



Annual Report 2011

EUROPEAN ASSOCIATION OF ZOOS AND AQUARIA



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Cover image: Pink-backed pelican (*Pelecanus rufescens*) at Odense Zoo, © Ard Jongsma
In 2010, Odense Zoo opened one of the largest aviaries in Europe, and it's already enjoying several breeding successes

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.”

(EAZA Strategy 2009-2012)

Our Vision

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

Report from the EAZA Chairman

I am old enough to remember 1973 when the world as we know it nearly came to an end when the oil price doubled overnight, so it is with some amazement that I observe that despite fuel prices reaching record levels the world seems to shrug and carry on regardless, and our members are no exception. The unremitting economic ‘doom and gloom’ that pervades everything reported in the media and commented on by politicians has not, it seems, led to similar pessimism in our world.

Many members reported good, or even record, years for visitation during 2011 and this has meant that there is money for reinvestment in our infrastructure and in our conservation programmes. The reasons why this is so are probably complex, involving weather, politics, travel costs and so on. But I am sure that part of the reason for this success is that the products, our zoos, are simply brilliant places to visit whatever age you are. I have seen some wonderful new exhibits across our zoos in the last couple of years and I sense a growing self-belief in what we do and why we do it. This did not happen by chance. The rise in standards that I have observed is a result of the strength of our association and the high bar that we have set for applicants to join us. Accreditation inspections have been a fact of life for prospective new members for over a decade and it is now time that the rest of us submitted ourselves to the same rigorous peer-review. This is not ‘Big Brother’. It is a professional association acting to ensure that the greater good is served and that a virtuous spiral of great products leading to greater income and ultimately more resources put towards achieving our core missions in conservation and education, is established. Naturally there will be some who cannot live with the pace of change, and that is usually because the political or social environment in which they exist is not yet ready to embrace the mind-set and vision needed to develop a modern zoological garden. In those cases a parting of the ways seems inevitable, and indeed is starting to happen, but it won't be before we have tried everything in our power and resources to help them make the transition.

The report from our Director sets out the



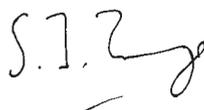
WEST INDIAN MANATEE (*TRICHECHUS MANATUS*), NUREMBERG ZOO
© LORENZO VON FERSEN



**SIMON TONGE,
CHAIRMAN**

achievements of our association in line with our strategic plan and I congratulate her and her team on what they have done. That plan has now come to the end of its natural life and a new plan will be drafted by the Council and Directors of member zoos in Munich in April 2012. EAZA is already the largest zoo association in the world and arguably it is also the most challenging, given the range of languages, cultures and politics that it covers. Nevertheless I am absolutely convinced that we can make it the ‘best’ zoo association in the world as measured by the quality of its members, the breadth and clarity of its education and conservation work, and it's influence with political decision makers throughout our continent and even beyond. All that will be required is hard work and participation from our members. On that note my final task is to acknowledge, with personal sadness, the retirement of one of the ‘greats’ of our association, Lars Lunding Andersen of Copenhagen. No zoo has contributed more to our association than Copenhagen and for much of that time Lars was its Director and a great personal contributor to our activities. Fine wine merchants across the continent are still in mourning.

Thank you to all who have contributed so much over the last year and I wish you all the best of luck for 2012.



Report from the EAZA Executive Director

2011 has been another busy year for EAZA with some significant steps forward for the association. As in 2010 new policies have been introduced that were the subject of extended dialogue within our membership. In this annual report we will detail much of the work that has been ongoing. In a change to previous annual reports we will also provide a fuller report on breeding programme management, coordinated by the EAZA Executive Office and implemented throughout our community via the hard work of individual programme coordinators and Taxon Advisory Groups (TAGs). The TAG Reports 2011 have been produced as a companion to this document, and are available on the EAZA website or on request from the EAZA Executive Office.

Strategies and Development

In 2011 the EAZA Executive Office completed a third interim strategy report which is available on the Members Area of the EAZA website. There has been great progress made on many areas of the strategy and in particular in relation to providing better communication to the bodies of the EU. From 2011 all Members of the European Parliament and selected members of the European Commission receive a hard copy of Zooquaria, our quarterly magazine. By providing regular evidence of the high standards of work that EAZA member institutions undertake and the partners that we work with, including the IUCN, we hope that MEPs and Commissioners will gain greater insights into our work. We also developed a flyer sent to both parliament and commission about the results of the Socio-Economic Impact Assessment completed in 2010. This flyer is also available on the Members Area of the website.

EAZA delivered a response to the EU Animal Welfare Consultation Report and offered its expertise, where appropriate, to parliament and commission in relation to zoo standards and *ex situ* conservation. This was welcomed by the Commission.

In 2010 we reported that EAZA, along with the Conservation Breeding Specialist Group of the



EAZA ANNUAL CONFERENCE 2011,
MONTPELLIER ZOO, FRANCE



**LESLEY DICKIE,
EXECUTIVE
DIRECTOR**



IUCN, the Royal Botanical Gardens at Kew and Bio Intelligence Service, had begun a project to identify guidelines for the implementation of *ex situ* conservation in the EU for wild species in Europe. The objectives of the tender were to;

- provide the Commission with an overview of the current state of play and knowledge regarding *ex situ* conservation both within the EU and globally.
- assess the added value of an EU level strategy to guide *ex situ* conservation.
- use that information to provide the Commission with elements for a draft EU strategy for *ex situ* conservation.

A 239-page report was delivered to the Commission in 2011 and 10 main actions were identified around four pillars for the EU to consider. These 10 objectives are available on the Members Area of the EAZA website.

EAZA continued to work with Grayling, the public affairs company based in Brussels,



EAZA EZE CONFERENCE 2011,
VALENCIA AQUARIUM, SPAIN

and provided information to both MEPs and Commissioners about the inaccurate and deeply flawed reports published by anti-zoo groups in 2011. EAZA will continue to ensure that MEPs and commission receive accurate information about the role of zoos and aquariums to ensure that such anti-zoo propaganda is countered. Monthly reports are also available from Grayling on the Members Area of the EAZA website.

In 2011 we also introduced the new EAZA Accreditation Programme (EAP). This means that existing members, as well as new members, will undergo mandatory and cyclical inspections to ensure standards are not just achieved when entering the association but are maintained. This had been discussed during the introduction of inspections of new members some time ago and has now come to fruition.

Meetings and Events

A number of events took place during 2011. In April we were warmly welcomed to Jerusalem by Shai Doron and his team and spent a fascinating and productive few days in this complex city. It was an opportunity to see the role of the zoo in Jerusalem, providing a calm and neutral place that could be enjoyed by all regardless of their religious or political background, reflecting the profound cultural and spiritual role that zoos and aquariums play in their communities.

Valencia Aquarium played host in March to the EAZA Educators conference, held every second year. At this meeting we welcomed representatives of the IUCN Commission on Communication and Education and numerous workshops explored diverse topics. Many thanks go to Pablo Areito Toledo and David Nacher and his team for the hosting of this highly enjoyable event.

The annual conference in 2011 travelled to the warm and sunny climes of Montpellier in southern

France, a beautiful and vibrant city. More than 600 delegates attended this meeting and the usual round of TAG and committee meetings took place. There was an excellent EEP plenary session and a thought-provoking session on sustainability in zoos and aquariums – examining not the theory, but what are the actual steps to reduce energy use, waste and so on. We extend our thanks to all who organised the meeting in Montpellier including Laurence Colas and Luc Gommel.

EAZA Academy

2011 also saw the launch of the EAZA Academy with courses covering such diverse subjects as; an introduction to zoo and aquarium management; the basic and advanced breeding programme management courses; educational concepts and technologies; visitor studies; and collection planning. In addition free of charge courses were offered at the annual conference in PMx and PowerPoint tips and tricks. Earlier in the year there was additionally a one-day training course attached to the EAZA Education conference in Valencia as a beginners course in visitor studies. The Academy is coordinated by Myfanwy Griffiths, who joined EAZA in January 2011. Myfanwy has got off to a flying start with the Academy, surpassing our expectations of what could be achieved in the first year. A full report on the activities of the EAZA Academy is included in this document.

Myfanwy will continue to develop the Academy and welcomes your suggestions as to future courses that you would like to see offered. Thanks must also go to all those who so generously gave their time and taught on the courses in 2011; Tanya Langenhorst, James Cretney, Henrik Lehman Andersen, Harry Schram, Andy Moss, Constanze Mager-Melicharek, Miranda Stevenson, Bengt Holst, Mark Pilgrim, David Field, Sarah Thomas, Becky Day, Achim Johann, Joost Lammers and Valerie Hare.

Campaigning for species conservation
EAZA developed a further position statement on palm oil and food labelling, carrying on this activity from 2010 as part of the 2010-2011 EAZA Ape Campaign. In 2011 EAZA also joined with the Clear Labels, Not Forests campaign to advance the actions to ensure that all vegetable oils are labelled individually on food stuffs in the EU. EAZA met with numerous MEPs and country representatives in the run up to the crucial parliament votes and

agreement by the national governments. Where there had been disappointment in 2010 there was success in 2011, and from 2015 palm oil will be clearly labelled on all food stuffs, allowing consumers to make informed choices that impact on biodiversity. The Ape Campaign raised a fantastic 472,000 Euros and several projects have already benefited from the generous fundraising of the EAZA community. Thank you to all those who took part.

2011 saw the launch of the new campaign and this year for the first time we joined forces with the Species Survival Commission (SSC) of the IUCN to develop the Southeast Asia Campaign. Southeast Asia has been identified by the IUCN as the most at risk biodiverse area of the planet, with larger animals under extreme pressure. Significant threats include habitat loss and fragmentation; however the catastrophic demand for wildlife products in Asia has seen an ever increasing illegal trade in materials such as tiger bone and rhino horn for their medicinal value, as well as the hunting of numerous species for their value as tonic meat. Without doubt, if this illegal trade is not brought under control within a few short years some of the most charismatic and well loved species on our planet will simply disappear. There is a fantastic website accompanying this campaign (www.southeastasiacampaign.org) and I would urge all

members to take part in what is potentially the most important campaign we have ever run.

People

In 2011 the EAZA Executive Office said goodbye to Eoghan O’Sullivan, the very first dedicated EAZA Communications and Membership Manager. Eoghan had made a fantastic difference in the quality and scope of our communication tools, both internally and externally and this was noted by our members in their feedback to the office. Eoghan and his wife Nadine decided to move back to Geneva with the arrival of their first child to be closer to Nadine’s job at the IUCN headquarters in Gland. We wish them every success in their latest ventures (particularly that of parenthood). However, we were very lucky to be joined in Amsterdam by Mike Sullivan, our new Communications Manager and we were also fortunate that Mike could overlap with Eoghan, ensuring a smooth handover. Mike settled into the office very quickly and was part of the team from almost day one. We were also fortunate that Mike joined us just before the annual conference and so was able to meet as many of our community as possible.

The baby boom at the EAZA office continued as our Office Manager Fleur Kist gave birth to her first child, a daughter, in June. During the four months that Fleur was on maternity leave she

GONDWANALAND,
ZOO LEIPZIG, GERMANY





was ably replaced by Lillian Stammeshaus. Fleur came back to the office just in time to join us at the annual conference in Montpellier. Christina Henke moved to working for the CCC department full time and she was replaced in Communications and Membership by Mirko Marseille. Mirko now works 50% of the time for EAZA and 50% of the time for the Dutch Zoo Association, NVD.

Just before the end of 2011 we appointed April Adams to the new position of Accreditation Coordinator to oversee and implement the new EAZA Accreditation Procedure. April, a native of Texas, comes to the EAZA office with several years zoo experience in the United States having worked as a zookeeper, primarily with primates, at Busch Gardens.

There were changes in the Executive Committee with Alex Rübél, Lars Lunding Andersen and Philippe Jouk stepping down. We would like to thank them for their contributions to the association over the past several years in this capacity. In particular Alex Rübél guided the association, in his position as Chair of the Membership and Ethics Committee, through the many discussions of the new accreditation procedure in 2011. For Lars it was also a farewell as he stepped down as Director of Copenhagen Zoo and we would very much like to thank Lars for his dedication to EAZA over several years. This commitment was acknowledged in Montpellier when he was awarded a Lifetime Achievement Award.

Looking ahead

In 2012 our current strategy will come to an end and at Directors' Day (in this case two days) hosted by Munich Zoo in April, the new strategy will be developed. This should prove to be an exciting

meeting as it sets out the future 4-8 years of our association.

2012 will also see the first screenings under the new EAP with all the Executive Committee institutions that had not previously been screened volunteering to lead the way. We are confident that the exercise should prove to be extremely rewarding for all and additionally will strengthen the standards of the association. More than 1 billion visits have been made to EAZA member institutions since the year 2000 and we must ensure that those visitors have the best possible experience and leave our zoos and aquariums with an even greater appreciation and love of the natural world, particularly the animals that they meet while they enjoy our facilities.

We as always must thank all those people who carry out work for the EAZA community by acting as programme coordinators, writing articles for Zooquaria, serving on TAGs and committees, the Executive and the Council. Without such additional input into EAZA the association would be far less effective. All members should consider how they too can contribute beyond the membership fee to making the association the best it can be. We in particular thank our Chairman Simon Tonge for his work for the association and support to the Executive Office. I personally would like to thank the whole team at the EAZA Executive Office who worked so tirelessly in 2011. Not only do they produce work of an exemplary standard, but they are a pleasure to work with and make the EAZA Executive Office in Amsterdam a truly happy workplace. My thanks to Ann-Katrine, Anouchka, Christina, Danny, Eoghan, Fleur, Kristin, Lillian, Mike, Mirko, Myfanwy, Sander, William – and welcome April.

APRIL ADAMS AND
MIKE SULLIVAN

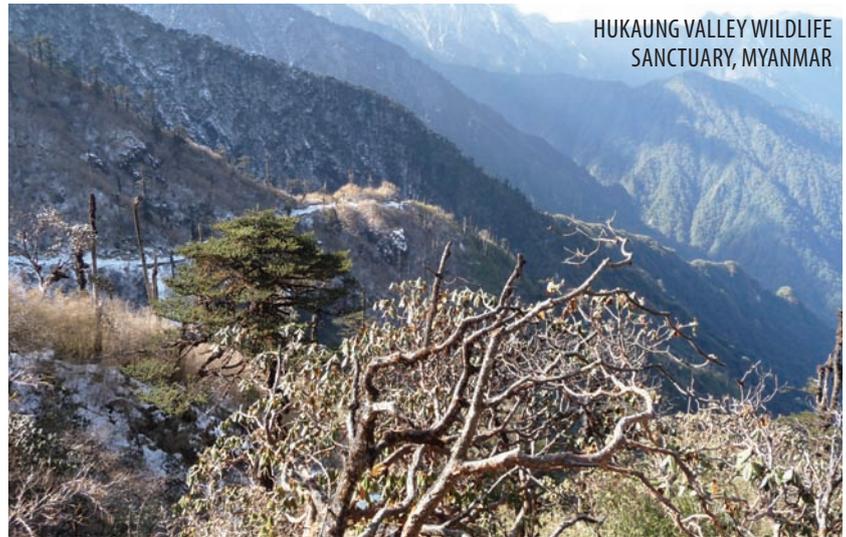
Conservation Committee



The Conservation Committee is responsible for overseeing and leading EAZA's conservation activities including the annual Conservation Campaigns. The various campaign working groups report to the Conservation Committee.

Bryan Carroll took over as Chair of the Committee following the EAZA Spring Council meeting in 2011, taking over from Pierre Gay. Pierre Gay's work as Chair over the years took the conservation work of EAZA and put it on the map, and Bryan hopes to be able to continue to raise the Conservation Committee's profile and encourage the membership to be increasingly effective in conservation. Bengt Holst, whose input has been highly significant, will continue as Vice Chair.

The Conservation Committee met twice in 2011; a mid-year meeting in Rotterdam in March and an open meeting at the EAZA Annual Conference in Montpellier. The mid-year meeting was a strategic workshop, expertly chaired by Bengt with facilitation from Kristin Leus. This resulted in the Conservation Committee Action Plan being refined and this process will be continued in 2012. At the open meeting in Montpellier the Conservation Committee reported on the outcomes of the workshop, and held presentations and discussion about the links between EAZA and IUCN, and how these could be strengthened - not only through SSC but also CEC, the Communication and Education Commission. The Conservation Committee particularly wants to highlight the importance of links between TAGs and the relevant IUCN Specialist Group, and the possibility of linking with IUCN's Save our Species programme was discussed. A presentation was given by Doug Cress on the UN's Great Ape Survival Partnership (Grasp), another potential strategic partner; and, Frank Rietkerk reported on the development of the 2012 Conservation Forum to be held in Vienna 22-25 May. Ann-Katrin Garn gave an update on the Conservation Database, now the World Zoo and Aquarium Conservation Database (WZACD). The Conservation Database is now a partnership



HUKAUNG VALLEY WILDLIFE SANCTUARY, MYANMAR



**BRYAN CARROLL,
(BRISTOL ZOO,
BRISTOL, UNITED
KINGDOM)
CHAIR ELECT**

**BENGT HOLST
(COPENHAGEN
ZOO, COPENHAGEN,
DENMARK)
VICE CHAIR**

between EAZA, WAZA and CBSG Europe, who is the "holder" of the project. A Technical Advisory Group has been set up representing the main zoo associations around the world to assist with its ongoing development. It is still possible to edit, enter new projects and get information about current projects via online access 24 hours a day. One exciting development to the database in 2011 is that it is no longer a stand-alone entity. The website www.conservationdatabase.org has been developed to provide a 'face' and gateway for the database.

In Montpellier the closing session of the Ape Campaign was held and the Southeast Asia Campaign was launched. The Ape Campaign had 160 participating zoos and raised over €460,000 by the end of 2011, but with more funds expected to come in. The Southeast Asia Campaign was launched with the speakers emphasising the extinction crisis in that region, and the vital importance of EAZA's work to help address that.

In 2012 a midyear meeting will be held just ahead of the Conservation Forum in Vienna. The Conservation Committee is also looking to expand membership to benefit from the wide and growing experience among the EAZA community. The Conservation Committee will look to develop strategic partnerships further and continue to encourage and promote the increasing role EAZA zoos play in wildlife conservation.

Education and Exhibit Design Committee

The main focus of the Education and Exhibit Design Committee is to create links between educators at EAZA institutions. The committee raises awareness amongst the EAZA community that education is one of the key goals of zoos and aquariums, and underlines the importance of conservation education in particular, including biodiversity and sustainability.

In March 2011 the Oceanogràfic of Valencia (Spain) kindly hosted the EAZA European Zoo Educators (EZE) Conference with over 100 participants from EAZA and non-EAZA institutions. The main goal of the meeting was to bring together educators from all over Europe, working in zoological institutions, for NGOs and conservation-based associations, in order to exchange useful advice and information about education and to share ideas on how to improve the existing educational programs in European zoos.

The first day of the conference was divided into four different sessions representing the main working groups of the EAZA Education and Exhibit Design Committee, namely: Education, Conservation, Climate Change and Sustainability, and Visitor Studies. The presentations given during these sessions provided information about the activities of these working groups. During the section about conservation, there was a specific focus on Southeast Asian animals and the threats they currently face. Will Duckworth of the IUCN Species Survival Commission (SSC) provided an alarming overview of the species' status in that part of the world and reinforced the urgency of acting rapidly to address this decreasing biodiversity. Ways to develop educational tools for the EAZA Conservation Campaign 2012 – jointly run with the IUCN/SSC and focusing on large Southeast Asian animals - were discussed.

Some useful examples of how to run visitor studies were given during the session on that topic. In addition, the Education Committee's Visitor Studies Working Group organised a complete Visitor Studies Seminar under the



**THEO PAGEL
(ZOOLOGISCHER
GARTEN KÖLN,
KÖLN, GERMANY)
CHAIR**

banner of the EAZA Academy on the day following the conference. In addition there were various presentations that related to the mission areas addressed by the Committee.

On the second day practical workshops were held. The topics ranged from how to design a survey and avoid common pitfalls, to how to develop educational material for an EAZA Campaign, and from finding educational solutions (in a case study focusing on the problem of human-elephant conflict in Zambia) to small sustainable actions that everyone can do each day to act together against climate change, pollution and loss of biodiversity.

The final day of the conference focused on the outcomes of the previous day's workshops. Every working group presented its results and an open podium session followed in the afternoon. Different short presentations about various themes were given.

Throughout the entire conference, the staff from the Oceanogràfic, and especially its education department led by David Nacher, took care of everything and made sure everyone could make the most of the event.

The open meeting of the Committee at the EAZA Annual Conference in Montpellier with more than 60 participants shows the increasing interest of EAZA members in education. A closer cooperation with the Conservation Committee was arranged: in the future educators will be involved in the EAZA campaigns from the beginning.

The development of material for the EAZA IUCN/SSC Southeast Asia Campaign is ongoing.

In recent years, visitor studies and exhibit evaluation have gained a lot of importance in the zoo and aquarium world. The main questions are: are we really educating the audiences of our animal demonstrations and shows? And – most important of all – does our conservation message reach the audience, and how do they respond to it? In 2012 we will discuss ways to make our work even more effective, at a dedicated EAZA Education strategy meeting.

Legislation Committee

The Legislation Committee is responsible for interpreting and advising on EU regulations, including the EU Zoo Directive, as well as CITES and CBD issues. Additionally the committee provides support for EAZA's communications activities at EU level.

During 2011 a mapping of the members of the European Parliament was distributed to EAZA members by the EEO. Key MEPs were identified and the National Federations were asked for support in asking their members if any of the MEPs were connected with their zoos. Unfortunately the answer was that very few zoos currently have a relationship with their MEP. This is a significant problem for zoos - if we don't inform MEPs about the work we undertake how can they then assist us in our aims? The Legislation Committee continues to follow the monthly reports by Grayling, the public affairs company employed by EAZA, which are a good source of information on ongoing EU legislative issues.

At the Annual Conference in Montpellier, a closed meeting of the Legislation Committee took place. Topics for discussion included the draft EU-regulation 206/2010 on import of certain animals, the EAZA Euthanasia statement together with the so-called Magdeburg case in Germany, followed by a discussion of minimum standards. Minimum standards are a subject that all members throughout EAZA should pay close attention to, and engage in any discussion thereof that arises nationally. The EU Zoo directive 1999/22/EG also was a topic.

As in previous years, a combined open meeting with the Veterinary Committee was also held in Montpellier. The audience was informed of the issues discussed during the two closed meetings and their relevance to the membership.

The close relationship with the EAZA Veterinary Committee has proven valuable in the last couple of years. In 2011 this collaboration continued. Issues discussed included the EU Draft Regulation 206/2010 and the EAZA Euthanasia Statement.

The Legislation Committee Chair is kept informed by the EEO on pending issues such as



**THOMAS KAUFFELS
(OPEL ZOO,
KRONBERG,
GERMANY) CHAIR**

the preparation of the EU position at the CITES Standing Committee 61st meeting and the various activities of other groups such as animal rights campaigners, opposed to the existence of zoos and our work.

During 2011, the Legislation committee was involved in, and/or consulted and commented on the following statements and documents:

- EAZA Euthanasia statement
- EU draft regulation 206/2010 on import of certain animals
- EU Engagement
- EAZA Accreditation Programme
- EAZA Communication Strategy 2011-2012

As the Chair of the Legislation Committee is also a member of the EAZA Executive Committee, he is involved in various discussions. In the EAZA Executive Committee a consensus was reached during 2011 that a revision of the EAZA constitution would be necessary in the near future. The Legislation Committee will be involved in this procedure.

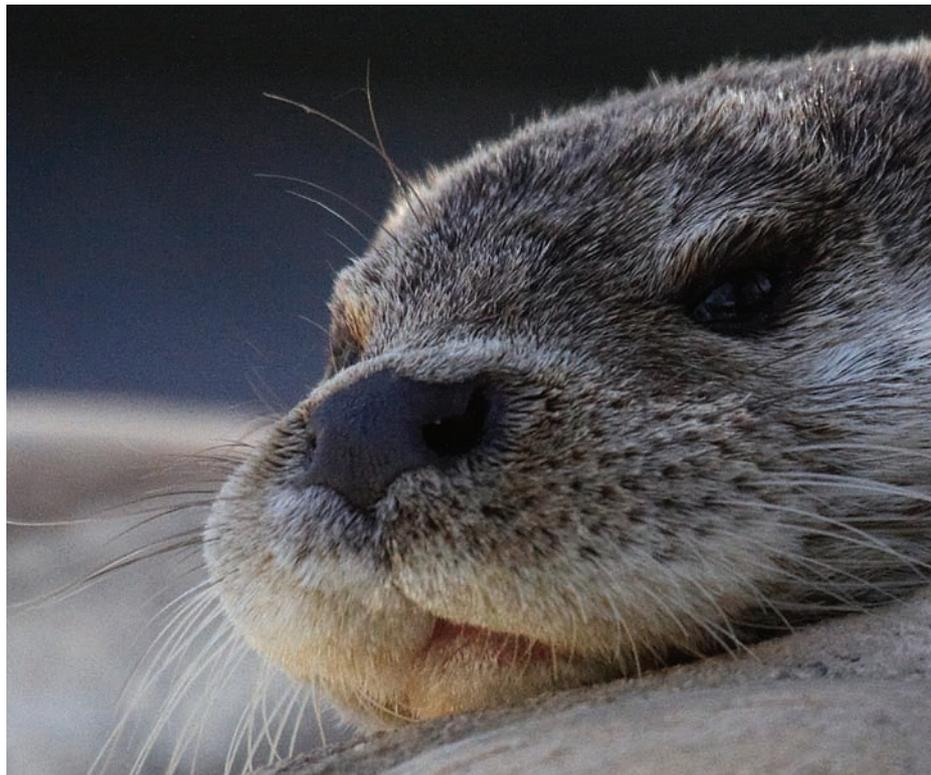
EEP Committee

The EEP Committee oversees EAZA's collection planning activities and breeding programmes, which consist of the TAGs (Taxon Advisory Groups), EEPs (European Endangered species Programmes) and ESBs (European Studbooks). As of the end of 2011 there were 41 TAGs, 185 EEPs and 187 ESBs. Two working groups report to the EEP Committee, namely the EAZA Population Management Advisory Group (EPMAG) and the European Animal Data Information Systems Committee working group (EADISC).

The EEP Committee met twice in 2011: at the mid-year meeting in Amsterdam (March) and during the EAZA Annual Conference in Montpellier (September). The mid-year meeting was combined with a half-day workshop themed Global Cooperation. During the annual conference, the EEP Committee had the opportunity to update the membership about their activities and important developments in the field of collection planning during a two hour plenary.

During a half day before the official start of the conference the EEP Committee met with all the TAG chairs to discuss relevant issues and were joined a little later by all the EEP Coordinators to update them directly about changes in policies and other relevant developments.

The theme of global cooperation deserved some special attention for 2011 as there were different meetings under the umbrella of CBSG (Conservation Breeding Specialist Group), WAZA and within the different regional zoo associations about this topic. Based on the recent analyses of the breeding programmes within the different regions, specifically Australia, America and Europe, it was realized that more intensive cooperation is needed to solve issues such as founder representation, genetic diversity, space capacity and (husbandry) knowledge. So, alongside bilateral cooperation between two programmes in different regions, different



EUROPEAN OTTER (*LUTRA LUTRA*), PARC ZOOLOGIQUE DE MONTPELLIER © FLORENCE PERROUX



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

colleagues are working at the global level on the development of 'Global Species Management Plans' to see if a common framework can be found for how to cooperate best at a global level with regard to species management. The topic of the plenary session during the Annual Conference in Montpellier, 'Towards self-sustaining populations in EAZA and beyond', was also related to this.

On a practical level, the EEP Committee, with input from TAG chairs and EEP Coordinators, has been working on the compilation of an EAZA Population Management Manual, a manual which will contain all the relevant and updated versions of working procedures, statements and guidelines produced over the last couple of years. This manual will be highly relevant for all our TAG chairs, EEP coordinators and ESB keepers, but certainly also relevant for all the members that are actively involved in our



the next five year EEP Evaluation cycle.

The EEP Committee kept track of the changes (personal, institutional) of the various EEP/ESB programmes and discussed proposals for new programmes. As the number of programmes is still increasing a big challenge is to keep commitment from all the parties involved and make sure everybody is working according to the EEP spirit. This will need some more attention in the future.

The working groups, especially the EAZA Population Management Advisory Group (EPMAG), have been very active. Together with EPMAG input the EEP Committee is trying to solve group population management issues for species such as fish and seahorses.

As the time span of the current EEP Committee Action Plan 2009-2012 has expired, the EEP Committee will start working on a new Action Plan for 2013-2015 during the mid-year meeting of 2012 to set new priorities and actions for the coming period.



**NEIL BEMENT
(PAINGTON ZOO
ENVIRONMENTAL
PARK, PAINGTON,
UNITED KINGDOM)
VICE CHAIR**

ORANGUTAN
(PONGO PYGMAEUS)
© CHRISTOPH MATZKE

breeding programmes. The final version will be sent to the EAZA Executive Committee for official approval at the beginning of 2012.

Included in the manual will be a 'Euthanasia statement'. This statement has been produced by the TAG chairs and after the approval of the EEP Committee has been sent to Council for official approval.

Thanks to the active input of all parties involved – TAG, coordinator, Species Committee, participants, EAZA Executive Office – the EEP Committee managed to finalize a great number of EEP Evaluations. The evaluation is a good opportunity for everybody to give their input on the functioning of an EEP programme. The evaluations will ultimately lead to an improvement of the functioning of our programmes. The first five year cycle is almost finalized. The EEP Committee has started working on launching the improved version for



Membership & Ethics Committee

The Membership & Ethics Committee handles all aspects of membership of EAZA, reviewing and processing new applicants and monitoring temporary members. The Committee also handles complaints received about EAZA members and formulates recommendations to Council on relevant topics.

In April 2011 EAZA Council approved a cyclical accreditation scheme for EAZA members. The proposal for the EAZA Accreditation Programme (EAP) was the result of the hard work of the Accreditation Task Force set up by the Membership and Ethics Committee during 2010. In October 2011, members were asked by a postal ballot to indicate whether or not they agreed with Council's decision. In answer to the question 'Do you support the Council decision to implement the EAZA Accreditation Programme?' 155 Yes votes outnumbered the 68 No votes. The decision by Council to approve the EAP was therefore affirmed, and 30 EAZA members have been invited to participate in the first year of accreditation.

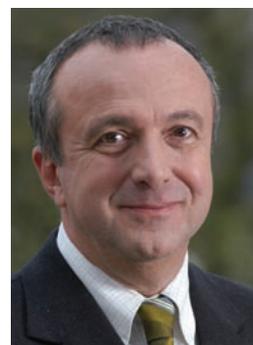
On the basis of screening missions and progress reports, the committee formulated the following membership recommendations that were approved by Council:

- five institutions were welcomed to the EAZA community as full members;
- one institution was welcomed as a Temporary Member;
- three institutions were upgraded from Temporary to Full Membership;
- one institution was upgraded from Associate to Full Membership
- one institution received an extension of its Temporary Membership;
- one institution received an extension of its Candidate for Membership status; and,
- eight Corporate Members were approved.

During 2011 the Committee received three complaints relating to EAZA institutions. The issues concerned ranged from animal welfare issues to ethical issues (violations of EAZA's Code



ALEX RÜBEL (ZOO ZÜRICH, ZÜRICH, SWITZERLAND) CHAIR (OUTGOING)



MIKLOS PERSANYI (BUDAPEST FOVAROS ALLAT-ES NOVENYKERTJE, BUDAPEST, HUNGARY) CHAIR (INCOMING)

of Ethics) within and between EAZA institutions. All complaints were investigated according to the Committee's agreed complaints procedure.

At the Membership and Ethics Committee meeting at the EAZA Annual Conference in Montpellier, the Chair of the committee Alex Rübel announced his intention to stand down. Alex has provided significant input to the committee, not least in progressing the approval of the EAP. Alex will be replaced as chair by Miklos Persanyi.

Research Committee

The Research Committee provides a forum for discussion and cooperation on the important mission of zoos and aquariums to carry out research. Successful scientific research and training underpins EAZA member activities in wildlife conservation, education, animal welfare, ecotourism and other areas.

The Research Committee met for its 2011 mid-year meeting in Berlin in February. The meeting was kindly hosted by Professor Herribert Hofer and Dr. Katharina Jewgenow from the Institute for Zoo and Wildlife Research (IZW) in Berlin. During that meeting Alastair Macdonald stepped down as Committee Chairman. We would like to take the opportunity to thank Alastair Macdonald for all the excellent work he has done during his time as a Research Committee member. Zjef Pereboom (Antwerp Zoo) took over as chairman with Andrea Fidgett (Chester Zoo) vice chair. The committee met for a second time during the EAZA Annual Conference in Montpellier in September.

Much of the work of the Research Committee was aimed at promoting the use and implementation of the EAZA Research Strategy by EAZA members. In 2011, further encouragement was given to the TAGs to set research priorities for their specific taxa. This has resulted in the further development of research subgroups within different TAGs, tasked with translating the research priorities into working projects and acting as contact for external researchers wanting to work with the species.

A key action for the Research Committee in 2011 was to further stimulate the dissemination of research findings by EAZA Members, and to explore new opportunities for increasing the publication of zoo research. Under the guidance of Professor Hosey, the EAZA Research Committee, together with representatives of the BIAZA Research Group further worked on the development of a peer-reviewed scientific journal and started investigating potential collaborations with scientific publishers. During the EAZA Annual



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



**ANDREA FIDGETT
(CHESTER ZOO,
UPTON, UNITED
KINGDOM) VICE
CHAIR**

Conference in Montpellier both EAZA Council and EAZA Executive Committee endorsed the idea and agreed to provide an annual budget for setting up, managing and publishing the Journal of Zoo and Aquarium Research (JZAR). JZAR will be the official scientific journal of EAZA, and the committee aims to publish the first issue by September 2012.

The Research Committee continued to co-organise and promote attendance of research conferences and symposiums of relevance to zoos, e.g. the Zoo Research Conference organised by the BIAZA Research Group at Bristol Zoo in July. In September we organised a workshop on the “Conservation role of zoos and aquariums” during the 8th International Conference on behaviour, physiology and genetics of wildlife, hosted by IZW from 14 - 17 September 2011 in Berlin, Germany.

The EAZA Nutrition Group who reports to the Research Committee, met during the Annual EAZA Conference in Montpellier in September. The group continued to facilitate the provision of nutrition advice to zoo-based conservation breeding programmes and develop guidelines and protocols for general use.

More details are available (e.g. in the meeting minutes) in the Research Committee section on the EAZA website.

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.

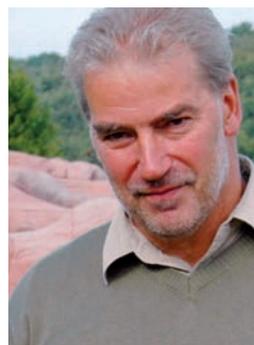
The Technical Assistance (TA) Committee met twice in 2011: in April in Amsterdam and in September during the EAZA Annual Conference in Montpellier. In Central and Eastern Europe, the target area on which the committee focuses, there is an urgent need to learn more about modern zoo keeping. The TA Committee is investigating the need for training workshops for Candidate for Member (CfM) institutions and Myfanwy Griffith, Training Officer for the EAZA Academy, is investigating workshop topics. The TA Committee considers cooperation with the EAZA Academy important for their work in Central and Eastern Europe. The committee also discussed the Segré Scholarships, funds available to staff employed by CfM institutions to support attendance of EAZA Academy Courses. In the month of November 2011 workshops on enrichment were organised in Romania and Hungary under the umbrella of the EAZA Academy. Over 75 people attended this workshop.

To highlight the support, advice and resources available to zoos in Central and Eastern Europe, a leaflet outlining the terms of reference of the TA Committee is already in concept and will be made available in 2012.

In addition to the closed meeting in Montpellier, an open meeting was also organised. During this meeting a number of CfM institutions gave presentations on progress in their respective zoos. Without any exception, the presentations gave the impression that CfM zoos are working very hard towards membership of EAZA. In 2011



HEALTH AND SAFETY TRAINING IN ROMANIA



**WIM VERBERKMOES
(GAIAZOO,
KERKRADE, THE
NETHERLANDS)
CHAIR**

there were 8 CfM zoos: Kharkov Zoo, Gyor Zoo, Kaliningrad Zoo, Skopje Zoo, Tbilisi Zoo, Sofia Zoo, Sarajevo Zoo and Osijek Zoo. Gyor Zoo and Kaliningrad Zoo are both ready to be screened for full EAZA membership in 2012. Former CfM Bursa Zoo became full EAZA member in 2011.

In 2011 there was good cooperation between the TA Committee and the Romanian Zoo Federation (RZAF). No zoo in Romania yet has CfM status, but it is expected that at least two zoos will soon apply. The TA Committee considers national zoo federations as most important for the development of zoos in Central and Eastern Europe, and will support every initiative in this direction.

Veterinary Committee

The Veterinary Committee facilitates close cooperation between EAZA and the European Association of Zoo and Wildlife Veterinarians (EAZWV) and ensures veterinary input in relevant discussions. The Transport Working Group reports to the Veterinary Committee.

The Veterinary Committee met twice during 2011, at the annual conference of the European Association of Zoo and Wildlife Veterinarians Lisbon and at the EAZA Annual Conference in Montpellier. In Montpellier, a joint open meeting was held with the Legislation Committee during which the Veterinary Committee Chair, Jacques Kaandorp, gave an update on EU tenders with which he had been involved for the training of national and regional authorities on the implementation of the Balai Directive (92/65/EC). Kaandorp, along with the Chair of the Legislation Committee Thomas Kauffels and EAZA Executive Director Lesley Dickie, also met with colleagues from DG SANCO in Brussels to discuss a draft amendment on Council Regulation 206/2010 on the import of ungulates.

Danny de Man, manager for Collection Coordination and Conservation at the EAZA Executive Office, continued to attend the EU Animal Health Advisory Committee meetings in Brussels reporting back to the Veterinary Committee. The biggest topic that the EU is working on in relation to animal health is the development of one EU Animal Health law that will serve as a framework for all veterinary legislation at EU level. In the process of developing the legislation EAZA has been involved in various stakeholder consultations.

EAZA and the European Association of Zoos and Wildlife Veterinarians (EAZWV) have successfully cooperated on various occasions over the past years, amongst others on issuing a joint position statement on the "EU Animal Health Strategy 2008-2013 – Where prevention is better than cure". As the term of the second MoU between both associations had come to



AARDVARK (*ORYCTEROPUS AFER*) AT ANTWERP ZOO © SANDER HOFFMAN



JACQUES KAANDROP (SAFARIPARK BEEKSE BERGEN, HILVARENBEEK, THE NETHERLANDS) CHAIR

an end it was time to evaluate the MoU and issue a new version for the upcoming five years. EAZA Veterinary Committee chairman Jacques Kaandorp worked together with the EEO and EAZWV on this matter.

Both parties were satisfied with the cooperation so far and felt it to be important to continue working together on topics such as lobbying in Brussels, encouraging EAZA members to apply for BALAI, the Transmissible Diseases Handbook, establishing courses under the umbrella of the EAZA Academy and finding the right format for establishing a recognized "Zoo Animal Health" specialism in Europe. The EAZWV board as well as EAZA Council approved the third edition of the MoU that was consequently signed by EAZWV president Dr. Christian Wenker and EAZA chairman Dr. Simon Tonge. The full version of the MoU is available on the EAZA website.

Two colleagues took up new positions with the Veterinary Committee: Arne Lawrenze, veterinarian and Vice Director of Zoo Wuppertal, became the new vice chair of the Veterinary Committee, and Ulrike Rademacher, Stuttgart Zoo, replaced Thomas Kauffels as Chair of the EAZA Transport Working Group.

EAZA Academy

The EAZA Academy has been successfully running breeding programme management courses since the early 1990s. Thanks to a generous donation from Fondation Segré in 2010, EAZA was able to recruit a Training Officer to support further expansion of the range of available courses. The Training Officer started in January 2011, and one of the first jobs was to develop an online training needs survey so that all members could provide suggestions for course topics and delivery methods.

326 people across 29 different countries took part in the survey. Responses came from all job roles within zoos and aquariums, from directors and keepers to researchers and marketing staff. Feedback on popularity of topics was used to determine five initial new courses and two workshops for delivery throughout the rest of the year. These were:

- Introduction to Zoo and Aquarium Management
- PMx workshop
- PowerPoint tricks and tips workshop
- Educational Concepts and Techniques
- Visitor Studies top-up
- Animal Behaviour and Husbandry
- Collection Planning

To promote these courses the EAZA Academy area on the website was updated (see <http://www.eaza.net/activities/academy/Pages/EAZAAcademy.aspx>), and in July the 2011 EAZA Academy prospectus was launched.

The survey also identified spring and autumn as the preferred times of year for training, and although the EAZA Academy will aim to have most of its courses at these times some will need to be spread throughout the year to aid delivery. A high percentage of survey respondents selected a combination of distance learning and face to face training as their preferred delivery method, and consequently an online learning environment has been created.



JAGUAR (*PANTHERA ONCA*) AT NYIREGYHÁZA ZOO



**MYFANWY GRIFFITH,
TRAINING OFFICER, EAZA ACADEMY**

Participants on the courses have come from a wide range of institutions and countries, and sometimes even been non-members. This demonstrates the topics chosen and zoo focused nature of the courses have been correctly identified and developed. Feedback on the courses has been excellent, with a small sample of comments indicated below:

- “Very organised, good course. I would recommend this course if it will be held again” – Introduction to zoo and aquarium management course participant.
- “I feel the lecturing was of a very high standard and the opportunity to link with other zoo educators was fantastic” - Educational concepts and technologies course participant.
- “Great course. All presentations will help



animals under their care. Further liaison with the EAZA Technical Assistance Committee and their contacts in Eastern European countries means we plan to deliver more courses in these areas in the future.

From the range of positive feedback and successes of courses in 2011 is clear that there is a demand for a variety of courses and high expectations of a continuing EAZA Academy presence well into the future. The 2012 prospectus is available from the EAZA Academy pages of the website, or you can contact Myfanwy.Griffith@eaza.net to receive course information and updates.



LEFT: PARTICIPANTS: ZOO AND AQUARIUM COLLECTION PLANNING TRAINING

BELOW: SHAPE OF ENRICHMENT TRAINING, ROMANIA © GREGELY GLAZER

me reach my Institutional collection plan goals – particularly Roles/Criteria and evaluation areas” – Collection planning course participant.

In addition to the originally planned courses two Enrichment workshops were also developed. These workshops were organised with the cooperation of The Shape of Enrichment Ltd, Romanian Zoo and Aquaria Federation (RZAF), and their EAZA Technical Assistance committee mentor from the British and Irish Association of Zoos and Aquaria (BIAZA). They took place in Romania and Hungary and were attended by over 75 participants. It is really pleasing to see that both of these Eastern European workshops were so well received and attended. It is clear that animal keepers in these countries have a strong desire to learn about and improve conditions for



Treasurer's Report

This report covers a period of 12 months from July 1 2010 to June 30 2011 (2010/11 financial year). Total income for the year was €800,304.00, exclusive of interest, somewhat improved on the €713,289.00 income in the financial year 2009/2010. This figure of €800,304.00 does not include strategic donations from the membership to the EAZA Development Fund which amounted to €33,430.00 in the 2010/11 year (note that this is a restricted fund and is not to be used for normal expenses, but for implementation of the EAZA Strategy 2009-2012, for proceeding strategies and additional clear strategic aims). Neither does this income include reimbursements from ISIS and the Fondation Segre donation for staff costs. When these are included (but still exclusive of additional donations) actual income was €876,607.00, representing nearly a 4% increase over budgeted income.

As in the previous year (2009/10) a policy of prudent, tightly controlled spending was instigated to guarantee that EAZA remained in surplus over the year and that such a surplus could be used toward rebuilding a six month reserve to ensure the financial stability of the organisation. This reserve level has now been reached, placing EAZA in a very healthy



FRANK RIETKERK
TREASURER

position to be able to envisage increased spending on key aims of the 2013-2016 strategic plan where appropriate.

Budgeted expenses were set at €719,000.00. However, a number of cost savings and 'under spends' were made over the 2010/11 financial year resulting in expenses of €684,563.00. This was an increase on the previous financial year 2009/10, where expenses were €591,178.00, but lower in comparison to €691,524.00 in 2008/09. The increase in expenditure relates to additional staff costs (however this is compensated by additional income from Fondation Segre) and increased spending on European Union communications. As a result a surplus of €126,368.00 was generated, comparable to the 2009/10 result.

Working capital increased from €300,610.00 in 30 June 2010 to €438,460.00 on 30 June 2011, putting EAZA in a positive financial situation. We have worked hard to place EAZA in a safe financial position in the past few years and have increased the reserve from €104,447.00 in 2008 to €438,460.00 in 2011, a nearly 320% increase.

We gratefully acknowledge the work of Klomp Advies in the compilation of the quarterly and annual accounts of EAZA.

I have no hesitation in commending these accounts to Members.

Financial Report

PROFIT AND LOSS ACCOUNT 2010/2011

	€	%
Revenues	800,304	100.0
Expenses		
Wages and salaries	360,743	45.0
Social security services	50,568	6.3
Pension expenses	11,435	1.4
Consultancy	40,673	5.1
Other personnel expenses	-30,768	-3.8
Depreciation tangible fixed assets	19,072	2.4
Accommodation expenses	31,210	3.9
Operating expenses	5,960	0.7
Office expenses	33,359	4.2
Communication and representation expenses	132,890	16.6
General expenses	29,421	3.7
	684,563	85.5
Operating result	115,741	14.5
Financial income and expenses	15,052	1.9
Miscellaneous costs previous bookyear	-4,425	-0.6
Result from ordinary activities	126,368	15.8

Financial Report

FINANCIAL POSITION

A summary of the consolidated balance sheet as of 30 June 2011 in comparison with prior year is as follows:

	30-06-2011	30-06-2010
	€	€
Long term funds:		
Capital	413,806	287,444
Liabilities	42,459	42,459
	<u>45,268</u>	<u>329,903</u>
Long term investments:		
Tangible fixed assets	17,808	29,293
Working capital	438,460	300,610
	<u>438,460</u>	<u>300,610</u>
This amount is specified as follows:		
Trade and other receivables	426,223	516,798
Cash and cash equivalents	1,268,049	1,209,374
	<u>1,694,272</u>	<u>1,726,172</u>
Current liabilities	1,255,812	1,425,562
Working capital	438,460	300,610
	<u>438,460</u>	<u>300,610</u>

A copy of the complete EAZA accounts for 2010/2011 is available to EAZA Members, from the EAZA Executive Office, on request.

Governance and Organisational Structure

EAZA FULL MEMBERS

(Please see the list of EAZA Full Members on page 26)

EAZA COUNCIL

(Please see the list of Council Members on page 24)

Executive Committee

Chairman

Simon Tonge

Vice-chairman

Shai Doron

Secretary

Henrik Lehmann Andersen

Treasurer

Frank Rietkerk

and all Standing Committee chairs

STANDING COMMITTEES

EEP

Bengt Holst

Membership & Ethics

Miklos Persanyi

Legislation

Thomas Kauffels

Aquarium

Philippe Jouk

SPECIALIST COMMITTEES

Conservation

Bryan Carroll (chair elect)

Education & Exhibit Design

Theo Pagel

Research

Zjef Pereboom

Technical Assistance

Wim Verberkmoes

Veterinary

Jacques Kaandorp



Chairman:

Simon Tonge
(Paignton Zoo)



Vice-chairman:

Shai Doron
(Jerusalem Zoo)



Secretary:

Henrik Lehmann Andersen
(Odense Zoo)



Treasurer:

Frank Rietkerk
(Apenheul Primate Park)

EAZA Council

EAZA Council

Austria	Michael Martys, Innsbruck	Slovakia	Miloslava Savelova, Bratislava Zoo
Belgium	Linda van Elsacker, Antwerp Zoo/ Planckendael Animal Park	Slovenia	Zdenka Ban Fischinger, Ljubljana Zoo
Croatia	Davorka Malkovic, Zagreb Zoo	Spain	Jose Maria Aguilar, Jerez Zoo David Waugh, Loro Parque Fundacion
Czech Republic	Katerina Majerova, Zoo Decin Miroslav Bobek, Prague Zoo	Sweden	Bo Kjellson, Boras Zoo Mats Höggren, Kolmarden Zoo
Denmark	Henrik Lehmann Andersen, Odense Zoo	Switzerland	Alex Rübel, Zurich Zoo
Estonia	Mati Kaal, Tallinn Zoo	Turkey	Arif Sankur, Faruk Yalcin Zoo
Finland	Jukka Salo, Helsinki Zoo	Ukraine	Vladimir Topchy, Nikolaev Zoo
France	Françoise Delord, ZooParc de Beauval/ AFdPZ Pierre Gay, Zoo de Doué Michel Hignette, Aquarium de la Porte Dorée, Paris/UCA Thierry Jardin, CERZA Lisieux	United Arab Emirates	Paul Vercammen, Arabia's Wildlife Centre
Germany	Achim Winkler, Zoo Duisburg Andreas Knieriem, Hellabrunn Zoo Achim Johann, Rheine Zoo Thomas Kauffels, Opel Zoo Ulrich Schürer, Wuppertal Zoo Jean-Jacques Lesueur, Attica Zoo	United Kingdom	Bryan Carroll, Bristol Zoo Mark Pilgrim, Chester Zoo Ken Sims, Thrigby Hall Wildlife Gardens Simon Tonge, South West Environmental Parks/BIAZA Mark Challis, Belfast Zoo
Greece	Miklos Persanyi, Budapest Zoo	Co-opted	
Hungary	Shai Doron, Jerusalem Zoo	Bengt Holst	Copenhagen Zoo (chair EEP Committee)
Israel	Leo Oosterweghel, Dublin Zoo	Philippe Jouk	Antwerp Zoo (chair Aquarium Committee)
Ireland	Cesare Avesani Zaborra, Parco Natura Viva	Observers	
Italy	Rolands Greizins, Riga Zoo	Theo Pagel	Cologne Zoo (chair Education Committee)
Latvia	Vaclovas Dumcius, Kaunas Zoo	Jacques Kaandorp	Safaripark Beekse Bergen (chair Vet. Committee)
Lithuania	Guy Willems, Parc Merveilleux	Zjef Pereboom	Antwerp Zoo (chair Research Committee)
Luxembourg	John de Hoon, Vogelpark Avifauna	Wim Verberkmoes	(chair Technical Assistance Committee)
Netherlands	Frank Rietkerk, Apenheul		
Norway	Rolf-Arne Ølberg, Kristiansand		
Poland	Aleksander Niwelinski, Plock Zoo		
Portugal	Arlete Sogorb, Lisbon Zoo		
Russia	Vladimir Spitsin, Moscow Zoo		

EAZA Executive Office 2011



Executive Director
Lesley Dickie



Manager – Communications and Membership (outgoing)
Eoghan O'Sullivan



Manager – Communications and Membership (incoming)
Michael Sullivan



Assistant Manager - Collection Coordination and Conservation
William van Lint



Executive Coordinator - Collection Coordination and Conservation/Communications and Membership
Christina Henke



Conservation Database/ Yearbook
Ann-Katrine Garn



ISIS European Liaison/ Technical Support
Sander Cozijn



Manager – Collection Coordination and Conservation
Danny De Man



Office Manager
Fleur Kist



Executive Coordinator - Communications and Membership
Anouchka Jacquier



Executive Coordinator - Communications and Membership
Mirko Marseille



EAZA Training Officer
Myfanwy Griffith



EPMAG / Population Management
Kristin Leus

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	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	Union of Czech and Slovak Zoological Gardens	FED-UCSZ	Associate
Czech Republic	Zoologicka zahrada Ohrada	HLUBOKA-VLTAVOU	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
Denmark	Aalborg Zoo	AALBORG	Full
Denmark	Knuthenborg Safaripark	BANDHOLM	Full
Denmark	Ree Park - Ebeltoft Safari	EBELTOFT	Full
Denmark	Danish Association of Zoos and Aquaria - DAZA	FED-DAZA	Associate
Denmark	Givskud Zoo	GIVSKUD	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
Estonia	Tallinna Loomaaed	TALLINN	Full

Finland	Ahtari Zoo Finland	AHTARI	Full
Finland	Helsinki Zoo	HELSINKI	Full
Finland	Ranua Wildlife Park	RANUA	Full
France	Parc Zoologique d'Amiens	AMIENS	Full
France	Parc Zoologique d'Amneville	AMNEVILLE	Full
France	Marineland Antibes	ANTIBES	Full
France	Zoo d'Asson	ASSON	Temporary
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	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	Association Française des Parcs Zoologiques - AFdPZ	FED-AFDPZ	Associate
France	Société Nationale Des Parcs Zoologiques - SNDPZ	FED-SNDPZ	Associate
France	Union des Conservateurs d'Aquarium - UCA	FED-UCA	Associate
France	Parc Zoologique Fort-Mardyck Dunkerque Grand Littoral	FORT-MARDYCK	Full
France	Parc Zoologique de la Cabosse	JURQUES	Full
France	Jardin Zoologique Tropical	LA LONDE-LES-MAUREST	Temporary
France	Zoo de la Fleche	LA-FLECHE	Full
France	Fauconnerie du Puy du Fou	LES-EPESSSES	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	Maubeuge Zoo	MAUBEUGE	Temporary
France	Parc de Lunaret	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	Conservation des Espèces et des Populations Animales - CEPA	ORG-CEPA	Associate
France	Aquarium de la Porte Dorée	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	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 Vallée 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
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	Thuringer Zoopark Erfurt	ERFURT	Full
Germany	Zoo Frankfurt	FRANKFURT	Full
Germany	Zoom Erlebniswelt Gelsenkirchen	GELSENKIRCHEN	Full
Germany	Naturschutz - Tierpark Gorlitz	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	Zoologischer Garten Leipzig	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	Stiftung Artenschutz	ORG-ARTENSCHUTZ	Associate
Germany	Berufsverband der Zootierpfleger - BdZ	ORG-BDZ	Associate

Germany	Leibniz Institute for Zoo and Wildlife Research – IZW	ORG-IZW	Associate
Germany	Verband Deutschsprachiger Zoopadagogen e.V. - VZP	ORG-VZP	Associate
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
Greece	Attica Zoological Park	ATHINAI	Full
Hungary	Budapest Fovaros Allat-Es Novenykertje	BUDAPEST	Full
Hungary	Nagyerdei Kulturpark Allatkertje	DEBRECEN	Full
Hungary	Jaszbereny Zoo	JASZBERENY	Full
Hungary	Nyiregyházi 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	Haifa Educational Zoo and Biological Institute	HAIFA	Associate
Israel	The Tisch Family Zoological Gardens	JERUSALEM	Full
Israel	Hai Park	KIRIAT-MOTZKIN	Full
Israel	Zoological Center Tel Aviv - Ramat-Gan	RAMAT-GAN	Full
Italy	Parco Faunistico 'La Torbiera'	AGRATE	Full
Italy	Parco Natura Viva, Garda Zoological Park	BUSSOLENGO	Full
Italy	Parco Zoo Falconara	FALCONARA	Full
Italy	Unione Italiana Zoo ed Acquari - UIZA	FED-UIZA	Associate
Italy	Acquario di Genova	GENOVA	Full
Italy	Parco Zoo 'Punta Verde'	LIGNANO	Full
Italy	Aquarium, Stazione Zoologica 'Anton Dohrn'	NAPOLI-AQUA	Full
Italy	Giardino Zoologico di Pistoia	PISTOIA	Temporary
Italy	Fondazione Bioparco di Roma	ROMA	Full
Italy	Bioparco Zoom Torino	TORINO	Temporary
Italy	Zoomarine Italia S.p.A.	TORVAJANICA	Full
Kazakhstan	Almaty Zoological Park	ALMATY	Associate
Kuweit	The Scientific Centre	SALMIYA	Associate
Latvia	Rigas Zoologiskais Darzs	RIGA	Full
Lithuania	Lietuvos Zoologijos Sodas	KAUNAS	Full
Luxembourg	Parc Merveilleux	BETTEMBOURG	Full
Netherlands, The	AAP, Sanctuary for Exotic Animals	ALMERE	Associate
Netherlands, The	Vogelpark Avifauna	ALPHEN	Full
Netherlands, The	DierenPark Amersfoort	AMERSFOORT	Full
Netherlands, The	Artis Zoo	AMSTERDAM	Full
Netherlands, The	Apenheul	APELDOORN	Full
Netherlands, The	Burgers' Zoo	ARNHEM	Full
Netherlands, The	Hogeschool van Hall Larenstein	EDU-VANHALL	Associate

Netherlands, The	Dierenpark Emmen	EMMEN	Full
Netherlands, The	Dierenpark Wissel	EPE	Full
Netherlands, The	Dutch Zoo Federation - NVD	FED-NVD	Associate
Netherlands, The	Dolfinarium, The Netherlands	HARDERWIJK	Full
Netherlands, The	Safaripark Beekse Bergen	HILVARENBEEK	Full
Netherlands, The	GaiaZOO Kerkrade Zoo	KERKRADE	Full
Netherlands, The	Aqua Zoo Friesland	LEEWARDEN	Full
Netherlands, The	Dierenrijk Europa	MIERLO	Full
Netherlands, The	Alertis	ORG-ALERTIS	Associate
Netherlands, The	Stichting 'De Harpij'	ORG-HARPIJ	Associate
Netherlands, The	International Bear Foundation	ORG-IBF	Associate
Netherlands, The	Zoo Parc Overloon	OVERLOON	Full
Netherlands, The	Ouwehands Dierenpark	RHENEN	Full
Netherlands, The	Diergaarde Blijdorp	ROTTERDAM	Full
Netherlands, The	Wassenaar Wildlife Breeding Centre	WASSENAAR	Associate
Norway	Atlanterhavsparken	AALESUND	Full
Norway	Akvariet I Bergen	BERGEN	Full
Norway	Kristiansand Dyrepark	KRISTIANSAND	Full
Poland	Slaski Ogród Zoologiczny	CHORZOW	Full
Poland	Association of Directors of Polish Zoological Gardens and Aquariums	FED-RDPOZA	Associate
Poland	Miejski Ogród Zoologiczny Wybrezeza	GDANSK	Full
Poland	Miejski Park i Ogród Zoologiczny	KRAKOW	Full
Poland	Miejski Ogród Zoologiczny	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	Wroclaw Zoo	WROCLAW	Full
Poland	Stefan Miler Zoological Garden	ZAMOSC	Full
Portugal	ZooMarine	ALBUFEIRA	Full
Portugal	ParkZoo S. Inacio	AVINTES	Full
Portugal	Associacao Portuguesa de Zoos e Aquaria - APZA	FED-APZA	Associate
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
Qatar	Al Wabra Wildlife Preservation	ALWABRA	Associate
Romania	Romanian Zoo and Aquaria Federation (RZAF)	FED-RZAF	Temporary Associate
Russia	Kazan Zoobotanical Garden	KAZAN	Full
Russia	Moscow Zoo	MOSKVA	Full
Russia	Novosibirsk Zoological Park	NOVOSIBIRSK	Full
Russia	Leningrad Zoo	ST-PETERSBURG	Full
Slovakia	Zoologická zahrada Bojnice	BOJNICE	Full
Slovakia	Zoologická zahrada Bratislava	BRATISLAVA	Full
Slovenia	Zivalski vrt Ljubljana	LJUBLJANA	Full

Spain	Estacion Experimental de Zonas Aridas - EEZA	ALMERIA	Associate
Spain	Parc Zoologic 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	Iberian Association of Zoos and Aquaria - AIZA	FED-AIZA	Associate
Spain	Bioparc Fuengirola	FUENGIROLA	Full
Spain	Zoobotanico 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
Sweden	Boras Djurpark AB	BORAS	Full
Sweden	Parken Zoo I Eskilstuna	ESKILSTUNA	Full
Sweden	Olands Djurpark	FARJESTADEN	Full
Sweden	Swedish Association of Zoological Parks and Aquaria - SAZAFED-SAZA		Associate
Sweden	Furuvikspark	GAVLE	Full
Sweden	Universeum	GOTEBORG-UNI	Full
Sweden	Stiftelsen Skanes Djurpark	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
Switzerland	Zoologischer Garten Basel	BASEL	Full
Switzerland	Tierpark Dählholzli	BERN	Full
Switzerland	Verband Deutscher Zoodirektoren Geschäftsstelle - VDZ	FED-VDZ	Associate
Switzerland	Natur- und Tierpark Goldau	GOLDAU	Full
Switzerland	Walter Zoo	GOSSAU	Full
Switzerland	Papiliorama Swiss Tropical Gardens	KERZERS	Full
Switzerland	Wildnispark Zurich - Langenberg	LANGNAU	Full
Switzerland	Werner Stamm-Stiftung zur Erhaltung seltener Einhufer	OBERWIL	Associate
Switzerland	European Association of Zoo and Wildlife Veterinarians	ORG-EAZWV	Associate
Switzerland	Zoo de Servion	SERVION	Full
Switzerland	Zoo Zurich	ZURICH	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	H.E. Sheikh Butti Maktoum's Wildlife Center	DUBAI	Associate
United Arab Emirates	Arabia's Wildlife Centre	SHARJAH	Full

United Kingdom	Drusillas Zoo Park	ALFRISTON	Full
United Kingdom	The Hawk Conservancy	ANDOVER	Full
United Kingdom	Waddesdon Manor Aviary	AYLESBURY	Full
United Kingdom	Curraghs Wildlife Park	BALLAUGH	Full
United Kingdom	Banham Zoo	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 Nature Centre	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	Paradise Wildlife Park	BROXBOURNE	Full
United Kingdom	Cotswold Wildlife Park	BURFORD	Full
United Kingdom	Chessington World of Adventures	CHESSINGTON	Full
United Kingdom	North of England Zoological Society	CHESTER	Full
United Kingdom	ColchesterZoo	COLCHESTER	Full
United Kingdom	Welsh Mountain Zoo - National Zoo of Wales	COLWYN-BAY	Full
United Kingdom	South Lakes Wild Animal Park	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	British and Irish Association of Zoos and Aquariums - BIAZA	FED-BIAZA	Associate
United Kingdom	Thrigby Hall Wildlife Gardens	GREAT-YARMOUTH	Full
United Kingdom	Hamerton Zoo Park	HAMERTON	Full
United Kingdom	The Pheasant Foundation	HARE-HATCH	Associate
United Kingdom	Harewood Bird Garden	HAREWOOD	Full
United Kingdom	Paradise Park	HAYLE	Full
United Kingdom	Durrell Wildlife Conservation Trust	JERSEY	Full
United Kingdom	Africa Alive!	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	The World Pheasant Association - WPA	ORG-WPA	Associate
United Kingdom	Paignton Zoo Environmental Park	PAIGNTON	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	Temporary
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	Blackbrook Zoological Park	WINKHILL	Full
United Kingdom	Woburn Safari Park	WOBURN	Full
United Kingdom	Yorkshire Wildlife Park	YORKSHIRE	Full
United States	International Species Information System	ORG-ISIS	Associate
United States	Snow Leopard Trust - SLT	ORG-SLT	Associate

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