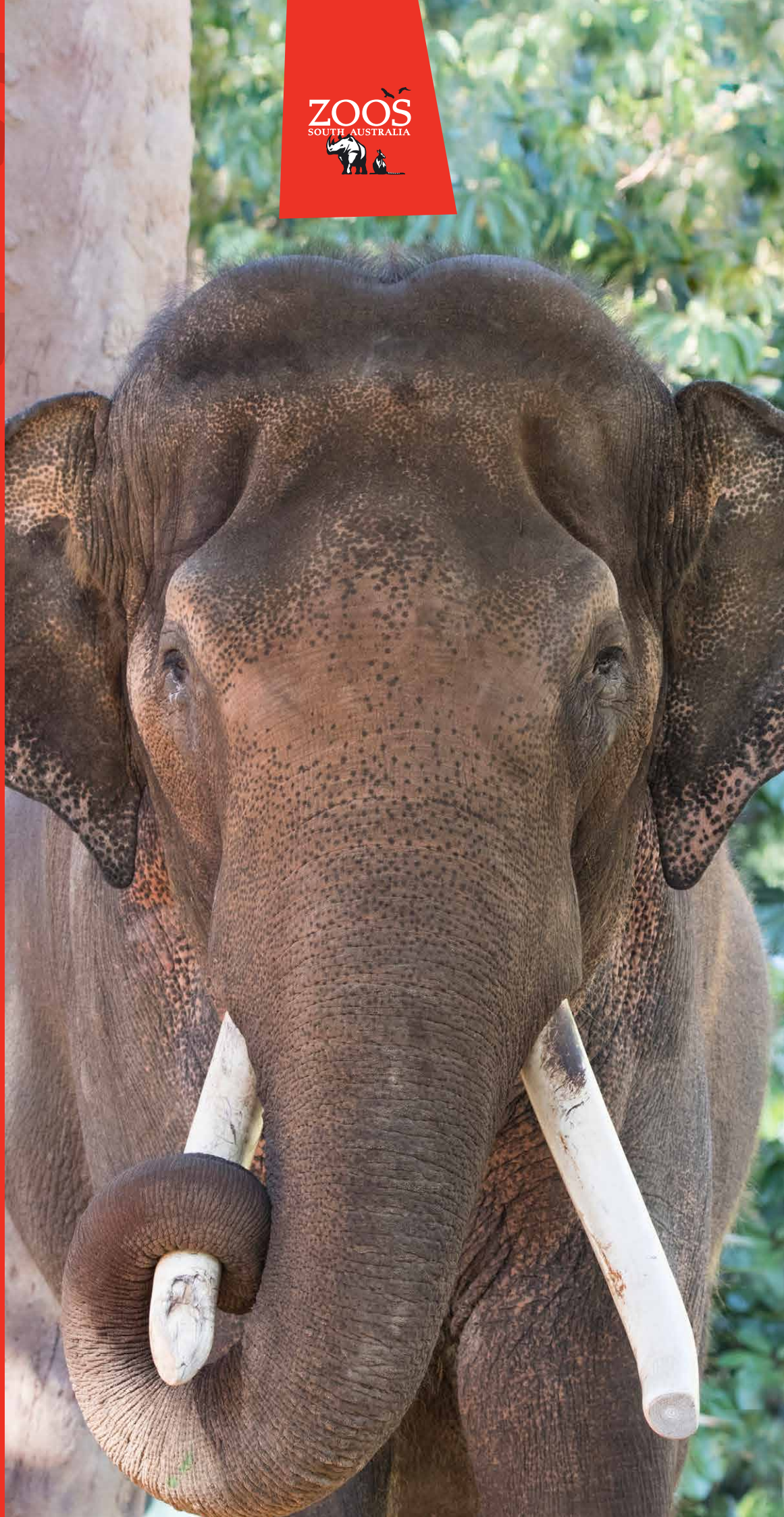


# Annual Report

23  
24



## PASSION

We inspire and influence by bringing pride, care and commitment to our work.

## INNOVATION

We seek creative ways to achieve goals and turn ideas into reality by promoting a culture of learning and improving.

## RESPECT

We respect individuals' values and encourage a culture of collaboration, diversity, listening and trust.

## EFFECTIVENESS

We are accountable, focus on clearly defined goals and work as a team to turn words into action.

## ENGAGEMENT

We create experiences and connections that make a positive difference.



Regent Honeyeater by Natalia Barszczowska

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# President and Chief Executive's report

Permal by Alex Cearns

2023-24 has seen Zoos SA staff, volunteers and members continue to demonstrate passion and dedication to our mission through ongoing challenges. Zoos SA continues to weather the storm of an uncertain global economy and the long tail of Covid, while boldly looking towards the future with intelligent optimism and exciting plans for continued growth.

Throughout 2023-24 we have seen the broad impacts of cost-of-living pressures, a result of rising interest rates, persistent inflation, environmental crises and global instability. Young families have been some of those hardest hit, which makes the achievement of record visitor numbers throughout the financial year even more pleasing. It's pushing us to interrogate the inherent value of the Zoos SA offering; as families are forced to prioritise their discretionary spending, and the expectations around what they get in return for that spend increases. We've seen more people than ever visit Monarto Safari Park during 2023-24, and Adelaide Zoo had its third biggest year on record. We know people vote with their feet, and they are demonstrating more than ever the value that Zoos SA provides.

To be recognised in the South Australian Tourism Awards under such economic conditions is a significant achievement, and a strong indicator that a day at Adelaide Zoo and Monarto Safari Park continue to be at the top of the state's cultural and experiential attractions. Building upon the recognition we received in the 2023 National Tourism Awards, Monarto Safari Park was this year awarded Gold as the Major Tourist Attraction, and Silver for Excellence in Accessible Tourism in the State Awards. We were also incredibly honoured to win the Voters Choice Award – there is nothing more gratifying than knowing that the public appreciates the work we do at Monarto Safari Park, and that this place that is so special to us, is also a treasured experience for visitors.

We continue to position Zoos SA as part of the vibrant fabric of the Adelaide community, hosting sell-out events such as Boo at the Zoo, and our 2024 Gala which raised crucial funds for the Asian Elephant project. Adelaide Zoo also continued in our partnership with Illuminate Adelaide, with a fantastic new theme this year, Universal Kingdom: Prehistoric Nights generating new excitement about the zoo's light show and providing an avenue for growth and development of the storyline to focus on educating around long-term conservation outcomes.

This year has confirmed that we will be saying farewell to beloved Giant Pandas, Wang Wang and Fu Ni. In the 15 years they have been with us, they have become icons of our state and arguably Adelaide Zoo's most popular residents. But it is time for Wang Wang and Fu Ni to return home to China. While we are sad to see them go, we are grateful to the China Wildlife Conservation Association for their willingness to enter into a new agreement for two new Giant Pandas, who we expect will arrive in Adelaide late in 2024. Xing Qiu and Yi Lan are young three-year-old pandas who will spend the next decade with us at Adelaide Zoo. We are all incredibly excited to welcome these newcomers later in the year, having learned so much over the past 15 years we know there is always more to learn.

Development of Zoos SA habitats has continued, with the new Orangutan Forest Canopy Trail completed in late 2023 providing an aerial skywalk and

canopy climbing structures. This is an excellent outcome for Sumatran Orangutans Puspa and Kluet, who are now able to explore and be on habitat simultaneously; it's also an excellent outcome for Adelaide Zoo visitors, with the new viewing platform providing open space to admire these beautiful gentle giants exhibiting their natural behaviours. This development was made possible thanks to an extremely generous private donation.

Zoos SA has not only worked with exotic species to improve conservation outcomes, but we have made incredible strides in native conservation. For the first time ever, we have bred in captivity the Mallee Emu-wren, locally extinct in South Australia and facing significant threat from bushfires. We have also made significant contributions to the Marna Banggara project, releasing 73 Brush-tailed Bettongs in the Yorke Peninsula in 2023; there has also been success with breeding critically endangered species including the Orange-bellied Parrot and Western Swamp Tortoise.

Despite this success, there are more species than ever at risk. Last year we saw a record number of species added to Australia's threatened list – that's more than five times the yearly average and more than double the previous record. The conservation work of Zoos SA is becoming as critical as the species we work with. The threat of high pathogenicity avian influenza (HPAI) is a very real and potentially devastating challenge that we face,

with the question around when HPAI reaches Australian shores increasingly looking like a matter of not if, but when. We are seeing rising poaching rates having drastic impacts on the state of threatened species across the globe, and the impacts of climate change see environmental disasters increasing in frequency and severity.

In these conditions, our focus on conservation, sustainability, and education are paramount. The 51,250 students through Wild Learning programs this year form an integral part of improving long-term environmental outcomes, through nurturing an appreciation for nature, wildlife and conservation in young people that will stay with them for life. Likewise our investment in sustainability initiatives, such as milk on tap and switching from individual plastic sauce packets – while these are seemingly small changes at an operational level, they have delivered huge long-term results in reducing plastic waste.

It is exciting to look into 2025 and beyond, as the Wild Africa precinct continues to take shape. Whilst there have been some unanticipated delays with the opening of the Wild Africa resort and glamping facilities, Zoos SA has once again demonstrated our ability to innovate, and adapt as needed. There's no denying this delay impacted our budget and financial outcome for the 2023-24 year, however it's been a testament to the Zoos SA team as they've generated new sources of excitement as part of the park experience, to maintain our standing as one of the leading tourism attractions of the Murraylands region.

And of course, 2025 will be the year of the elephant. Later this year we will welcome the first of Monarto Safari Park's new Asian Elephants, Burma,

with Permai, Putra Mas, Pak Boon and Tang Mo to round out the new herd in 2025. The logistics of moving one elephant overseas, and four more across great spans of Australia, has been a giant feat! It is a testament to the zoo community and the passion that we all have to provide the very best in wellbeing for the animals in our care.

Designing and building a habitat large enough and strong enough for five elephants in the space of a year has been no easy task, but again through collaboration with teams at Auckland Zoo, Perth Zoo, and Monarto Safari Park we are able to move mountains – or, in this case, elephants! Drawing on expertise from decades of experience and expertise across the teams we have been able to design a world-class 14-hectare habitat, ideal to support the elephants' socialisation and welfare needs.

While we are all beyond thrilled to have elephants back within the Zoos SA family, what is truly wonderful about the return of elephants is that it's happening as a result of the generous support of the public. Absolutely blowing us all away and surpassing our wildest hopes, over 4,800 donors donated \$2.4 million in only 28 days, making this possible. Zoos SA members and partners, along with many big-hearted elephant lovers and conservationists across the country, have not only donated the funds to bring these magnificent animals to Monarto Safari Park, they have also reinforced to all of us how important the work we do is, and how deeply it is appreciated by the community.

In the many challenges that we face, time after time it is connection that rises as the common thread in all our endeavours here at Zoos SA. We are all connected, both within the

zoo community and society more broadly, and our mission remains more relevant than ever: to connect people with nature, and save species from extinction.

There are many who make up the Zoos SA community and we would like to take this opportunity to thank every one of them for their efforts and their commitment to our worthy purpose. To our board members, 344 staff, 500 volunteers, 5,034 life members and 47,071 annual members, to the many donors, sponsors, animal adopters, and the 677,259 visitors who built memories with us this year, a heartfelt thank you. We couldn't do what we do without you.

**Julieann Riedstra**  
Board President

**Elaine Bensted**  
Chief Executive

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Wang Wang by Adrian Mann

# Board members and governance

In line with the rules of the Society, Zoos SA is governed by a volunteer board with members donating their time and professional expertise. Board members are responsible for the performance of the incorporated association. The board draws on and applies relevant corporate governance principles and practices, has approved a charter and ensures conflicts of interest are considered at every meeting. Day-to-day management of the business is delegated by the board to the Chief Executive and senior management team, with quarterly performance reports provided to the board from the Chief Executive.



**Julieann Riedstra**  
President

Julieann is a former public sector senior executive and is currently a member of a number of government boards and committees. She is a Fellow of Certified Practising Accountants (CPA) Australia and a Graduate of the Australian Institute of Company Directors (AICD). Julieann has been a member for many years and became a Life Member in 2008.



**Dr David Martin**  
Vice President

David is an orthopaedic surgeon, and has held many positions in the Australian Orthopaedic Association, culminating in the role of president in 2019, and being awarded an OAM in 2020. His current role is Chair of the AOA Research Foundation. David is a Zoos SA life member and his very first job as a fifteen year old was as a part time keeper in the old children's zoo in the 1970s.



**Gavin Bates**

Gavin is a Senior Relationship Executive with the Commonwealth Bank, with qualifications and memberships in Accountancy, Finance and the Australian Institute of Company Directors. He has over 25 years' experience as a qualified Chartered Accountant and in Corporate Banking both domestically and internationally.



**Ursula Bradshaw**

Ursula is an Assurance Director with EY, with qualifications and memberships in Accountancy in both Australia and the United States. She has over 16 years' experience as a qualified Chartered Accountant working with various publicly traded companies, and not-for-profit entities in Australia and the United States. Ursula has gained experience and understanding of strong governance and best practices through extensive involvement with audit client Boards, and through serving on the Board of various Not-For-Profit entities and Associations.



**Board Secretary/Public Officer**  
**Kate Hartwig**

Kate has had a long career in not-for-profit organisations having been CEO of a range of industry, professional and charitable organisations in Adelaide, Sydney and Melbourne. She was appointed as the Zoos SA Board Secretary and Public Officer in 2013. Kate is a Life Member and a Volunteer at Monarto Safari Park.



**Prof Kris Helgen**

Kris is an expert on mammal evolution and conservation and serves as the Chief Scientist of the Australian Museum in Sydney. Kris was previously Curator in Charge of mammals at the Smithsonian Institution in Washington DC from 2008 – 2017 and Professor of Biological Sciences at the University of Adelaide from 2017-2020. He studies wild mammals all around the world.



**Kathryn House**

Kathryn is a former educator and administrator with a background in aged care and association management and Chinese language teaching, who now commits her time in the community to actively encourage the growth of philanthropy. Kathryn received an Order of Australia (AM) in 2020 in recognition of her service to the community.

Kathryn is Chairperson of Impact 100 (SA), a collective giving circle, which works to raise the profile of charities in our community and also sits on several boards including the South Australian Health and Medical Research Institute and Grandcarers SA.

Kathryn is also a community ambassador for Catherine House Inc, supporting women who are experiencing homelessness, and is also founder and chair of Young Impact, a collective giving group for school aged children and co-founder of Powerful Women, a networking group for women in our community.



**Eoin Loftus**

Eoin has more than 30 years of experience in developing and operating tourism accommodation businesses across South Australia, establishing his own consultancy businesses in Loftus Business Advisory and Hotel Refurbs in 2022. He is passionate about advocating for and developing the tourism industry through his current role on the board of the South Australian Tourism Commission.



**Peter McCarthy**

Peter is a retired Clinical Biochemist. He and his colleague, the late Brian Rich, set up the laboratory in the Animal Health & Research Centre in late 1999. Both were honoured by the then Board as Honorary Research Associates in 2003 for their contribution to the Zoo in providing a service to the Veterinary staff as an aid to diagnosis & treatment of our animals and for their research work. In 2019 Peter was part of the six person team who won "The Unsung Hero" Award of South Australian Science.

Peter's interests lie in expanding the service that they currently offer and encouraging a greater commitment to research.



**Dennis Mutton**

Dennis is an independent consultant in the fields of natural resource management, primary industries, regional growth initiatives and leadership development. He is a fellow of the AICD and holds a range of board directorships in government, business and not-for-profit organisations.

Fennec Fox by Adrian Mann

**Board Meeting Attendance 2023-24**

BOARD MEMBER	POSITION HELD	NUMBER OF MEETINGS ELIGIBLE TO ATTEND	NUMBER OF MEETINGS ATTENDED	COMMENTS
Julieann Riedstra	President	10	10	Commenced as President 21/11/2019
David Martin	Vice President	10	8	Re-elected Vice President 02/05/2023
Dennis Mutton	Board Member	10	8	Commenced 24/11/2016
	Vice President from 21/11/19 until 16/11/21. Reappointed Vice President from 2/05/2023 to 23/11/2023			
Kris Helgen	Board Member	10	10	Re-elected 16/11/2021
Peter McCarthy	Board Member	10	10	Commenced 16/12/2020
Kathryn House	Board Member	7	7	Commenced 23/11/2023
Gavin Bates	Board Appointed Member	10	8	Appointed 07/12/2021
Ursula Bradshaw	Board Appointed Member	10	9	Appointed 06/12/2022
Eoin Loftus	Board Appointed Member	10	9	Appointed 02/05/2023
Tyson Grubb	Interim Board Member	3	3	Appointed 28/03/2023 Term ended 23/11/23
Susie Robinson	Observer	1	1	1 Meeting

**Finance and Audit Sub-Committee Attendance 2023-24**

BOARD MEMBER	POSITION HELD	NUMBER OF MEETINGS ELIGIBLE TO ATTEND	NUMBER OF MEETINGS ATTENDED	COMMENTS
Dennis Mutton	Chair	11	9	Commenced as Chair 23/11/2017
Julieann Riedstra	Committee Member	11	11	Commenced 23/02/2016
Gavin Bates	Committee Member	11	9	Commenced 7/12/2021
Ursula Bradshaw	Committee Member	11	9	Commenced 21/10/2021
Susie Robinson	Observer	2	2	2 Meetings

**Risk and Governance Sub-Committee Attendance 2023-24**

BOARD MEMBER	POSITION HELD	NUMBER OF MEETINGS ELIGIBLE TO ATTEND	NUMBER OF MEETINGS ATTENDED	COMMENTS
David Martin	Chair	4	4	Commenced 14/03/2023 Appointed Chair effective 21/11/2023
Julieann Riedstra	Committee Member	4	4	Commenced 21/11/2019
Ben Turner	External Member	4	4	Commenced 14/03/2023
Kate Hartwig	Committee Member	4	4	Commenced 28/11/2013
Susie Robinson	Committee Member	2	2	Commenced 17/03/2020 Commenced as Chair from 14/03/2023. Resigned effective 20/11/2023

# Business goals

Giraffe by Adrian Mann

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## ZOOS SA PURPOSE

As a conservation charity, our purpose is to connect people with nature and save species from extinction.

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## STRATEGIC DIRECTION

- Achieving positive and impactful conservation outcomes.
- Delivering expertise and excellence in wildlife care and animal welfare.
- Connecting with and influencing our audience.
- Demonstrating and championing environmental sustainability.
- Innovating and growing our organisation.

---

## BUSINESS PLAN

Our Business Plan sets the actions needed to continue delivering on our five key directions.

This financial year, Zoos SA tracked and reported progress against actions outlined in its business plan. Out of 40 individual tasks, 36 were achieved or on track, with the remaining four partially completed.

# Year <sup>in</sup> review

# 677,259

People visited  
Adelaide Zoo and  
Monarto Safari Park

# 362

Animals were born during 2023-24



# Over \$61 million

In free media coverage attracted



# 1.9 million

Website users



# 5,034

Life members

# 47,071

Annual members

# 51,250

Students through WILD Learning

# 12

International priority  
conservation projects  
supported



# 10

Conservation  
projects in Australia  
supported



# Over 377,850

Social media followers



# 344

Employees across both sites

# 500+

Registered volunteers across both sites

# Year <sup>in</sup> review

## KEY ACHIEVEMENTS

- Highest attendance year in the history of Zoos SA
- A significant recovery from COVID-19 impacted years, with growth in all key income streams
- \$5.92m invested in capital projects, including animal habitat enhancements and the Wild Africa precinct
- Controlled cash flow
- Maintenance and development capital expenditure in line with previous years



Yellow-footed Rock-wallaby by TourismAustralia

2023-24 saw an operating deficit of \$548,736 and a net deficit after financing income and expenses of \$274,964.

Admission results for the 2023-24 financial year were extremely pleasing. Overall admissions totalled just over 677,000 visitors which was a 2% increase on the prior year. 2023-24 set a record for attendance for Zoos SA, beating our previous high in 2022-23. This attendance result had a positive impact on attendance, education, membership, catering and retail income streams which collectively were 6% higher than 2022-23.

Membership at Zoos SA continued to grow during 2023-24 with overall member numbers being just over 52,000 members at the end of June 2024. This has meant membership income grew 10% on 2022-23 with strong sales in both annual and life memberships.

Retail sales continued to increase during the 2023-24 year and exceeded \$3,700,000 across both sites. This was a 7% increase on the prior year which is a strong result taking into consideration our increase in admissions.

Tours and experience income increased by 12%, due to lower revenue from animal experiences in the prior year. In 2022-23 we were unable to offer some animal experiences due to the risk of transmission of COVID-19 from experience participants. Most of these restrictions were removed in 2023-24.

Event income was significantly lower than the prior year. This was due to bad weather impacting attendance at our third Light Creatures winter event, in partnership with Illuminate Adelaide. This event, along with other smaller events, generated over \$1,400,000 in income, which was significantly less than the previous year's event.

We received bequest income of \$806,000 during the year. We also received corporate support from in-kind contributions and sponsorships of \$1,300,000. This was a modest decrease on the prior year result which reflects the difficult corporate sponsorship market that exists.

Donations income amounted to \$2,026,000, with \$1,672,000 of this being used to support capital investment. This enabled us to fund several projects, including commencement of construction of our Asian Elephant precinct at Monarto Safari Park, and to continue investment in our Wild Africa precinct.

We were able to maintain operating expenses in line with those of 2022-23. Cost of goods sold increased in line with retail income, and utilities expenses increased 15% on the prior year. These increases were offset by reductions in other operating expenditure lines.

Salaries and wage costs increased by 11% on the prior year which reflected staffing returning to appropriate levels following the COVID-19 disruption, as well as staffing required to support a larger number of visitors through the gates.

We invested \$5,920,000 in capital during 2023-24 (\$4,356,000 in 2022-23). Of this, \$2,945,000 was for ongoing development of our Wild Africa precinct and the construction of our safari vehicles. We also invested \$1,641,000 in our Asian Elephant precinct at Monarto Safari Park. We continue to invest in maintenance and improvement capital, balancing the need for maintenance investment with the requirement to invest in new and exciting facilities.

Our investment portfolio grew in value over the 2023-24 financial year by \$7,519 and returned dividends of \$23,039.

The ANZ debt balance at 30 June was \$1,912,500. Zoos SA has negotiated with ANZ to restructure the repayment schedule of this facility and to access funding to assist with the construction of some Wild Africa safari vehicles and the elephant precinct.

In updating our rolling 5-Year Business Plan, we have prepared forward estimates that enable reduction of our ANZ facilities from within our annual operating budget. This is forecasting that debt repayment will recommence in the 2024-25 financial year. The repayment schedule is regularly discussed with ANZ and the State Government.



# Achieving positive and impactful outcomes for conservation

Phascogales

Our role in conservation has never been more vital. Our planet is experiencing rapid loss of biodiversity and the deterioration of nature at unprecedented rates. Not only are species being lost, but our reliance on nature to provide for our economies, livelihoods, food security, health and our quality of life has become negatively impacted. By focusing on a diverse range of conservation projects and activities, Zoos SA aims to create positive impacts on species protection and biodiversity preservation.

## 1.1

Review Zoo's SA Conservation Directions and develop measures to ensure we continue to best target resources to make the most impact on the long-term conservation of species.

- A full review of the Conservation Directions document was completed. The Conservation Directions 2024-2029 is available on the Zoos SA website.
- KPIs aligned with the Conservation Directions have been developed in conjunction with this review.

## 1.2

Continue to be part of Australasian and Global Species Management Programs to support global conservation efforts.

- Zoos SA has representatives on the ZAA Animal Management Committee and associated Taxon Advisory Groups.
- Curators from both Adelaide Zoo and Monarto Safari Park provide contributions toward and abide by ZAA Species Management Plans (SMPs), consistent with ZAA-endorsed global SMPs.

## 1.3

Manage conservation breeding programs to support recovery actions, including maintenance of genetically healthy insurance populations and successful return of species to the wild.

- Zoos SA abides by recommendations made by species National Recovery Teams as part of the Conservation Planning Specialist Group (CPSG) One Plan approach to conservation action. This approach includes abiding by actions as recommended by Species Management Programs, overseen by ZAA.
- Zoos SA has representation on the Wildlife Conservation Committee.

1.4

Build small animal breeding and 'wilding' areas for pre-release native wildlife in the Mallee Sanctuary area of Monarto Safari Park, including opportunities for visitor engagement.

- The Mallee Sanctuary continues development. Progress has been slower than anticipated as it relies heavily on volunteers to complete the works. Much of the perimeter fencing has been completed and the pathways dressed.
- The initial population of animals to be released have been acquired and quarantined.
- A program of visitor engagement is under development. The exhibit will be available to visitors before the end of the year.

1.5

Improve native habitats at Monarto Safari Park and regionally through restoration, revegetation and effective land and pest management.

- Preservation of remnant vegetation and revegetation of areas throughout Monarto Safari Park continues, significantly supported by the Mallee Minders.
- An amendment to the Land Management Plan was completed and action items established.

1.6

Grow resources for conservation action by creating new fund raising models, partnerships and attracting external funding sources.

- A five-year fully funded agreement with Landscape SA Limestone Coast was established to support the 'Cockies Helping Cockies' program.
- A fully funded agreement with Australian Wildlife Conservancy (AWC) was established to support the Red-tailed Phascogale breed-for-release program.
- Mini grant received for aquatic plants in support of endangered native freshwater fishes at Monarto Safari Park.

1.7

Continue the Aboriginal Learning on Country Program (ALoC) and Student Trainee Program at Monarto.

- The ALoC program continued with an emphasis on Land Management at Monarto Safari Park, the Bush Garden, conservation field work and training of staff.
- One of the ALoC staff has been enrolled in and completing a Certificate III in Land Management.

1.8

Foster opportunities to expand indigenous engagement in conservation.

- ALoC staff have been assisting with field conservation work – notably 'Cockies Helping Cockies', Warru conservation in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands, invasive species control in Aroona Sanctuary and the Mallee Sanctuary.
- Further engagement with indigenous people continues in programs such as Marna Banggara and Warru conservation in the APY Lands.

1.9

Share expertise, deliver research and develop partnerships always aiming to break new ground in conservation practice.

- Zoos SA continues to participate as a contributing member of the South Australian Nature Alliance, as well as many other community conservation groups – e.g., Rotary, U3A, local area schools, regional nature-based NGOs such as Nature Foundation, Nature Conservation Society of South Australia (NCSSA), Wilderness Society.

1.10

Provide advice on key conservation issues and policy to the zoo industry, government and other conservation organisations.

- Zoos SA made a significant contribution to the State legislation under development in support of the preservation of a State Biodiversity Act.
- Zoos SA has made contributions to the Federal legislation related to nature conservation and biodiversity preservation.





# Delivering expertise and excellence in wildlife care and animal welfare

Sumatran Orangutan Kluet by Adrian Mann

Over the years, greater knowledge of animal welfare, habitat design and scientific discovery has seen our sites accredited and internationally acclaimed.

We are dedicated to providing a thriving, rewarding life for every animal in our care. Demand for our expertise to treat and care for wildlife impacted by extreme weather events and the increasing risk of disease outbreaks has never been greater.

## 2.1

Maintain a genetically diverse collection of animals on our sites providing the highest level of animal welfare and husbandry practice.

- Curators from both Adelaide Zoo and Monarto Safari Park provide contributions toward and abide by the Zoo and Aquarium Association (ZAA) Species Management Plans, consistent with ZAA-endorsed global Species Management Programs, and supportive of healthy genetic ex-situ populations.

## 2.2

Contribute expertise and in situ responses to wildlife emergency events (including wild fauna triage and recovery from bushfires, extreme weather events, disease and epidemics).

- No significant emergency animal events during 2023- 2024.
- Ongoing preparatory work to mitigate the impact potential of incursion by Highly Pathogenic Avian Influenza.
- Our direct wildlife caseload (338 cases) is augmented by the support and mentorship we provide to private veterinarians in the community.

## 2.3

Partner with like-minded organisations to advance exotic and native animal clinical care and welfare for animals in professional care.

- A number of partners have been engaged to assist with diagnostic investigations and treatments: The Austin, Veterinary Ophthalmic Referrals, Small Animal Specialist Hospital, SA Veterinary School and dentists (AVDOS and Windarra Park).
- Human specialists have supported a number of cases, particularly cardiologists, orthopedics and reproductive monitoring (Repromed).
- We continue to partner with government departments, conservation organisations and charities to provide support for their projects.

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#### 2.4

Under the oversight of Zoos SA's Animal Welfare and Ethics Committee, ensure the wellbeing of all the animals in our collection in relation to the Five Domains model (nutrition, environment, health, behaviour and positive mental well-being) in line with our Animal Welfare Charter.

- Zoos SA Animal Welfare and Ethics Charter was reviewed and updated.
- Submitted a contribution to the review of the South Australian Animal Welfare Act.
- New in-house animal welfare assessment tool implemented, with 100% of Monarto Safari Park and 91% of Adelaide Zoo assessed.
- Zoos SA Animal Welfare Strategy was updated.
- Increased animal welfare related research, including several innovative projects planned for next year.

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#### 2.5

Review our animal welfare management practices to ensure a thriving, rewarding life for all of the animals in our care.

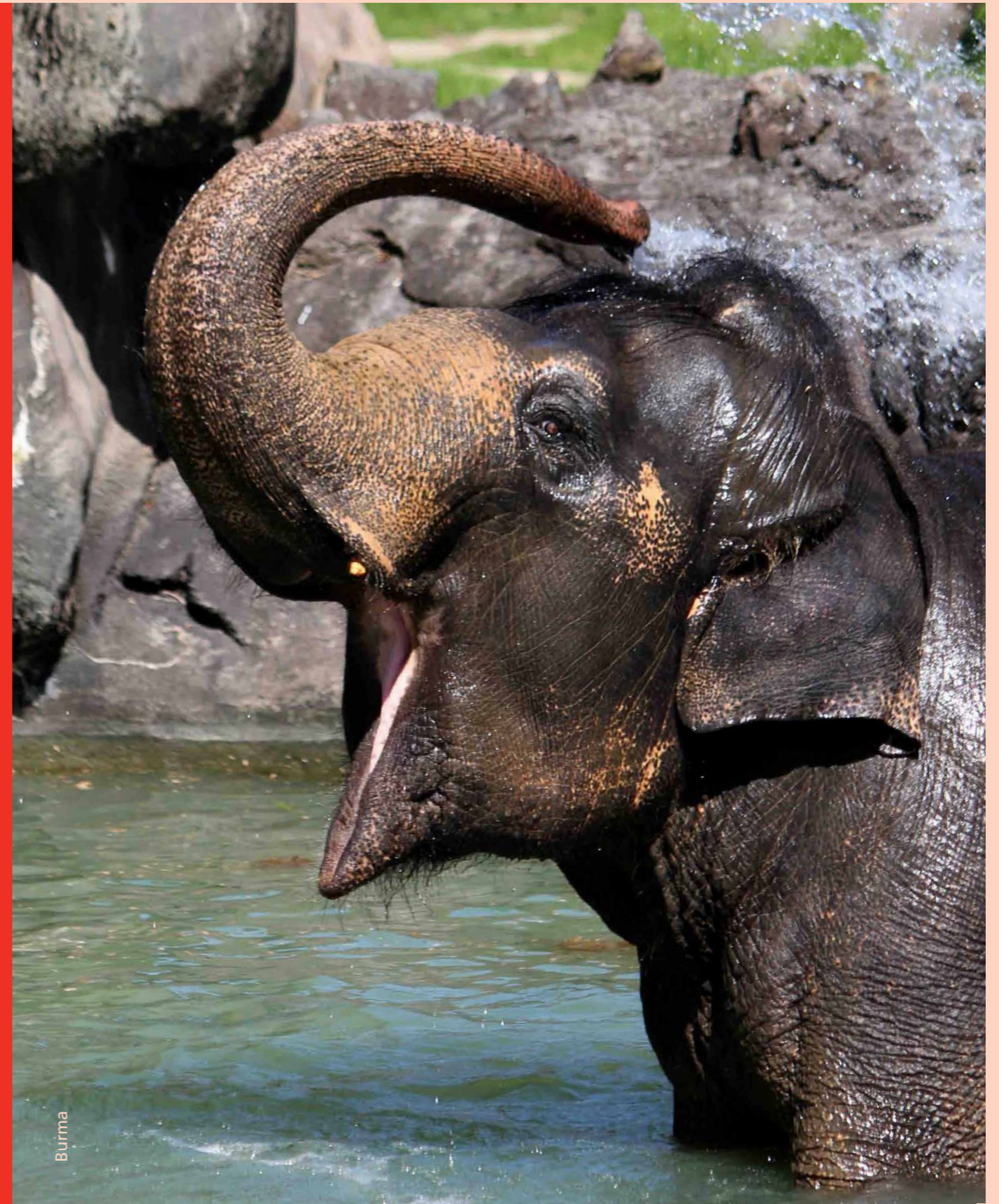
- ZAA accreditation documentation submitted in preparation for site visits later this year.
- New in-house animal welfare assessment tool implemented, with 9% of Adelaide Zoo left to assess. Monarto Safari Park assessments are completed, pending moderation.
- Zoo watches going well with new ZooMonitor program at Adelaide Zoo. Achieved the first ZooMonitor at Monarto Safari Park.

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#### 2.6

Manage improvements to our animal habitats and facilities guided by exhibit audits.

- Continue to strive to improve current animal habitats and ensure the best possible outcome for any new builds. Key highlights this year include the Orangutan Forest Canopy Trail at Adelaide Zoo, improvements for Black Rhinoceros at Monarto Safari Park, and commencing habitat construction for the incoming Asian Elephants.



Burma



# Connecting with and influencing our audience

Wang Wang by Adrian Mann

Each visit is more than an enjoyable experience. Connecting with nature encourages positive behaviour towards our environment, wildlife and habitat. It also benefits our health and wellbeing.

Our aim is to demonstrate how each visit supports vital conservation work and to make everyone we engage with feel motivated and enabled to take action.

### 3.1

Build community awareness of our conservation charity status through consistent messaging and 'conservation charity' mentions in media coverage.

- 78% of members continue to show high understanding of the Zoos SA's purpose and conservation charity status.
- We continue to provide compelling stories about our conservation efforts. This message was amplified by featuring real-life examples and success stories across a range of social, digital and traditional media outlets.

### 3.2

Collaborate with industry peak bodies regarding campaigns and messaging.

- Worked closely with Perth and Auckland Zoo regarding the ambitious fundraising campaign for elephants resulting in an exceptional result of reaching our target in just 28 days.
- Worked with the World Species Congress and Reverse the Red to participate in the historic congress amplifying our collective global conservation efforts.

### 3.3

Enhance learning and engagement opportunities through digital communications.

- An innovative collaboration between zoos across Australia and New Zealand, Microsoft AUS/NZ, and expert game developers Team Workbench in Amsterdam resulted in Eco Detectives, a Minecraft computer game. This game empowers students to act as conservationists in their local ecosystems using a series of interactive maps to raise awareness of the plight of species and wild habitats to a new gamer generation.

### 3.4

Through the DEAI Plan, build an environment of diversity, equity, accessibility and inclusiveness where everyone is welcome.

- Zoos SA first DEAI plan was ratified.
- Delivered a successful Sunflower Hidden Disability pilot with a view to include in key events and within daily operations.
- In collaboration with Autism SA and funded by the State Government, we delivered communication boards at both sites to support people who communicate in a different manner or are non-verbal.
- Across both sites, 91% of visitors surveyed felt a positive impact on wellbeing at their last visit.

### 3.5

Provide high-quality learning opportunities through our Zoo Learning programs, experiences and presentations.

- 80% of attendees to Adelaide Zoo and 90% to Monarto Safari Park found their visit educational.
- We participated in the Nature Festival and Wellfest program and delivered wellness activities aligned to our values and mission.
- Programs at Adelaide Zoo were redeveloped to align to the new curriculum.
- Continued to deliver Duke at the Zoo with record number of participants.
- Volunteer opportunities with Duke of Edinburgh were offered to the Department for Education for their international student program.

### 3.6

Provide teacher professional development opportunities that promote student visitation to our sites and opportunities for teachers to form connections with curriculum.

- Delivered a series of professional development sessions for teachers which saw a high response registration rate.
- Worked with Flinders University to offer zoo-themed STEM professional development.

### 3.7

Seek feedback from our visitors to ensure that we continue to improve and move with their expectations.

- In addition to the annual survey work, the ninth study investigated wellness, DEAI and the masterplan was conducted.
- Customer loyalty and likelihood to recommend Zoos SA was high with a total net promoter score of +62 for Monarto, and Adelaide +45.
- Additional investigations were undertaken including on-site surveys and post-event enquiries for Light Creatures and Boo at the Zoo.

### 3.8

Actively encourage visitors to become members of Zoos SA in order to deepen our engagement with them and build the memberships program.

- Throughout the year, various remarketing and upselling strategies were delivered providing the community with an opportunity to access our sites through accessible offers. These included waiving of joining fees for membership and general admission incentives for conversion to membership.

### 3.9

Develop partnerships to support our programs, activities and capital projects.

- Partnerships remained strong despite the changing economic environment, which is testament to the value of Zoos SA brand.
- Achieved a total partner support of \$1.28 million for the programs and habitats at both sites.
- Continued to grow partner support with 55 organisations contributing to our conservation efforts.

### 3.10

Deliver on our long-term commitment to reconciliation through our Reconciliation Action Plan.

- Successful publication of our Innovate RAP including the launch of the commissioned artwork by Harley Hall.

### 3.11

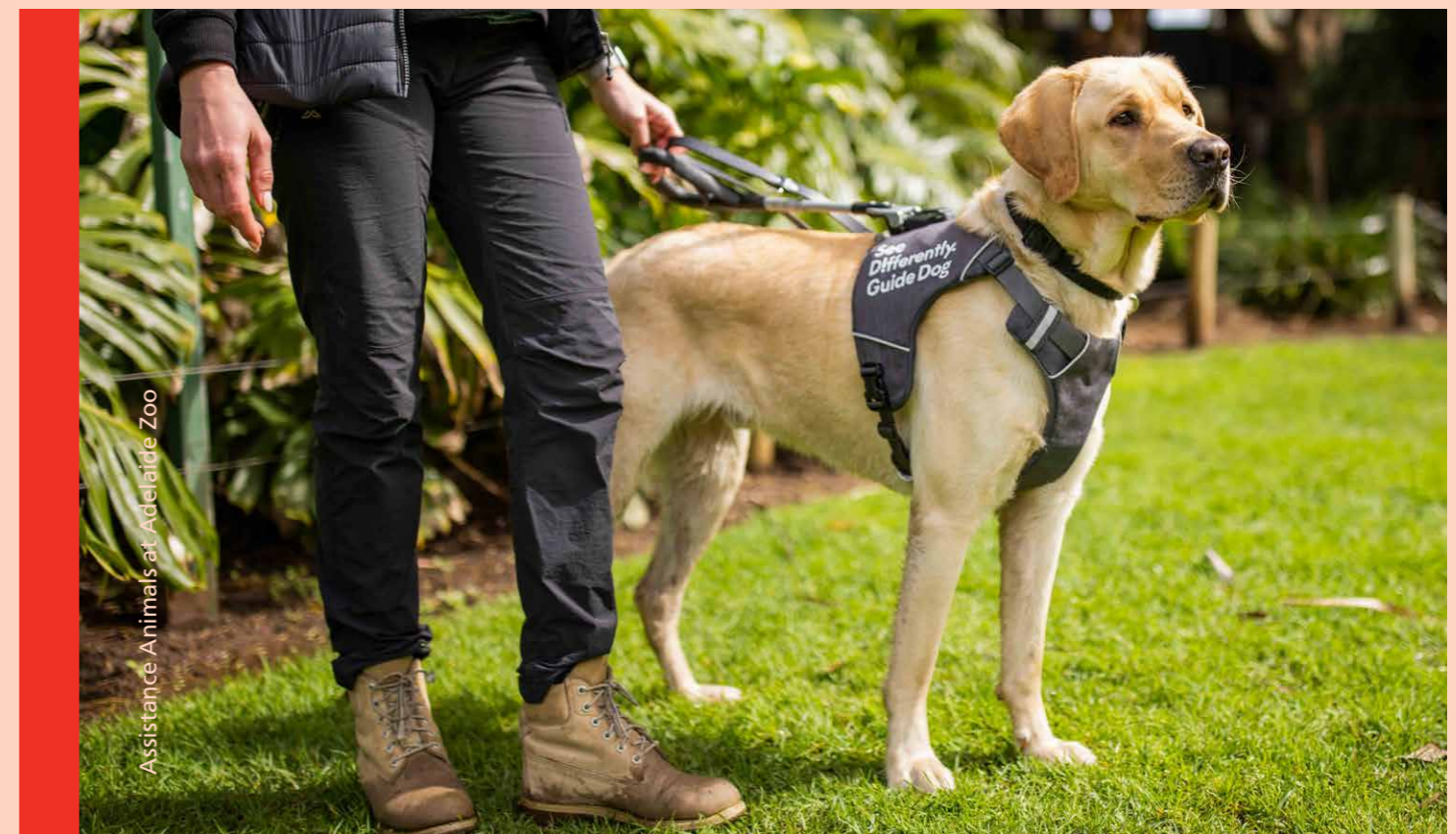
Improve catering service for visitors. Work with lessees to meet customer expectations and exceed 80% overall customer service satisfaction.

- Improved activations on ground at Adelaide Zoo with successful food & beverage options during Light Creatures.
- Opportunity for catering improvements were highlighted in the annual survey where the overall satisfaction rate had fallen below 80%.

### 3.12

Create quality products, experiences, opportunities and services that exceed the expectations of customers and partners, increase our income stream and reflect our values.

- A significant number of animal experiences came back online post-COVID, including the popular and much-loved VIP Panda.
- Enhanced admissions processes saw the introduction of handheld scanning devices to aid in the streamlining of entry.



Assistance Animals at Adelaide Zoo



# Demonstrating and championing environmental sustainability

Orangutan Forest Canopy by Pij Olijnyk

We look for ways to reduce the impact on the environment and make choices that ‘walk the talk’ on sustainable use of natural resources, fair trade, and the health of our planet.

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#### 4.1

Audit our activities and make improvements to the environmental sustainability of our procurement practices, consumption of resources and how we operate.

- Across both our sites we have maintained International Organization Standardization (ISO) certification for Corporate and Social Responsibility, Managing Greenhouse Gases and Carbon, Environmental and Safety Management Systems. We are currently establishing a revised organizational carbon emissions baseline to reflect our recent infrastructure developments.

---

#### 4.2

Apply environmental sustainability design criteria to our project planning for upgrades to our existing assets and new developments.

- We continue to apply sustainable design principles across all on-going and new projects. Our recently completed Orangutan Forest Canopy Trail used recycled and repurposed materials from across our Adelaide site, with sustainable principles informing on-going works for our Asian Elephant development at Monarto Safari Park.

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#### 4.3

Use and sell products and services that reflect ethical and sustainable practice (such as fair trade, recycled and sustainable sources), encouraging contractors and suppliers to do the same where this offers a viable alternative.

- We have continued to work with our contractors and suppliers on selling and using products that are produced and sourced reflecting ethical and sustainable practices.
- We built on last year’s Plastic Free Champion status by partnering with Fleurieu Milk Company and Quality Catering to introduce a refillable milk tap system at Adelaide Zoo’s cafes. This initiative replaces over 10,000 single-use milk bottles annually, significantly reducing plastic waste.

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#### 4.4

Review our Environmental Management Plan.

- We are currently working towards the recruitment of a new Sustainability Officer. Once this process is completed, a thorough review of our existing Environmental Management Plan will occur.
-



# Innovating and growing our organisation

Tasmanian Devil by Adrian Mann

We will invest in the continuous enhancement and development of Adelaide Zoo, Monarto Safari Park and its staff and volunteers. By creating new opportunities and experiences, we will reach new and diverse audiences, expanding on our work to achieve even more.

## 5.1

Encourage innovation and develop our corporate planning, systems and internal processes to build the organisation's capabilities and to support sustainable growth.

- Further investment in our Contract Management Framework, to assist with managing revenue and expenditure contracts across both sites.
- Review of our 'Jungle Drum' policy and communication platform and progressed the update of this to a more efficient environment to better host internal information systems, including work requests, ICT help desk support, emergency notifications, animal transfers, and our policy and procedure framework.

## 5.2

Improve financial database integration and reporting accuracy through further investment in our booking and ticketing system.

- A focus on tourism resellers allows more external organisations to sell Zoos SA products to their customers.
- Preparation work for the migration of our new memberships platform.

## 5.3

Achieve efficiencies through improved procurement practices and review of high expenditure items.

- Reviewed our merchandising range and stock levels and analysed each category looking to provide eco-friendly, sustainably sourced items.
- Reviewed Indigenous offering at both sites and expanded our Ngarrindjeri offering at Monarto Safari Park and Kaurua at Adelaide Zoo.

## 5.4

Protect critical systems and data through the maintenance of effective cybersecurity risk management strategies.

- Undertook several server updates to ensure most current security applications are in place and redundant operating systems are retired.
- We also invested significantly in network upgrades to improve our cybersecurity infrastructure.

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### 5.5

Ongoing auditing and review of our financial management, risk management and legal compliance.

- Review and approval by our Board of tools within our policy framework and risk management framework.
- Ongoing review of legal compliance in conjunction with external legal advisers.

---

### 5.6

Ensure the safety and wellness of our workforce through risk and incident assessment and ongoing review of systems and strategies.

- Zoos SA has a comprehensive risk management system and incident and accident reporting mechanism which ensures all WHS risks and incidents are appropriately investigated and resolved.
- Regular safety audits have been scheduled and undertaken with drills occurring as planned. Any remedial action is documented and regular debriefs with the appropriate departments are held and followed up.
- New policy and procedures have been implemented for legislation on the 'Right to Disconnect'.

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### 5.7

Develop an engaged and interactive workforce that has the capacity and capability to meet the future growth and development of the business.

- Continued negotiations for the 2024-2027 Enterprise Agreement. Aim to complete the Agreement by the end of the calendar year.
- Management and Staff forums are held bi-monthly to keep all employees up to date with progress against Strategic Directions and Business Plans.
- Employees engage in a Performance Development Plan every six months and we consistently achieve over a 90 per cent participation and completion rate.

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### 5.8

Using surveys and evaluation tools, continue to develop responsive workplace strategies and initiatives to address psychosocial risks; improve engagement; offer employee benefits; and increase developmental opportunities.

- We have adopted new legislation requirements for psychological safety in the workplace and developed policies and procedures to ensure compliance.
- Several training sessions have been conducted to support staff on establishing and maintaining psychological safety in the workplace.
- We actively participated in R U OK? Day, and worked with ambassadors of the R U OK? Foundation to deliver lunch and learn sessions with Zoos SA teams.



Przewalski's Horse by Adrian Mann

# Key births and arrivals

## BIRTHS



Red-tailed  
Phascogales

x14

Rose-crowned  
Fruit-doves

Regent  
Honeyeaters

x5

Cotton-top  
Tamarins

x2

Orange-bellied  
Parrots

Little Penguins

Western  
Swamp Tortoise

Yellow-footed  
Rock-wallabies

x3

Hamadryas  
Baboon

x1

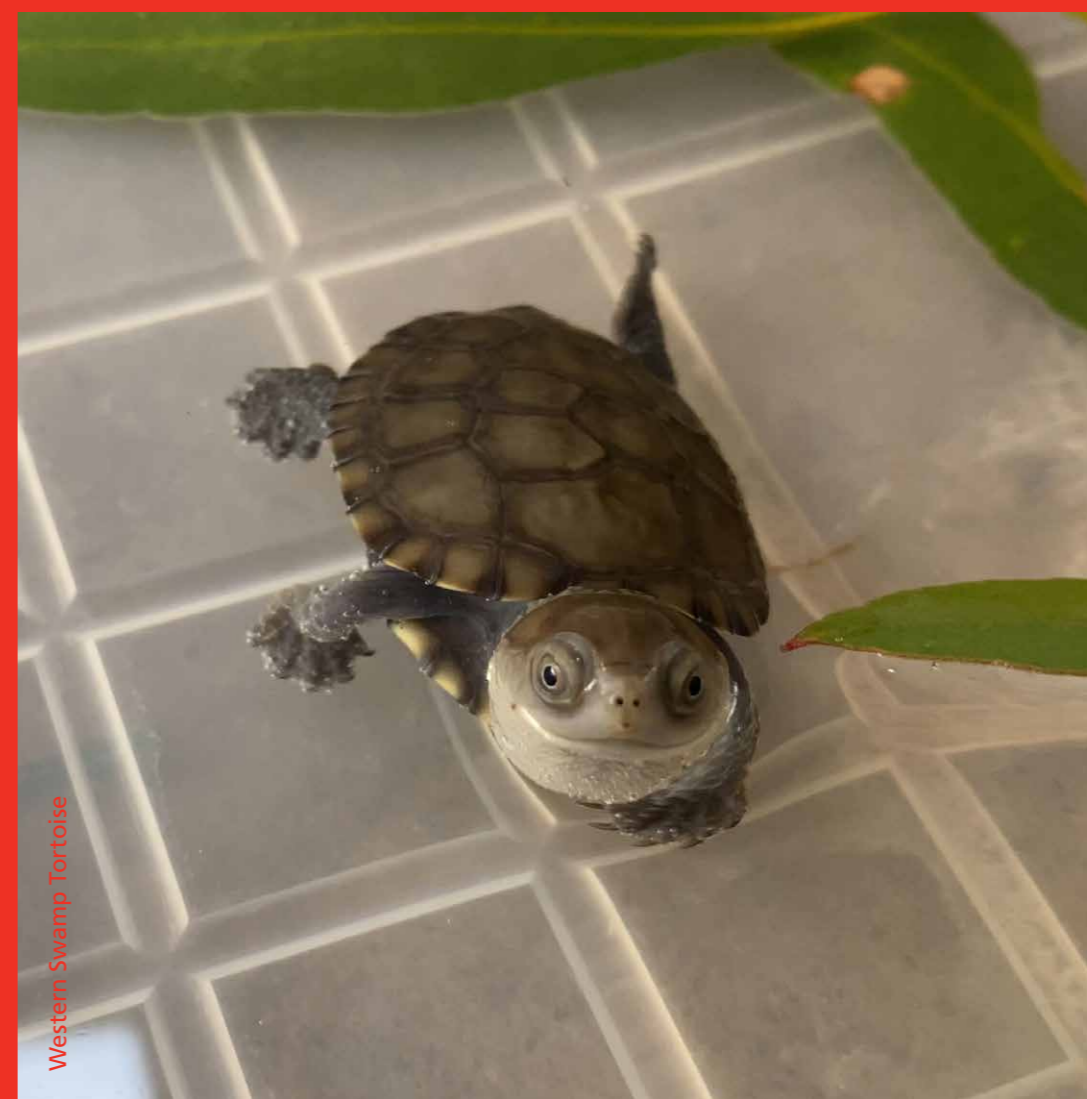
Mew by Tom Hunt

At Adelaide Zoo we welcomed two new species to our site with the arrival of Cape Porcupine siblings, Walter and Winni from Monarto Safari Park. They are settling in well and will be a wonderful feature in our evening programming throughout summer. Black-footed Tree-rat also joined the collection, with the arrival of Beatrix from the Territory Wildlife Park. This engaging native mammal species has been a wonderful addition to the Wild Show at Adelaide Zoo.

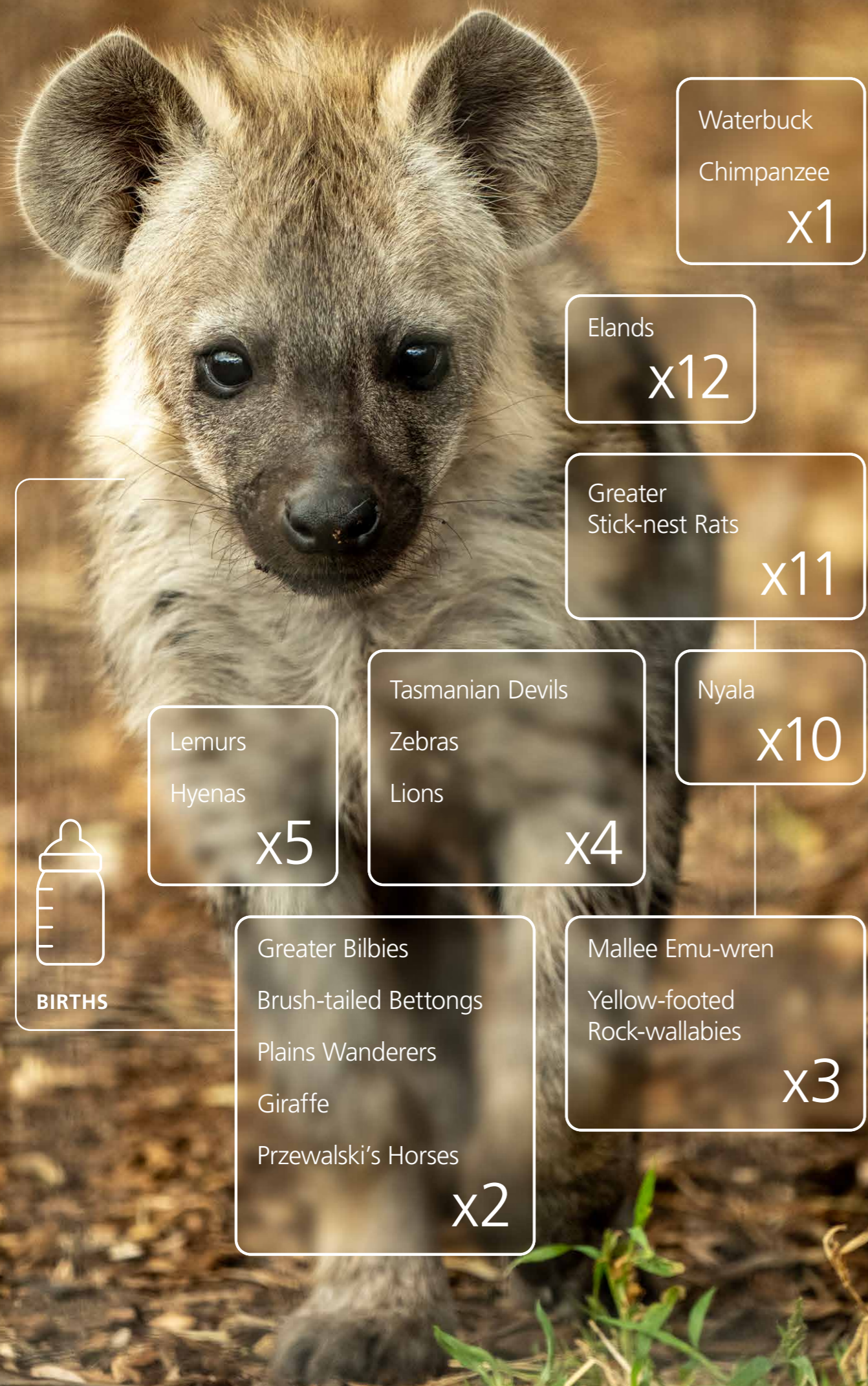
Our commitment to species management plans were supported through the arrival of a Greater Bilby and a Quokka, two Greater Stick-nest Rats, four Orange-bellied Parrots, six Swift Parrots and seven Regent Honeyeaters.

Our continued support of the species management programs has also resulted in many births and hatchings. We welcomed twin Cotton-top Tamarins, a Hamadryas Baboon, three critically endangered Orange-bellied Parrots, five Regent Honeyeaters, five Rose-crowned Fruit-doves, three Little Penguins and a continued commitment to the recovery of the Western Swamp Tortoise, with three hatching.

Our continued commitment to native wildlife has seen the birth of 14 Red-tailed Phascogales as part of our partnership with Australian Wildlife Conservancy, strengthening release efforts for this species. Importantly our work continues with the Yellow-footed Rock-wallaby, our logo species, with three new joeys joining the mob at Adelaide Zoo.



Western Swamp Tortoise



Hyena Gotoa by Adrian Mann

Monarto Safari Park is proud to announce what we believe is the first captive breeding of Mallee Emu-wren in late 2023 after five pairs of birds were collected from the wild in August 2023. Three chicks were produced from one pair, helping to continue to inform our knowledge of biology and best captive husbandry for this species, now considered extinct in South Australia. Our partnership with other government and NGOs, all part of the Threatened Mallee Bird Conservation Action Plan, was formed in 2015 as a direct and coordinated response to the impact of catastrophic wildfire events on threatened mallee bird populations in 2014.

Monarto Safari Park's native fauna programs also produced four Tasmanian Devil joeys, three Yellow-footed Rock-wallabies, two Greater Bilbies, two Brush-tailed Bettongs, 11 Greater Stick-nest Rats and two Plains Wanderer chicks. In addition,

four Long-nosed Potoroo were acquired as a new species for our Mallee Sanctuary walk-through experience, which is currently under development.

Two of the biggest editions to Monarto Safari Park were Brindabella and Pansy, female Nile Hippopotamus, which are housed in our Wild Africa habitat. Our ungulate breeding programs produced 12 Eland calves, a female Waterbuck, a pair of giraffe calves, 10 Nyala, two Przewalski's Horse foals, and four Plains Zebra foals. A lot of these animals will move to Wild Africa as this project reaches completion.

The primate team welcomed a male Chimpanzee, Happy, to mother Hannah and five lemur pups into the breeding group of Ring-tailed Lemurs. A litter of four lion cubs and the addition of five hyena cubs has kept the carnivore team busy this past year.



Bettong by Sophie Hreppautilf

## TOTAL ATTENDANCE

Monarto Safari Park

# 216,013

12% increase from 2023



Adelaide Zoo

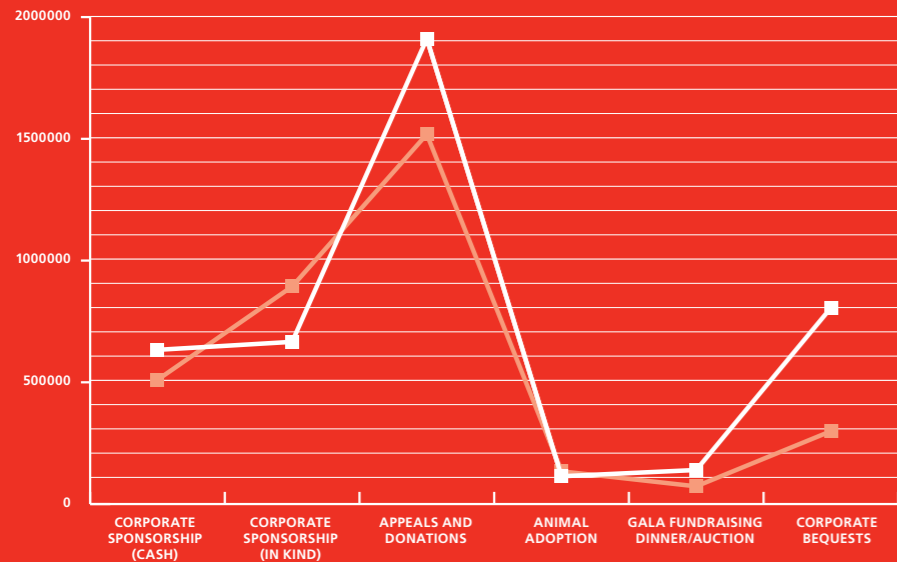
# 461,246

2% decrease from 2023



## FUNDRAISING

■ 2023-24 ■ 2022-23



More than  
**\$842k**  
increase in total  
fundraising since 2022

## MEMBERSHIP INCOME

# 9.77%

increase in total  
membership income

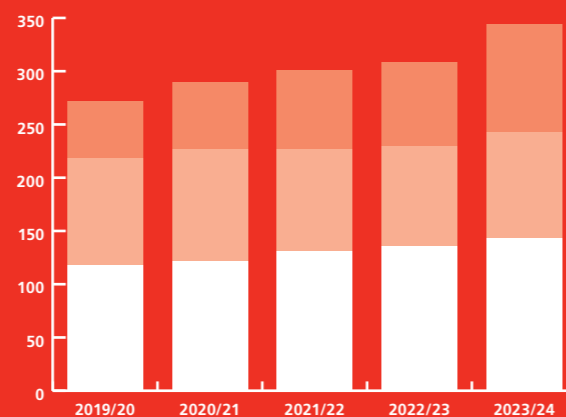
**2023-24**  
88.45% Annual membership  
11.55% Life membership

**2022-23**  
88.02% Annual membership  
11.96% Life membership



## EMPLOYEES

■ Full time ■ Part time ■ Casual



## TOTAL ATTENDANCES\*

	2023-24	2022-23	VARIANCE
<b>Monarto Safari Park</b>			
Admissions	135,282	127,034	6%
Education	12,530	15,452	(19%)
Members	47,051	37,700	25%
Other	21,150	13,511	57%
<b>Total</b>	<b>216,013</b>	<b>193,697</b>	<b>12%</b>

	2023-24	2022-23	VARIANCE
<b>Adelaide Zoo</b>			
Admissions	222,193	233,797	(5%)
Education	38,720	39,690	(2%)
Members	146,697	133,567	10%
Other	53,636	61,671	(13%)
<b>Total</b>	<b>461,246</b>	<b>468,725</b>	<b>(2%)</b>

\*These numbers do not include function attendees

## FUNDRAISING

	2023-24	2022-23	VARIANCE
Corporate Sponsorship (cash)	\$633,347	\$510,034	\$123,313
Corporate Sponsorship (in kind)	\$666,195	\$893,611	(\$227,416)
Appeals and Donations	\$1,911,400	\$1,518,835	\$392,565
Animal Adoption	\$114,157	\$134,262	(\$20,105)
Gala Fundraising Dinner/Auction	\$139,903	\$72,730	\$67,173
Bequests	\$806,015	\$299,281	\$506,734
<b>Total</b>	<b>\$4,271,017</b>	<b>\$3,428,753</b>	<b>\$842,264</b>

## MEMBERSHIP INCOME

	2023-24	2022-23	VARIANCE
Annual Membership	\$4,099,198	\$3,717,279	\$381,919
Life Membership	\$535,552	\$504,802	\$30,750
<b>Total</b>	<b>\$4,634,750</b>	<b>\$4,222,081</b>	<b>\$412,669</b>

## EMPLOYEES PER DEPARTMENT

AS OF 30 JUNE 2024	FULL TIME	PART TIME	CASUAL	TOTAL
Life Sciences (Adelaide Zoo)	51	33	25	<b>109</b>
Life Sciences (Monarto Safari Park)	51	30	6	<b>87</b>
Community Engagement	21	32	68	<b>121</b>
Corporate Services	8	2	2	<b>12</b>
Executive	7	-	-	<b>7</b>
People and Performance	5	3	-	<b>8</b>
<b>Total</b>	<b>143</b>	<b>100</b>	<b>101</b>	<b>344</b>

# Awards and recognition

## THE VOLUNTEER SERVICE AWARDS WERE HELD ON 17 MAY 2024 PRESENTING:

Outstanding Volunteer Service Awards to Jenny McInerney, Trent Lindsay, Helen Ottaway, Keith Walter, Graeme Rodda, and Vivienne Wood.

The President's Award was given by Chair Juliann Riedstra to Helen Ottaway, who is a Guide at Adelaide Zoo.

Years of Service Awards were presented for:

- **1 year** 35 people
- **5 years** 13 people
- **10 years** 32 people
- **15 years** 16 people
- **20 years** Kay Bailey, Bruce Laity, Chris Pullen, Janice Schutze, and Sue Swalling
- **25 years** Lynton Hall and Trevor Klein
- **30 years** Marie Wright, Hans Rosenbaum, Ian 'Wally' Walton, and Russell Page
- **35 years** Robert Host

A celebratory weekend camp out function was hosted at Indaba, Monarto Safari Park on the weekend of 25-26 May 2024.

We also hosted a Volunteer New Year Party at Adelaide Zoo on 5 January.

Red Tailed Black Cockatoo Spence by AdrianMann

ADELAIDE ZOO AND MONARTO SAFARI PARK WERE BOTH RECOGNISED WITH A NUMBER OF ACCOLADES AT THE 2023 SOUTH AUSTRALIAN TOURISM AWARDS.

Major Tourist Attraction  
**Monarto Safari Park – Gold Winner**

Excellence in Accessible Tourism  
**Monarto Safari Park – Silver Winner**

Cultural Tourism  
**Adelaide Zoo – Silver Winner**

Voters Choice Award  
**Monarto Safari Park – Winner**

# Financial Statements

Sumatran Tiger Marni by Adrian Mann

## STATEMENT OF PROFIT OR LOSS AND COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2023

	2024 \$	2023 \$
<b>REVENUE</b>		
Admissions, Membership and Other Revenue	30,052,486	28,968,877
Grants	7,581,198	7,758,760
Insurance Recoveries	-	1,014,374
Sundry Sales/Income	839,289	591,690
Bequests	806,015	299,281
<b>Total Revenue</b>	<b>39,278,988</b>	<b>38,632,982</b>
<b>EXPENSES</b>		
Salaries, Wages & On-Costs	(21,788,984)	(19,630,167)
Animal Care	(1,428,606)	(1,392,529)
Maintenance Consumables	(2,666,305)	(2,608,964)
Cost of Sales	(1,623,807)	(1,568,928)
Conservation & Research Projects	(1,362,894)	(1,636,312)
Utilities	(1,081,004)	(940,957)
Marketing & Promotion	(858,203)	(709,899)
Tours & Experiences	(3,461,427)	(3,540,993)
Depreciation	(3,384,798)	(3,283,241)
Other Expenses	(2,171,696)	(2,247,947)
<b>Total Expenses</b>	<b>(39,827,724)</b>	<b>(37,559,937)</b>
<b>Surplus / (Loss) from operating activities</b>	<b>(548,736)</b>	<b>1,073,045</b>
Finance Income	333,085	159,843
Finance Expenses	(59,313)	(63,730)
<b>Net Financing Expense</b>	<b>273,772</b>	<b>96,113</b>
<b>Surplus / (Loss) for the Year</b>	<b>(274,964)</b>	<b>1,169,158</b>
<b>OTHER COMPREHENSIVE INCOME/EXPENSE</b>	<b>35,758</b>	<b>11,255</b>
<b>Items that will never be reclassified to profit or loss</b>		
Change in fair value of financial assets at fair value through other comprehensive income		
<b>Total Other Comprehensive Income / (Loss) for the year</b>	<b>35,758</b>	<b>11,255</b>
<b>Total Comprehensive Income for the year attributable to members</b>	<b>(239,206)</b>	<b>1,180,413</b>

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

	2024 \$	2023 \$
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	5,616,953	3,912,953
Receivables and Prepayments	1,424,359	1,555,446
Inventories	568,458	531,748
<b>Total Current Assets</b>	<b>7,609,770</b>	<b>6,000,147</b>
<b>NON CURRENT ASSETS</b>		
Financial Assets at Fair Value	449,759	442,240
Property, Plant and Equipment	68,276,843	65,863,253
<b>Total Non Current Assets</b>	<b>68,726,602</b>	<b>66,305,493</b>
<b>Total Assets</b>	<b>76,336,372</b>	<b>72,305,640</b>
<b>CURRENT LIABILITIES</b>		
Sundry Creditors	2,203,912	1,624,505
Income in Advance	10,741,799	6,813,144
Loans and Borrowings	703,171	747,123
Employee Benefits	4,777,727	4,474,402
<b>Total Current Liabilities</b>	<b>18,426,609</b>	<b>13,659,174</b>
<b>NON CURRENT LIABILITIES</b>		
Loans and Borrowings	1,275,000	2,002,234
Income in Advance	4,321,953	4,171,819
Employee Benefits	344,381	264,778
<b>Total Non Current Liabilities</b>	<b>5,941,334</b>	<b>6,438,831</b>
<b>Total Liabilities</b>	<b>24,367,943</b>	<b>20,098,005</b>
<b>Net Assets</b>	<b>51,968,429</b>	<b>52,207,635</b>
<b>Reserves</b>		
Reserves	74,182	38,424
Retained Funds	51,894,247	52,169,211
<b>Total Equity</b>	<b>51,968,429</b>	<b>52,207,635</b>

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

	2024 \$ INFLOWS (OUTFLOWS)	2023 \$ INFLOWS (OUTFLOWS)
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
<b>Receipts</b>		
Receipts from customers	33,221,466	26,791,472
Donations, Bequests and Sponsorships	4,200,652	3,456,753
State Government Grants Received	1,329,636	3,540,445
Other Grants Received	(771,186)	(147,030)
<b>Payments</b>		
Wages and Salaries	(21,140,433)	(19,233,446)
Suppliers	(14,328,865)	(14,528,006)
Conservation & Research Projects	(1,362,894)	(1,636,312)
<b>Net Cash Provided by/(Used in) Operating Activities</b>	<b>7,971,563</b>	<b>4,295,297</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of Property, Plant and Equipment	(5,798,388)	(4,440,970)
Sale/(Purchase) of Shares and Investments	28,239	(50,629)
Interest and dividends received	333,085	159,843
<b>Net Cash Provided by/(Used in) Capital and Investing Activities</b>	<b>(5,437,064)</b>	<b>(4,331,756)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Repayment of Borrowings	(771,186)	(147,030)
Payment of Interest	(59,313)	(63,730)
<b>Net Cash Provided by Financing Activities</b>	<b>(830,499)</b>	<b>(210,760)</b>
<b>Net (Decrease)/Increase in Cash Held</b>	<b>1,704,000</b>	<b>(247,219)</b>
<b>Cash at the Beginning of the Year</b>	<b>3,912,953</b>	<b>4,160,172</b>
<b>Cash at the End of the Year</b>	<b>5,616,953</b>	<b>3,912,953</b>

## REVENUES AND EXPENSES FOR THE YEAR ENDED 30 JUNE 2023

	2024			2023	
	ADELAIDE ZOO \$	MONARTO SAFARI PARK \$	SOCIETY \$	TOTAL \$	TOTAL \$
<b>REVENUE</b>					
Admissions	7,634,281	5,056,172	-	12,690,453	12,180,159
Education	837,883	274,766	-	1,112,649	1,022,609
Sponsorship	121,483	95,009	1,083,050	1,299,542	1,340,764
Bequests	-	-	806,015	806,015	299,281
Donations	-	-	2,025,557	2,025,557	1,653,097
Membership	-	-	4,634,750	4,634,750	4,222,081
Retail Sales	2,242,183	1,509,587	-	3,751,770	3,510,148
Catering Sales	608,059	181,506	-	789,565	704,927
Tours Income	739,460	1,604,738	-	2,344,198	2,084,357
Events	1,264,099	-	139,903	1,404,002	2,250,735
Sundry Sales/Income	184,693	510,531	144,065	839,289	591,690
Insurance Recoveries	-	-	-	-	1,014,374
Grants	165,591	51,209	7,364,398	7,581,198	7,758,760
<b>Total Revenue</b>	<b>13,797,732</b>	<b>9,283,518</b>	<b>16,197,738</b>	<b>39,278,988</b>	<b>38,632,982</b>
<b>EXPENSES</b>					
Salaries, Wages & On-Costs	8,111,273	5,963,528	7,714,183	21,788,984	19,630,167
Animal Care	452,435	888,350	87,821	1,428,606	1,392,529
Maintenance Consumables	1,277,243	1,252,885	136,177	2,666,305	2,608,964
Cost of Sales	964,789	659,018	-	1,623,807	1,568,928
Conservation & Research Projects	-	-	1,362,894	1,362,894	1,636,312
Utilities	540,142	540,862	-	1,081,004	940,957
Marketing & Promotion	6,128	48	852,027	858,203	709,899
Tours & Experiences	1,302,812	2,154,090	4,525	3,461,427	3,540,993
Depreciation	-	-	3,384,798	3,384,798	3,283,241
Other Expenses	413,629	273,581	1,484,486	2,171,696	2,247,947
<b>Total Expenses</b>	<b>13,068,451</b>	<b>11,732,362</b>	<b>15,026,911</b>	<b>39,827,724</b>	<b>37,559,937</b>

## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2023

	FAIR VALUE RESERVES \$	RETAINED FUNDS \$	TOTAL EQUITY \$
Balance at 1 July 2022	27,169	51,000,053	51,027,222
Profit/(Loss) for the year	-	1,169,158	1,169,158
<b>OTHER COMPREHENSIVE INCOME</b>			
Change in fair value of financial assets at fair value through other comprehensive income	(33,404)	-	(33,404)
<b>Total Other Comprehensive Income/(Loss) for the year</b>	<b>11,255</b>	<b>-</b>	<b>11,255</b>
<b>Total Comprehensive Income/(Loss) for the year</b>	<b>11,255</b>	<b>-</b>	<b>11,255</b>
<b>Balance at 30 June 2022</b>	<b>38,424</b>	<b>52,169,211</b>	<b>52,207,635</b>
<b>Balance at 1 July 2022</b>	<b>38,424</b>	<b>52,169,211</b>	<b>52,207,635</b>
Profit/(Loss) for the year	-	(274,964)	(274,964)
<b>OTHER COMPREHENSIVE INCOME</b>			
Change in fair value of financial assets at fair value through other comprehensive income	35,758	-	35,758
<b>Total Other Comprehensive Income/(Loss) for the year</b>	<b>35,758</b>	<b>-</b>	<b>35,758</b>
<b>Total Comprehensive Income/(Loss) for the year</b>	<b>35,758</b>	<b>(274,964)</b>	<b>(239,206)</b>
<b>Balance at 30 June 2023</b>	<b>74,182</b>	<b>51,894,247</b>	<b>51,968,429</b>

# Appendices



Wombat Harriet by Adrian Mann

## APPENDIX A CITES LISTED SPECIES

There are approximately 6,600 species of animals and more than 40,000 species of plants protected by the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES). These species are listed in one of three CITES Appendices, according to how threatened they are by international trade. Animals listed under CITES Appendix I are those species threatened by extinction. The exchange of these species is permitted only in certain circumstances. These restrictions have implications for the maintenance of CITES I species in the zoo environment, as the import of such species can be a long and expensive exercise.

These species, in particular, highlight the need for effective population management, with any CITES I species required to be managed under the Department of Climate Change, Energy, the Environment and Water (DCCEEW) cooperative conservation program. Adelaide Zoo currently houses 27 species of CITES I listed animals, while Monarto Safari Park maintains 13 CITES I listed animals.

### CITES I SPECIES MANAGED WITHIN ZOOS SA COLLECTIONS

(By class, in alphabetical order by common name for easy reference)

#### Reptilia

Komodo dragon	<i>Varanus komodoensis</i>
Radiated tortoise	<i>Astrochelys radiata</i>
Rhinoceros iguana	<i>Cyclura cornuta cornuta</i>
Western swamp tortoise	<i>Pseudemydura umbrina</i>

#### Aves

African grey parrot	<i>Psittacus erithacus</i>
Blue-winged macaw	<i>Primolius maracana</i>
Hyacinth macaw	<i>Anodorhynchus hyacinthinus</i>
Nicobar pigeon	<i>Caloenas nicobarica</i>
Orange-bellied parrot	<i>Neophema chrysogaster</i>
Palm cockatoo	<i>Probosciger aterrimus</i>
Scarlet macaw	<i>Ara macao</i>
Timneh African Grey Parrot	<i>Psittacus timneh</i>
Yellow-naped amazon	<i>Amazona auropalliata</i>

#### Mammalia

Addax	<i>Addax nasomaculatus</i>
Asian Small-clawed Otter	<i>Aonyx cinereus</i>
Black rhinoceros	<i>Diceros bicornis minor</i>
Brush-tailed Bettong	<i>Bettongia penicillata ogilbyi</i>
Cheetah	<i>Acinonyx jubatus jubatus</i>
Chimpanzee	<i>Pan troglodytes</i>
Cotton-top Tamarin	<i>Saguinus oedipus</i>
Giant Panda	<i>Ailuropoda melanoleuca</i>
Golden lion Tamarin	<i>Leontopithecus rosalia</i>
Greater Bilby	<i>Macrotis lagotis</i>
Greater Stick-nest Rat	<i>Leporillus conditor</i>
Malayan Tapir	<i>Tapirus indicus</i>
Mandrill	<i>Mandrillus sphinx</i>
Mesopotamian fallow deer	<i>Dama mesopotamica</i>
Przewalski's horse	<i>Equus ferus przewalskii</i>
Red Panda	<i>Ailurus fulgens fulgens</i>
Ring-tailed Lemur	<i>Lemur catta</i>
Scimitar-horned Oryx	<i>Oryx dammah</i>
Siamang	<i>Symphalangus syndactylus</i>
Southern White Rhinoceros	<i>Ceratotherium simum ssp. simum</i>
Sumatran Orangutan	<i>Pongo abelii</i>
Sumatran Tiger	<i>Panthera tigris sumatrae</i>
White-cheeked Gibbon	<i>Nomascus leucogenys</i>

## INTERNATIONAL UNION FOR THE CONSERVATION OF NATURE LISTED SPECIES

The International Union for the Conservation of Nature (IUCN) has been assessing the conservation status of animal and plant species on a global scale for more than forty years. The categories and criteria are intended to be an easily and widely understood system for classifying species at a high risk of extinction. IUCN listed species are represented throughout most of the taxonomic groups currently held at Adelaide Zoo and Monarto Safari Park.

## SPECIES WITHIN ZOOS SA COLLECTION LISTED IN IUCN CATEGORIES OF MOST CONCERN

### Critically Endangered

Addax	<i>Addax nasomaculatus</i>
Aruba Island Rattlesnake	<i>Crotalus durissus unicolor</i>
Black Rhinoceros	<i>Diceros bicornis minor</i>
Brush-tailed Bettong	<i>Bettongia penicillata ogilbyi</i>
Cotton-top Tamarin	<i>Saguinus oedipus</i>
Eastern bongo	<i>Tragelaphus eurycerus isaaci</i>
Elongated Tortoise	<i>Indotestudo elongata</i>
Orange-bellied Parrot	<i>Neophema chrysogaster</i>
Radiated Tortoise	<i>Astrochelys radiata</i>
Regent Honeyeater	<i>Xanthomyza phrygia</i>
Sumatran Orangutan	<i>Pongo abelii</i>
Sumatran Tiger	<i>Panthera tigris sumatrae</i>
Swift Parrot	<i>Lathamus discolor</i>
Western Swamp Tortoise	<i>Pseudemysdura umbrina</i>
White-cheeked Gibbon	<i>Nomascus leucogenys</i>

### Endangered

African Grey Parrot	<i>Psittacus erithacus</i>
African Painted dog	<i>Lycaon pictus</i>
African Spurred Tortoise	<i>Centrochelys sulcata</i>
Australian Sea-lion	<i>Neophoca cinerea</i>
Chimpanzee	<i>Pan troglodytes</i>
Dusky Leaf Monkey	<i>Trachypithecus obscurus</i>
Golden Lion Tamarin	<i>Leontopithecus rosalia</i>
Java Sparrow	<i>Padda oryzivora</i>
Komodo Dragon	<i>Varanus komodoensis</i>
Malayan Tapir	<i>Tapirus indicus</i>
Mallee Emu-wren	<i>Stipiturus mallee</i>
Mesopotamian fallow deer	<i>Dama mesopotamica</i>
Pit-shelled Turtle	<i>Carettochelys insculpta</i>
(Pig-nosed Turtle)	
Przewalski's horse	<i>Equus ferus przewalskii</i>
Plains Wanderer	<i>Pedionomus torquatus</i>
Pygmy Blue-tongue Lizard	<i>Tiliqua adelaidensis</i>
Pygmy Hippopotamus	<i>Choeropsis liberiensis</i>
Red Panda	<i>Ailurus fulgens fulgens</i>
Rhinoceros Iguana	<i>Cyclura cornula cornuta</i>
Ring-tailed Lemur	<i>Lemur catta</i>
Scimitar-horned Oryx	<i>Oryx dammah</i>
Siamang	<i>Symphalangus syndactylus</i>
Sun Conure	<i>Aratinga solstitialis</i>
Tasmanian Devil	<i>Sarcophilus harrisii</i>
Timney African Grey Parrot	<i>Psittacus timneh</i>

### Vulnerable

African Lion	<i>Panthera leo</i>
Aldabra Giant Tortoise	<i>Aldabrachelys gigantea</i>
Asian Small-clawed Otter	<i>Aonyx cinereus</i>
Barbary Sheep	<i>Ammotragus lervia</i>
Binturong	<i>Arctictis binturong</i>
Black-footed Rock wallaby	<i>Petrogale lateralis</i>
(Black-flanked Rock wallaby)	
Black-footed Tree-rat	<i>Mesembriomys gouldii</i>
Broad-headed Snake	<i>Hoplocephalus bungaroides</i>
Chattering Lory	<i>Lorius garrulus</i>
Cheetah	<i>Acinonyx jubatus</i>
Crimson-bellied Parakeet	<i>Pyrrhura perlata</i>
Diamond Firetail Finch	<i>Stagonopleura guttata</i>
Dingo	<i>Canis lupus dingo</i>
Gang-gang Cockatoo	<i>Callocephalon fimbriatum</i>
Giant Panda	<i>Ailuropoda melanoleuca</i>
Giraffe	<i>Giraffa camelopardalis</i>
Greater Bilby	<i>Macrotis lagotis</i>
Hippopotamus	<i>Hippopotamus amphibius</i>
Malleefowl	<i>Leipoa ocellata</i>
Mandrill	<i>Mandrillus sphinx</i>
Quokka	<i>Setonix brachyurus</i>
South American Tapir	<i>Tapirus terrestris</i>
Spur-thighed Tortoise	<i>Testudo graeca</i>
White-bellied Caique	<i>Pionites leucogaster</i>

## APPENDIX B PROFESSIONAL MEMBERSHIPS

American Association of Zoo Veterinarians – Dr David McLelland

American College of Zoological Medicine – Dr David McLelland (Diplomate)

Aquatic Water Quality and Water Treatment in Zoos and Aquariums, Convener – Mark Smith

Association of Avian Veterinarians – Dr David McLelland and Dr Kathryn Johnson (Australasian Committee member)

Association of Reptilian and Amphibian Veterinarians – Dr Ian Smith and Dr Kathryn Johnson

Association of Zoos and Aquariums (AZA) – Mark Smith

Association of Zoos and Aquariums (AZA) Nutrition Advisory Group (NAG) – Mark Snowball (Affiliate Member)

Association of Zoos and Aquariums (AZA) SAFE Sharks Advisory Board – Mark Smith

Association Zoo Horticulturists (AZH) – Jeff Lugg

Australian and New Zealand College of Veterinary Scientists – Dr Ian Smith, Dr David McLelland, Dr Jenny McLelland, Dr Kathryn Johnson

Australian Human Resources Institute (AHRI) – Liz Williams

Australian Society of Herpetologists – Dr Phil Ainsley

Australian Veterinary Association – Dr Jenny McLelland and Dr Kathryn Johnson

Children's University Advisory Board – Board member – Elaine Bensted

Coast 4Cs, Founding Board Member – Mark Smith

Comparative Nutrition Society – Mark Snowball

Conservation Centers for Species Survival (C2S2) and Steering Committee – Peter Clark

Conservation Council of South Australia – Zoos South Australia

Conservation Planning Specialist Group (International Union for the Conservation of Nature Species Survival Committee) – Peter Clark

CPA Australia – Darren Hastings, Ian Gitsham

Elasmobranch Husbandry Initiative, Convener – Mark Smith

Environment Institute Advisory Board – Board member – Elaine Bensted

European Association of Zoos and Aquaria (EAZA) Nutrition Group (ENG) – Mark Snowball

European Association of Zoo and Wildlife Veterinarians – Dr Ian Smith

European College of Zoological Medicine – Dr David McLelland (Diplomate – Zoo Health Management; Member of ECZM Scientific Committee and Examinations Committee)

Fellow of the Royal Entomological Society of London – Peter Clark

International Association of Avian Trainers and Educators, International sub-committee member – Chad Crittle

International Union for the Conservation of Nature Special Survival Commission Tortoises and Freshwater Turtle Specialist Group – Dr Phil Ainsley

Marna Banggara – Executive Committee – Peter Clark

Nutrition Society of Australia – Mark Snowball (Registered Animal Nutritionist)

Oceanario de Lisboa, Board Advisory Committee – Mark Smith

Regional Development Australia Murraylands and Riverland (RDAMR) – Board member and Treasurer – Elaine Bensted

Society for the Study of Amphibians and Reptiles – Dr Phil Ainsley

Species 360 Board Selection Committee – Mark Smith

The Australian Rhino Project (TARP) – Board Member – Elaine Bensted

The Australian Rhino Project (TARP) – Operations Group – Peter Clark

Turtle Survival Alliance – Dr Phil Ainsley

University of South Australia (UniSA) Business School Program Advisory Committee – Committee member – Elaine Bensted

Veterinary Surgeons Board of South Australia – it is compulsory for all Zoos SA veterinarians to hold this.

Wildlife Disease Association – Dr Ian Smith, Dr David McLelland, Dr Jenny McLelland (Council Member-at-Large), Dr Jerome Kalvas and Dr Kathryn Johnson

Wildlife Ethics Committee – Dr Ian Smith, Dr David McLelland, Deb Barry, Michelle Birkett, Rachel Hemming, Courtney Barks and Heidi Baker

Wildlife Health Australia – Dr Ian Smith, Dr David McLelland, Dr Jenny McLelland and Dr Jerome Kalvas

World Association of Zoos & Aquariums (WAZA) Council – Elaine Bensted

World Association of Zoos & Aquariums (WAZA) – Committee member Conservation and Environmental Sustainability Committee – Elaine Bensted

World Association of Zoos and Aquariums – Zoos South Australia

Zoo and Aquarium Association (ZAA) President and Board Member, Finance, Audit & Risk Committee Member – Elaine Bensted

Zoo and Aquarium Association – Sarah Brown, Beth Pohl

Zoo and Aquarium Association Australian Species Management Program – Jodi Buchecker (Australian Mammals TAG Co-convenor), Mark Smith (Animal Management Committee member)

Zoo and Aquarium Association Bird TAG Co-Convenor – Chad Crittle

Zoo and Aquarium Association Ethics Committee, Chair – Dr Phil Ainsley

Zoo and Aquarium Association Feline Husbandry Advisory Group – Arliah Hayward, Elise Maurer

Zoo and Aquarium Association Horticulture SAG Chair – Jeff Lugg

Zoo and Aquarium Association Veterinary Specialist Advisory Group (VetSAG) – Dr Ian Smith, Dr David McLelland (VetSAG Co-Convenor), Dr Jenny McLelland, Dr Jerome Kalvas, Dr Oliver Funnell, Dr Kathryn Johnson, Mark Snowball.

Zoo Animal Health Reference Group Chief Veterinary Officer appointee – Dr Ian Smith

## APPENDIX C ZAA SPECIES MANAGEMENT PROGRAM HOLDERS BY ZOOS SA EMPLOYEES

SPECIES		STAFF MEMBER	POSITION
Black-winged Stilt	<i>Himantopus himantopus</i>	Vaughan Wilson	Species Coordinator
Fennec Fox	<i>Vulpes zerda</i>	Arliah Hayward	Studbook Keeper
Greater Bilby	<i>Macrotis lagotis</i>	Jodi Buchecker	Species Coordinator
Southern Hairy-nosed Wombat	<i>Lasiorhinus latifrons</i>	Heather Guy	Species Coordinator
Spotted Hyena	<i>Crocuta crocuta</i>	Jon Allon	Species Coordinator
White-browed Woodswallow	<i>Artamus superciliosus</i>	Vaughan Wilson	Species Coordinator

## APPENDIX D ZOOS SA STAFF REPRESENTATIVES ON SPECIES RECOVERY TEAMS AND OTHER KEY CONSERVATION STAKEHOLDER GROUPS

Academic Associate at the Faculty of Veterinary & Agricultural Sciences, University of Melbourne: Dr Ian Smith

Adjunct positions at the School of Animal and Veterinary Science, University of Adelaide: Senior Lecturer, Dr Ian Smith and Dr David McLelland; Lecturer, Dr Jenny McLelland, Dr Kathryn Johnson, Dr Oliver Funnell and Dr Jerome Kalvas

Affiliate Partner in Veterinary Education, University of Sydney: Dr David McLelland

Arid Recovery: veterinary support (AHD)

Australian Wildlife Conservancy: veterinary support (AHD)

Big Little Four Native Australian Fishes Recovery Team, Member: Mark Smith

Birdlife Australia Hooded Plover Monitoring Program, veterinary support: Dr Jerome Kalvas

Black-flanked Rock-wallaby, *Petrogale lateralis lateralis*, State: Beth Pohl, Dr Ian Smith, Mark Smith, Paul Kotz. Warru Recovery Team: Mark Smith and Paul Kotz

DEW Marine Mammal Response: veterinary support (AHD)

Ecological Horizons: veterinary support (AHD)

Greater Bilby, *Macrotis lagotis*, National: Jodi Buchecker

Marna Banggara Executive Steering Committee: Peter Clark

Marna Banggara: Peter Clark, Dr Ian Smith, Mark Smith

Orange-bellied Parrot, *Neophema chrysogaster*, National: Dr David McLelland (Veterinary Technical Reference Group), Amy Paterson, Mark Smith (Captive Management Group)

Plains Wanderer, *Pedionomus torquatus*, National: Peter Clark, Mark Smith

Pygmy Blue-tongue Lizard, *Tiliqua adelaidensis*, State: Mark Smith

Regent Parrot, *Polytelis anthopeplus*, State: Dr David McLelland and Dr Jenny McLelland

South-Eastern Red-tailed Black Cockatoo Recovery Team: Mark Smith

Southern Bell Frogs (Landscapes Hills and Fleurieu, Nature Glenelg Trust and University of Newcastle), National: Dr Jerome Kalvas

Threatened Mallee Bird CAP: Tom Hurley

Western Quoll translocation, Department Environment and Water, State: Dr Kathryn Johnson

Western Swamp Tortoise, *Pseudemydura umbrina*, WA State: Dr Phil Ainsley

## APPENDIX E RESEARCH

We consider it a core part of our organisational activities to conduct research that seeks to advance and inform the goals of Zoos SA. Be it captive breeding, captive management, welfare, wildlife health, zoological medicine, ecology, or education, our research activities provide outcomes both for Zoos SA and the broader conservation community. In many instances, we partner collaboratively with external organisations, and many projects are conducted by undergraduate and post-graduate research students. The volunteers in the Animal Health Centre Laboratory provide support and services to a range of conservation and research projects within and beyond Zoos SA.

The Wildlife Ethics Committee (WEC) is convened jointly by the SA Department of Environment and Water, the South Australian Museum and Zoos SA. A number of Zoos SA staff members serve on the WEC, including Dr Ian Smith, Dr David McLelland, Dr Kathryn Johnson, Dr Jerome Kalvas, Deb Barry and Michelle Birkett.

### RESEARCH PROJECTS

Projects that Zoos SA has been, or continue to be, involved with are listed below under each major collaborator. Students' names, if indicated, are included before the project title and supervisors' names bracketed afterwards.

#### Zoos SA Lead Partner

Infectious disease surveillance in bushfire affected koalas on Kangaroo Island

Prognostic factors in bushfire-affected koalas on Kangaroo Island

Total body surface area of koalas calculated by computed tomography for evaluation of burn injuries

#### SA Department of Environment and Water

Health monitoring and biotelemetry of Regent Parrots (*Polytelis anthopeplus*) in the SA Riverland

#### University of Adelaide

Zhour Hao Lin, Yuen Dong Kwan. Animal Behaviour Monitoring Based on Sequence-to-Sequence Model with Orangutans. (J. Partoon, Dr. X. Yuan & Dr. A. Whittaker)

Iolanthe Lo and Mark Kernick. Captive giraffe haematuria (Dr N. Anderson, Dr L. Johnson and Dr A. Kokosinska)

Lauren Colls. Creation of an engineered elephant shower. (J. Partoon and K. Harvey)

Ravin Madurawe & Sushed Suwal. Creation of an engineered environmental enrichment device for otters. (J. Partoon and K. Harvey)

Alexandra Wilson and Emma Agardi. Investigation of *Corynebacterium ulcerans* infection in ringtail possums (RTP, *Pseudocheirus peregrinus*). (Dr D. McLelland, Dr A. Kokosinska, Dr J. McLelland)

Paige Klingner. Natural vs Free Food: A study on Countrafreeloading in Palm and Red-tailed Black Cockatoos. (J. Partoon, Dr. E. Fernandez)

Lucas Biggins, Brady Wilson, Bridget Cooper-Rogers, Sara Hanson, Paige Klingner. Observations of Otter Vocalizations and Behaviour in Relation to Visitors and Staff. (J. Partoon, Dr. E. Fernandez)

Bridget Cooper-Rogers. Show Birds: Public Performances as Enrichment in Zoo-Housed Birds. (J. Partoon, Dr. E. Fernandez)

Alex McEvoy and Claire Bensted. SW Rhino coagulopathy investigation. (Dr L. Johnson, Dr O. Funnell)

Emily Edwards and Ella Hodgen. Tasmanian Devil heart function. (Dr L. Johnson)

Jacob Maher, Honours. The changing conservation role of zoos through time.

Sara Hanson. The Impact of Visitors on Captive Snake Activity and Welfare. (J. Partoon, Dr. E. Fernandez)

#### Flinders University

Safety and immunogenicity of a recombinant spike-protein vaccine for SARS-CoV-2 in zoo animals. (Dr D. McLelland, Dr I. Smith)

Jessica Anderson. The Impacts of Visitor Noise Levels on the Behavioural Changes of Captive Parrot Species. (D. Colombelli-Negrel, K. Patrick)

#### University of Melbourne

Environmental lead exposure in raptors and other scavengers from mainland Australia (Dr J. McLelland)

Tick-borne pathogens of reptiles in Australia (Dr J. McLelland)

#### Macquarie University

Avian malaria and other haemoparasites in little penguins (Dr J. McLelland, Dr K. Johnson, Dr D. McLelland)

#### Murdoch University

Claire Sharp, PhD Candidate (Dr T. Hyndman). Paramyxoviruses in non-domestic cats in Australian Zoos. (Dr D. McLelland)

**APPENDIX F**  
**CONFERENCE PRESENTATIONS AND WORKSHOP ATTENDANCE**

DATE	CONFERENCE, PRESENTATION AND/OR WORKSHOP	LOCATION	STAFF MEMBER
23-26 August 2023	ZAA VetSAG, Canberra. Presentations: i) VetSAG COVID-19 Working Group update: ongoing preventative measures, vaccine for zoo animals; ii) Managing perspectives on the use of behavioural drugs in zoo animals		Dr David McLelland
4-8 September 2023	Wildlife Disease Association	Darwin, Australia	Dr Jenny McLelland
3 November 2023	Fundraising Institute Australia SA/NT Showcase event		Keynote speaker Elaine Bensted
15 November 2023	SA Water Innovation and Excellence Awards		Keynote speaker Elaine Bensted
13-16 February 2024	Wildlife Pathology Short Course	Sydney	Dr Jenny McLelland and Dr Kathryn Johnson
19-22 March 2024	Dr Jenny McLelland and Dr Kathryn Johnson		Justine Partoon
6-9 May 2024	WAZA Joint TAG chairs meeting	Edinburgh, Scotland	Chad Crittle
15 May 2024	IUCN World Species Congress	Online presentation, Global	Mark Smith



Baboon and Baby by Adrian Mann

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people with nature and save  
species from extinction.**

