife Park (The Zoological Society of Ireland)	FOTA	Full
Israel	The Tisch Family Zoological Gardens	JERUSALEM	Full
Israel	Hai Park	KIRIAT-MOTZKIN	Full
Israel	Zoological Center Tel Aviv - Ramat-Gan	RAMAT-GAN	Full
Israel	Haifa Educational Zoo and Biological Institute	HAIFA	Temporary
Italy	Parco Faunistico 'La Torbiera'	AGRATE	Full
Italy	Parco Natura Viva, Garda Zoological Park	BUSSOLENGO	Full
Italy	Parco Zoo Falconara	FALCONARA	Full
Italy	Acquario di Genova	GENOVA	Full
Italy	Parco Faunistico Le Cornelle	LE CORNELLE	Full
Italy	Parco Zoo 'Punta Verde'	LIGNANO	Full
Italy	Aquarium, Stazione Zoologica 'Anton Dohrn'	NAPOLI-AQUA	Full
Italy	Giardino Zoologico di Pistoia	PISTOIA	Full
Italy	Fondazione Bioparco di Roma	ROMA	Full
Italy	Bioparco Zoom Torino	TORINO	Full
Italy	Zoomarine Italia S.p.A.	TORVAJANICA	Full
Italy	Unione Italiana Zoo ed Acquari - UIZA	FED-UIZA	Associate

Kazakhstan	Almaty Zoological Park	ALMATY	Associate
Kuwait	The Scientific Centre	SALMIYA	Associate
Latvia	Rigas Zoologiskais Darzs	RIGA	Full
Luxembourg	Parc Merveilleux	BETTEMBOURG	Full
Netherlands, The	Hogeschool van Hall Larenstein	EDU-VANHALL	Associate
Netherlands, The	Dutch Zoo Federation - NVD	FED-NVD	Associate
Netherlands, The	Alertis	ORG-ALERTIS	Associate
Netherlands, The	Stichting 'De Harpij'	ORG-HARPIJ	Associate
Netherlands, The	International Bear Foundation	ORG-IBF	Associate
Netherlands, The	Wassenaar Wildlife Breeding Centre	WASSENAAR	Associate
Norway	Atlanterhavsparken	AALESUND	Full
Norway	Kristiansand Dyrepark	KRISTIANSAND	Full
Poland	Slaski Ogród Zoologiczny	CHORZOW	Full
Poland	Miejski Ogród Zoologiczny Wybrzeża	GDANSK	Full
Poland	Miejski Park i Ogród Zoologiczny	KRAKOW	Full
Poland	Zarząd Zieleni Miejskiej	LODZ	Full
Poland	Ogród Zoologiczny w Opolu	OPOLE	Full
Poland	Miejski Ogród Zoologiczny	PLOCK	Full
Poland	Ogród Zoologiczny w Poznaniu	POZNAN	Full
Poland	Toruń Zoobotanical Garden	TORUN	Full
Poland	Miejski Ogród Zoologiczny	WARSZAWA	Full
Poland	Wrocław Zoo	WROCLAW	Full
Poland	Stefan Miler Zoological Garden	ZAMOSC	Full
Poland	Association of Directors of Polish Zoological Gardens and Aquariums	FED-RDPOZA	Associate
Portugal	ZooMarine	ALBUFEIRA	Full
Portugal	ZOO Santo Inácio	AVINTES	Full
Portugal	Aquario Vasco da Gama	LISBOA-AQUA	Full
Portugal	Oceanario de Lisboa	LISBOA-OCEA	Full
Portugal	Jardim Zoologico de Lisboa	LISBOA-ZOO	Full
Portugal	Parque Ornitológico de Lourosa	LOUROSA	Full
Portugal	Associação Portuguesa de Zóos e Aquária - APZA	FED-APZA	Associate
Qatar	Al Wabra Wildlife Preservation	ALWABRA	Associate
Romania	Romanian Zoo and Aquaria Federation (RZAF)	FED-RZAF	Associate
Russia	Kazan Zoobotanical Garden	KAZAN	Full
Russia	Moscow Zoo	MOSKVA	Full
Russia	Novosibirsk Zoological Park	NOVOSIBIRSK	Full
Slovakia	Zoologická zahrada Bojnice	BOJNICE	Full
Slovakia	Zoologická zahrada Bratislava	BRATISLAVA	Full
Slovenia	Zivalski vrt Ljubljana	LJUBLJANA	Full
Spain	Parc Zoológic de Barcelona	BARCELONA-ZOO	Full
Spain	Selwo Marina	BENALMADENA	Full
Spain	Terra Natura	BENIDORM	Full
Spain	Parque de la Naturaleza de Cabarceno	CABARCENO	Full
Spain	Marineland Mallorca	CALVIA	Full
Spain	Selwo Aventura	ESTEPONA	Full
Spain	Bioparc Fuengirola	FUENGIROLA	Full
Spain	Zoobotánico de Jerez	JEREZ-FRONTERA	Full

Spain	Faunia	MADRID-FAUNIA	Full
Spain	Zoo Aquarium Madrid	MADRID-ZOO	Full
Spain	Loro Parque, S.A.	PUERTO-CRUZ	Full
Spain	Fundación Zoo de Santillana	SANTILLANA	Full
Spain	Parque Oasys - Parque Tematico del Desierto de Tabernas	TABERNAS	Full
Spain	Oceanogràfic	VALENCIA-OCEA	Full
Spain	Bioparc Valencia	VALENCIA-PARC	Full
Spain	Estacion Experimental de Zonas Aridas EEZA (CSIC)	ALMERIA	Associate
Spain	Iberian Association of Zoos and Aquaria - AIZA	FED-AIZA	Associate
Sweden	Boras Djurpark AB	BORAS	Full
Sweden	Parken Zoo I Eskilstuna	ESKILSTUNA	Full
Sweden	Furuviikspark	GAVLE	Full
Sweden	Universeum	GOTEBORG-UNI	Full
Sweden	Skanes Djurpark Resort AB	HOOR	Full
Sweden	Nordens Ark	HUNNEBOSTRAND	Full
Sweden	Jarvzoo	JARVSO	Full
Sweden	Kolmarden Zoo	KOLMARDEN	Full
Sweden	Lycksele Djurpark	LYCKSELE	Full
Sweden	Orsa Gronklitt	ORSA	Full
Sweden	Skansen-Akvariet	STOCKHOLM-AQUA	Full
Sweden	Skansen Foundation, Zoological Department	STOCKHOLM-ZOO	Full
Sweden	Swedish Association of Zoological Parks and Aquaria - SAZA	FED-SAZA	Associate
Switzerland	Verband der Zoologischen Gärten - VDZ	FED-VDZ	Associate
Switzerland	Zoologischer Garten Basel	BASEL	Full
Switzerland	Tierpark Dahlholzli	BERN	Full
Switzerland	Natur- und Tierpark Goldau	GOLDAU	Full
Switzerland	Walter Zoo	GOSSAU	Full
Switzerland	Papillorama Swiss Tropical Gardens	KERZERS	Full
Switzerland	Wildnispark Zurich - Langenberg	LANGNAU	Full
Switzerland	Zoo de Servion	SERVION	Full
Switzerland	Zoo Zurich	ZURICH	Full
Switzerland	European Association of Zoo and Wildlife Veterinarians	FED-EAZWV	Associate
The Netherlands	Vogelpark Avifauna	ALPHEN	Full
The Netherlands	DierenPark Amersfoort	AMERSFOORT	Full
The Netherlands	Artis Zoo	AMSTERDAM	Full
The Netherlands	Apenheul	APELDOORN	Full
The Netherlands	Koninklijke Burgers' Zoo	ARNHEM	Full
The Netherlands	Dierenpark Emmen	EMMEN	Full
The Netherlands	Dolfinarium, The Netherlands	HARDERWIJK	Full
The Netherlands	Safaripark Beekse Bergen	HILVARENBEEK	Full
The Netherlands	GaiaZOO Kerkrade Zoo	KERKRADE	Full
The Netherlands	Aqua Zoo Friesland	LEEUWARDEN	Full
The Netherlands	Dierenrijk	MIERLO	Full
The Netherlands	Zoo Parc Overloon	OVERLOON	Full
The Netherlands	Ouwehands Dierenpark	RHENEN	Full
The Netherlands	Diergaarde Blijdorp	ROTTERDAM	Full

Turkey	Bursa Zoo	BURSA	Full
Turkey	Faruk Yalcin Zoo	DARICA	Full
Turkey	Izmir Wildlife Park	IZMIR	Full
Ukraine	Nikolaev Zoo, Municipal Institution of Nikolaev-City Council	NIKOLAEV	Full
United Arab Emirates	Al Ain Zoo	AL-AIN	Full
United Arab Emirates	Arabia's Wildlife Centre	SHARJAH	Full
United Kingdom	Drusillas Zoo Park	ALFRISTON	Full
United Kingdom	Hawk Conservancy Trust	ANDOVER	Full
United Kingdom	Waddesdon Manor Aviary	AYLESBURY	Full
United Kingdom	Curragh's Wildlife Park	BALLAUGH	Full
United Kingdom	Banham Zoo - Zoological Society of East Anglia	BANHAM	Full
United Kingdom	Folly Farm	BEGELLY	Full
United Kingdom	Howletts Wild Animal Park	BEKESBOURNE	Full
United Kingdom	City of Belfast Zoo	BELFAST	Full
United Kingdom	West Midland Safari Park	BEWDLEY	Full
United Kingdom	Birmingham Wildlife Conservation Park	BIRMINGHAM	Full
United Kingdom	Blackpool Zoo	BLACKPOOL	Full
United Kingdom	Blair Drummond Safari & Adventure Park	BLAIRDRUMMOND	Full
United Kingdom	Birdland Park	BOURTON-WATER	Full
United Kingdom	Bristol, Clifton & West of England Zoological Society	BRISTOL	Full
United Kingdom	Wild Place	BRISTOL-PLACE	Full
United Kingdom	Paradise Wildlife Park	BROXBORNE	Full
United Kingdom	Cotswold Wildlife Park	BURFORD	Full
United Kingdom	North of England Zoological Society	CHESTER	Full
United Kingdom	Colchester Zoo	COLCHESTER	Full
United Kingdom	Welsh Mountain Zoo - National Zoo of Wales	COLWYN-BAY	Full
United Kingdom	Safari Zoo	DALTON-FURNESS	Full
United Kingdom	Dudley and West Midlands Zoological Society	DUDLEY	Full
United Kingdom	Edinburgh Zoo (Royal Zoological Society of Scotland)	EDINBURGH	Full
United Kingdom	Thrigby Hall Wildlife Gardens	GREAT-YARMOUTH	Full
United Kingdom	Paradise Park	HAYLE	Full
United Kingdom	Durrell Wildlife Conservation Trust	JERSEY	Full
United Kingdom	Africa Alive! - Zoological Society of East Anglia	KESSINGLAND	Full
United Kingdom	Highland Wildlife Park (Royal Zoological Society of Scotland)	KINGUSSIE	Full
United Kingdom	Linton Zoological Gardens	LINTON	Full
United Kingdom	ZSL London Zoo	LONDON	Full
United Kingdom	Port Lympne Wild Animal Park	LYMPNE	Full
United Kingdom	Flamingo Land Resort	MALTON	Full
United Kingdom	Marwell Wildlife	MARWELL	Full
United Kingdom	Amazon World	NEWCHURCH	Full
United Kingdom	Newquay Zoo	NEWQUAY	Full
United Kingdom	Paignton Zoo Environmental Park	PAIGNTON	Full
United Kingdom	Manor House Wildlife Park	PEMBROKESHIRE	Full
United Kingdom	Knowsley Safari Park	PRESCOT	Full
United Kingdom	The World Owl Trust	RAVENGLASS	Full
United Kingdom	Shaldon Wildlife Trust	SHALDON	Full

United Kingdom	Shepreth Wildlife Park	SHEPRETH	Full
United Kingdom	Living Coasts	TORQUAY	Full
United Kingdom	Twycross Zoo	TWYXCROSS	Full
United Kingdom	Monkey World - Ape Rescue Centre	WAREHAM	Full
United Kingdom	Longleat Safari Park	WARMINSTER	Full
United Kingdom	ZSL Whipsnade Zoo	WHIPSNADE	Full
United Kingdom	Woburn Safari Park	WOBURN	Full
United Kingdom	Yorkshire Wildlife Park	YORKSHIRE	Full
United Kingdom	Chessington World of Adventures	CHESSINGTON	Temporary
United Kingdom	Drayton Manor Zoo	TAMWORTH	Temporary
United Kingdom	Wildlife Heritage Foundation	ASHFORD	Associate
United Kingdom	British and Irish Association of Zoos and Aquariums - BIAZA	FED-RDUNZA	Associate
United Kingdom	The World Pheasant Association - WPA	ORG-WPA	Associate
United States	International Species Information System	ORG-ISIS	Associate
United States	Snow Leopard Trust - SLT	ORG-SLT	Associate

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