

# EAZA Code of Ethics and Conduct



Approved by EAZA Annual General Meeting  
27 April 2023

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## Preamble

Zoos and aquariums are important contributors to biodiversity conservation, conservation research, conservation education, and as cultural or social institutions in their local communities. In order to fulfil their environmental and social responsibilities EAZA Members must uphold ethical values congruent with the above mission areas, and best practice in all areas must be predicated on these accepted ethical values. As such, acceptance of the World Zoo and Aquarium Conservation Strategy is implicit in membership of the European Association of Zoos and Aquariums (EAZA).

The following EAZA Code of Ethics and Conduct is the cornerstone of EAZA and underpins all Member institutions' involvement in EAZA. The EAZA Code of Ethics and Conduct is a holistic document which covers animal management and transactions, conservation education, environmental sustainability, biodiversity conservation, research, and social responsibility to staff, visitors, colleagues in other zoos and aquariums and the larger community. The EAZA Code of Ethics and Conduct sets out the values which must be maintained and the manner in which these values must be practiced.

## All Members of EAZA must:

1. Represent and promote EAZA and the zoo and aquarium industry in accordance with [EAZA's Vision and Mission](#);
2. Reflect the EAZA Code of Ethics and Conduct in the work of their organisation, management of their institution, and in the behaviour of their staff at all levels;
3. Act in accordance with the EAZA Standards, Procedures, Statements, Guideline and Best Practice Documents;
4. Make their staff at all levels, including governing bodies, aware and accountable of the EAZA Code of Ethics and Conduct and all EAZA Standards, Procedures, Statements, Guideline and Best Practice Documents pertaining to EAZA;
5. Work cooperatively with the EAZA community, and prioritize and respect the needs of the EAZA community, including but not limited to the needs with respect to animal movements and EEPs;
6. Act in accordance with all local, national and international law and strive for the highest standards of operation in all areas;
7. Implement the EAZA Strategy to the best of their abilities;

8. Implement the World Zoo and Aquarium Conservation Strategy, the World Zoo and Aquarium Animal Welfare Strategy, and other relevant WAZA Strategies to the best of their abilities;
9. Strive for the highest standards of and encourage best practice in animal welfare and to cooperate with governments and other appropriate bodies to further this aim;
10. Commit to visitor, staff and animal safety, health and security at all levels;
11. Promote the interests of wildlife conservation, biodiversity and sustainability to colleagues and to society as a whole;
12. Ensure that any activities they carry out do not threaten in any way the short or long-term survival of threatened species in nature;
13. Ensure that any actions taken in relation to an individual animal must be undertaken with biodiversity conservation in mind;
14. Assist the wider conservation community including wildlife agencies, conservation organisations, governments and research institutions in maintaining global biodiversity;
15. Wherever possible manage operations to reduce their environmental footprint;
16. Ensure that visitors and staff are treated with respect, and address any issues of discrimination or harassment;
17. Cultivate diversity and inclusiveness in staff at all levels and within decision making;
18. Practice ethical, professional and transparent communication to visitors, staff and professional colleagues at all times in a way that reflects the values of the institution and EAZA;
19. Ensure an approach when undertaking any marketing, public relations, media appearances and social media campaigns that supports [EAZA's Vision and Mission](#) and the zoo and aquarium industry and ensure, to the extent reasonably possible, that the same approach is taken by any (legal) person, directly or indirectly affiliated to such Member;
20. Endeavour to provide visitors with the highest quality of amenities and experiences, recognising that the total experience of visitors influences their view of the institution and other Members;
21. Ensure that all investments that the institution carries out are ethical and do not act against the mission of EAZA;
22. Maintain the principles of confidentiality, contractual obligations and intellectual property;
23. Use only ethical and legal means to influence government legislation and regulations;
24. Refrain from any action which could reasonably be expected to adversely affect EAZA's Vision and Mission, the EAZA Strategy and/or the zoo and aquarium industry

and/or which may reflect adversely upon the position, the development, reputation, existence, work, purpose and/or mission of other Members and EAZA;

25. Recognize and elevate the contributions, interests and shared ideals of EAZA and EAZA Members;
26. Support periodic evaluation of this EAZA Code of Ethics and Conduct and the documents it refers to.

### **EAZA Standards, Procedures, Statements Guideline and Best Practice Documents**

The following key documents pertain to this EAZA Code of Ethics and Conduct and all EAZA Members must be aware of the contents of these documents. All the following documents are subject to review where applicable and may change from time to time. Members are expected to hold to the most current version. These documents are mandatory except where otherwise clearly indicated within them. This list is not exhaustive, and all the latest EAZA Standards, Procedures, Statements, Guideline and Best Practice Documents are available from the EAZA website at [www.eaza.net](http://www.eaza.net)

- Constitution of the European Association of Zoos and Aquaria
- EAZA Standards for the Accommodation and Care of Animals in Zoos and Aquariums
- EAZA Field Conservation Standards
- EAZA Conservation Education Standards
- EAZA Research Standards
- EAZA Population Management Manual
- EAZA Membership and Accreditation Manual
- Sanctions in the case of a violation of the EAZA Code of Ethics and Conduct, EAZA Standards, or EEP procedures
- EAZA Guidelines on the definition of a direct contribution to conservation
- EAZA Management Euthanasia/Culling Statement
- IUCN/SSC Guidelines for Reintroductions and Other Conservation Translocations
- IUCN/SSC Guidelines on the Use of Ex situ Management for Species Conservation
- IUCN Guidelines for the Management of Confiscated, Live Organisms