

Annual Report

2024 - 2025



WORKING TOGETHER

We listen, consult and collaborate to bring out the best from our diversity, skills, experience, knowledge and resources

INNOVATING

We seek and share new, unique and resourceful ways to achieve our purpose while always learning and improving

LEADING WITH INTEGRITY

We are guided by the highest standards, lead by example and make evidence based and transparent decisions

DELIVERING PURPOSE

We are passionate about delivering conservation outcomes and saving species. We impart this through respectful, positive and engaging experiences for both people and wildlife



Photograph by Dermott O Dea
Cover Photograph by Geoff Brooks

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President and Chief Executive's report

What a privilege it is to present the Royal Zoological Society of South Australia's Annual Report for 2024-25 – one of us for the first time, and one of us, for the last. Each year it is a humbling experience to reflect on the extraordinary commitment, resilience, and achievement demonstrated across our zoo community, and to marvel at the many things we can achieve when we work together.

At its heart, Zoos South Australia is more than a place for people to encounter wildlife. It is a living centre of conservation, education and discovery. Every day our teams work to safeguard some of the world's most iconic and endangered species, inspiring the next generation of conservation leaders, and creating moments of wonder that connect people to nature through experiences that are not only magical, but meaningful.

The year of 2024-25 has been one for the books, proving to be one of the more significant periods of growth and change in Zoos SA's recent history. We've seen comings and goings, celebrated moments of joy and triumph, and faced bittersweet farewells to some – on both two legs and four – whose impacts leave a lasting legacy for our organisation, its staff, volunteers, members, and the wider community.

In May 2025, Zoos South Australia celebrated an historic milestone, with the opening of Monarto Safari Resort and Zoos SA's Wild Africa precinct. Over a decade in the making, we have successfully expanded our offering to provide a new and truly unique experience with the 550-hectare Wild Africa safari experience the first of its kind in Australia. This precinct explores new opportunities not just for Monarto Safari Park and Zoos SA, but also offers a blueprint for the future of zoos across the region and the world. With the investment of Gerry Ryan and his family, and the expertise of South-Australia's leading experiential tourism operator Journey Beyond, we're proud to see the impact of the 78-room Monarto Safari Resort on regional tourism and the vital integration of Australia's tourism

industry with conservation support. This offers new avenues for tourism as a force for good, expanding our reach and advocacy for threatened species conservation across new audiences of events, conferences, and interstate and international guests. The successful opening months of operation and positive visitor reviews are a testament to the dedication, commitment and vision of the whole Zoos SA team who worked tirelessly to bring this vision to life, including Peter Clark who spearheaded the project.

Wild Africa is not the only dream to become a reality at Zoos SA this year, where we have also brought elephants back to South Australia after more than 30 years. Thanks to the incredible collaborative efforts of the Zoos SA team and our colleagues at Auckland Zoo, Perth Zoo, and Taronga Zoo, four female Asian Elephants now call Monarto Safari Park home. In November 2024, the South Australian community embraced Burma from Auckland Zoo, with an incredible welcome for this first arrival that surpassed even our wildest expectations as hundreds of locals lined the streets to wave as Burma's convoy – replete with community supporters joining throughout the journey – made its way from Adelaide Airport to Monarto. In January 2025 we welcomed Permai from Perth Zoo with national media coverage of her road trip across the Nullarbor, and in April the two were joined by Tang Mo and Pak Boon after a 24-hour drive from Sydney. Each new arrival of the Monarto herd and their heartwarming reception from the community reminded us all how powerful our role is, as caretakers of these incredible ambassadors who champion the plight of their wild

cousins and create moving connections for people to ensure a sustainable and safe future for endangered species.

This connection was also evident in the bittersweet farewell to Giant Pandas Wang Wang and Fu Ni, who after calling Adelaide Zoo home for 15 years returned in November 2024 to their native homeland and the China Conservation and Research Centre for the Giant Panda (CCRCGP). Thousands of zoo members, locals, and interstate zoo-goers made their way to Adelaide Zoo and shared their well wishes for Wang Wang and Fu Ni in the Panda Post Boxes, with thoughtful drawings, letters, and poems all sharing the impact this special duo had on people of all ages. We also saw the expertise of our animal care and management teams proudly position Adelaide Zoo as a leader in welfare, as they carefully and methodically prepared Wang Wang and Fu Ni for their departure and travel.

Bamboo Forest didn't stay empty for long though, with the arrival of Giant Panda male Xing Qiu and female Yi Lan to Adelaide Zoo in December 2024. At four- and three-years old respectively, this youthful panda pair swiftly captured the hearts and imaginations of our community, with their inquisitive and vibrant personalities endearing them to keepers, staff, volunteers, members and visitors as they settled into the Adelaide climate and quickly made themselves at home.

As naturally happens in life, we see the full spectrum of emotions in our role as caretakers, from youthful exuberance to tough end of life decisions. We said heartbreaking farewells this year to some of the most beloved residents of Adelaide Zoo. African Lions, Mujambi and Amani, left their imprint on the hearts of South Australians for many years, but at 19 and 23 years old it was time to say goodbye. When it was clear that Mujambi's health had deteriorated, and Amani's own social needs and age-related health concerns were beginning to impact her quality of life, our carnivore and vet teams provided Mujambi and Amani this final kindness of a dignified and peaceful passing together.

We also farewelled Ady, Adelaide Zoo's resident Australian Sea-lion, who at 28 years old was one of the oldest sea lions in the region and had well surpassed the average lifespan of her species. Born at Adelaide Zoo in 1997, Ady was a favourite of staff, volunteers and zoo-goers and we all feel the loss of this playful, cheeky and highly intelligent character and of her species from Seal Bay.

This year has seen not only significant animal moves, but also significant human ones. After an incredible 13 years at the helm of Zoos SA, Chief Executive Elaine Bensted announced her retirement and said her fond farewells in April 2025. Elaine's leadership oversaw substantial growth of the organisation's membership, infrastructure, internal teams and its long-term ambition – as well as navigating us through the impacts of Covid. Elaine implemented 20-year Master Plans for Adelaide Zoo and Monarto Safari Park; celebrated Adelaide Zoo's success as the first ever South Australian winner of the National Tourism Awards Major Tourist Attraction; enabled the construction of Nature's Playground, Lions 360, and the state of the art Monarto Safari Park Visitor Centre; was instrumental in bringing elephants back to South Australia; and was a driving force behind the Monarto Safari Resort and Wild Africa precinct.

Along with the headline milestones, we've also celebrated smaller – but no less significant – species, with achievements in our breeding and conservation programs. This year we saw 92 Red-tailed Phascogales released into the sanctuary of Mallee Cliffs National Park; we continue to have great success with the first ever captive breeding program for the locally extinct Mallee-emu Wren; the important collaboration of Marna Banggara seeing consistent success with plenty of joeys in pouch; and we continue to support insurance populations for a number of native and exotic fauna species. This vital conservation work is only possible with the support of key partners who share our commitment to a sustainable future for the incredible wildlife that we are privileged to care for – ensuring that future generations can also be inspired by the awe and wonder of the diverse natural world.

It remains central to this ethos that those future generations are engaged at a young age, learning the importance of biodiversity and the big impact of small actions. This year we saw over 50,000 students through Zoos SA's Wild Learning programs, from conservation and ecosystem projects to Zoo Snooze. By engaging teachers in Professional Development programs, rethinking overnight experiences for students to improve accessibility, and working with the Mary Maddie Foundation to increase access for underprivileged communities, we're seeing strong engagement across South Australia's education community – including preschoolers, with the ever-popular A to Zoo program continuing to sell out.

Zoos SA remains one of the state's iconic institutions and we continue to maintain our position as part of the fabric of urban and regional South Australia through our community engagement initiatives. This year's Universal Kingdom event in partnership with Illuminate Adelaide and presenting partner SA Power Networks saw great engagement with the second evolution of the Universal Kingdom theme: *The Next Era* saw significant growth in revenue and over 30,000 attendees enjoying the immersive experience of the zoo lit up at night. This joins the ranks of other must-attend family favourite events, such as Boo at the Zoo which saw another sellout this year, including the newly added Relaxed Session to expand event accessibility.

As we continue to sustain our important role within the community through education, visitation, and events, volunteering and conservation, we are proud to contribute to the state's tourism and visitor economy with impact, while also delivering on our commitment to reconciliation through our partnership with local communities, and to diversity, equity, accessibility and inclusion. We continue to explore ways and means for Adelaide Zoo and Monarto Safari Park to provide inclusive experiences that welcome people of all ages, abilities, and backgrounds.



Photograph by TopBunk



Photograph by Adrian Mann

Looking to the year ahead, we remain focused on building a sustainable future – for Zoos SA, for wildlife, and for our community. As we complete the Monarto Safari Park elephant project and launch Monarto Safari Lodge and luxury tent accommodation, the finalisation of these significant multi-year projects will see us shift focus to infrastructure developments at Adelaide Zoo. A major review of the Zoos SA Master Plan will commence in coming months, providing our community opportunities to feed back what you treasure most about our sites and where we have room to improve. We will continue to advance conservation programs, prioritise animal welfare, and invest in the visitor experience and community impact. We know the need for action on biodiversity and climate change has never been greater, and Zoos SA is committed to our role in shaping a positive, hopeful future.

None of this would be possible without the passion, dedication and commitment of our staff and volunteers. Heartfelt thanks go to these wonderful people who give so enthusiastically in their support of our mission. To our 362 employees, more than 500 volunteers, and board; to our 5,360 life members, and 48,909 annual members; to our corporate partners, donors, and sponsors; and to the 622,233 visitors who came and created memories with us this year – thank you all for your support and belief in our mission. It's each of you who ensures that Zoos SA can continue to connect people with nature, save species from extinction, and inspire people for generations to come.

Together, we are demonstrating how communities can band together to be a force for good and that good zoos are places of joy, wonder and learning, while also driving real and positive impact for the natural world.

Julieann Riedstra
President

Dr Phil Ainsley
Chief Executive

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.



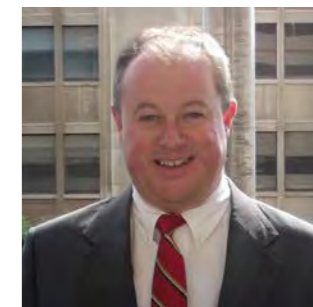
Julieann Riedstra
President

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.



Kathryn House AM
Vice President

Kathryn is a former educator and administrator with a background in aged care, association management, and Chinese language teaching, who now commits her time in the community to actively encourage the growth of philanthropy. She received an Order of Australia (AM) in 2020 for her service. Kathryn chairs Impact 100 (SA), a collective giving circle supporting local charities, and serves on several boards including the South Australian Health and Medical Research Institute and Grandcarers SA. She is also an ambassador for Catherine House Inc, founder of Young Impact, a giving group for children, and co-founder of Powerful Women, a local networking group.



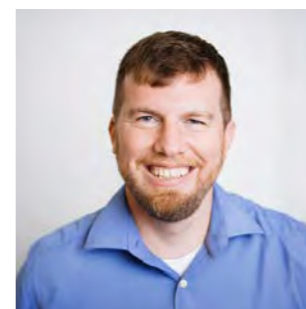
Gavin Bates

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.



Professor Kris Helgen

Kris is an expert on mammal evolution and conservation and served as the Chief Scientist of the Australian Museum in Sydney. Kris was recently appointed CEO of the Bishop Museum in Hawaii, having previously held roles as 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.



Ana Koch

Mother to a young son and lifetime zoo member – Ana loves visiting Adelaide Zoo and Monarto Safari Park with her family. Ana is passionate about leveraging digital technologies to enhance the engagement of all visitors to the zoo. She brings a diverse range of skills as a Stanford Business School alum, a corporate lawyer, and philanthropist supporting women's charities and the arts with a focus on South Australia.



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 Adelaide Zoo's Animal Health and 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 and 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 JP

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 Australian Institute of Company Directors (AICD) and holds a range of board directorships in government, business and not-for-profit organisations.



Kate Hartwig
Board Secretary/Public Officer

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.

BOARD MEETING ATTENDANCE 2024-25

BOARD MEMBER	POSITION HELD	NUMBER OF MEETINGS ELIGIBLE TO ATTEND	NUMBER OF MEETINGS ATTENDED	COMMENTS
Julieann Riedstra	President	10	10	Vice President 27/8/13 to 24/11/16 President from 21/11/19
Kathryn House	Vice President	10	8	Commenced 23/11/23 Vice President 21/11/24
Dennis Mutton	Board Member	10	9	Commenced 24/11/16 Vice President 21/11/19 to 16/11/21 Reappointed Vice President 2/05/23 to 23/11/23
Kris Helgen	Board Member	10	8	Commenced 22/11/18 Re-elected at AGM 16/11/21
Peter McCarthy	Board Member	10	10	Commenced 16/12/20
Gavin Bates	Board Appointed Member	10	9	Appointed 7/12/21
Ursula Bradshaw	Board Appointed Member	10	10	Appointed 6/12/22
Eoin Loftus	Board Appointed Member	10	8	Appointed 02/05/23
Ana Koch	Board Member	7	7	Appointed 21/11/24
Kate Hartwig	Secretary	10	10	Appointed 28/11/13
David Martin	Vice President	3	2	Commenced 16/11/21 Elected as Vice President at AGM 23/11/23 to 21/11/24

FINANCE AND AUDIT SUB-COMMITTEE ATTENDANCE 2024-25

BOARD MEMBER	POSITION HELD	NUMBER OF MEETINGS ELIGIBLE TO ATTEND	NUMBER OF MEETINGS ATTENDED	COMMENTS
Dennis Mutton	Chair	10	10	Commenced 23/11/17
Julieann Riedstra	Committee Member	10	10	Commenced 23/02/16
Gavin Bates	Committee Member	10	8	Commenced 7/12/21
Ursula Bradshaw	Committee Member	10	8	Commenced 21/10/21

RISK AND GOVERNANCE SUB-COMMITTEE ATTENDANCE 2024-25

BOARD MEMBER	POSITION HELD	NUMBER OF MEETINGS ELIGIBLE TO ATTEND	NUMBER OF MEETINGS ATTENDED	COMMENTS
Eoin Loftus	Chair	2	1	Commenced 11/03/25 Joined and appointed Chair
Julieann Riedstra	Committee Member	4	4	Commenced 21/11/19
Ben Turner	External Member	4	3	Commenced 14/03/23
Ana Koch	Committee Member	2	2	Commenced 11/03/25
Kate Hartwig	Committee Member	4	4	Commenced 28/11/13
David Martin	Chair	2	2	Commenced 14/03/2023 as Chair effective 21/11/23 Term ended 21/11/24

Business goals



Photograph by Russell Barwell

ZOOS SA PURPOSE

As a conservation charity, Zoos SA exists to connect people with nature and save species from extinction.

STRATEGIC DIRECTIONS 2023-2028

Zoos SA's five strategic directions set the agenda for what we intend to deliver over the next five years.

- Achieving positive and impactful outcomes for conservation
- 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 39 individual tasks, 31 were achieved or on track with the remaining eight partially completed.

Year in review



622,233

People visited Adelaide Zoo and Monarto Safari Park

577

Animals were born during 2024-25

\$22.3 million

in free media coverage reached an estimated audience of 2.24 billion



10

Zoos SA priority conservation projects in Australia supported

6

Additional conservation projects in Australia supported

12

Zoos SA priority conservation projects internationally supported

5,360

Life members

48,909

Annual members

50,325

Students through WILD Learning



2.1 million

Website users

425,000

Followers on social media



362

Employees across both sites

500+

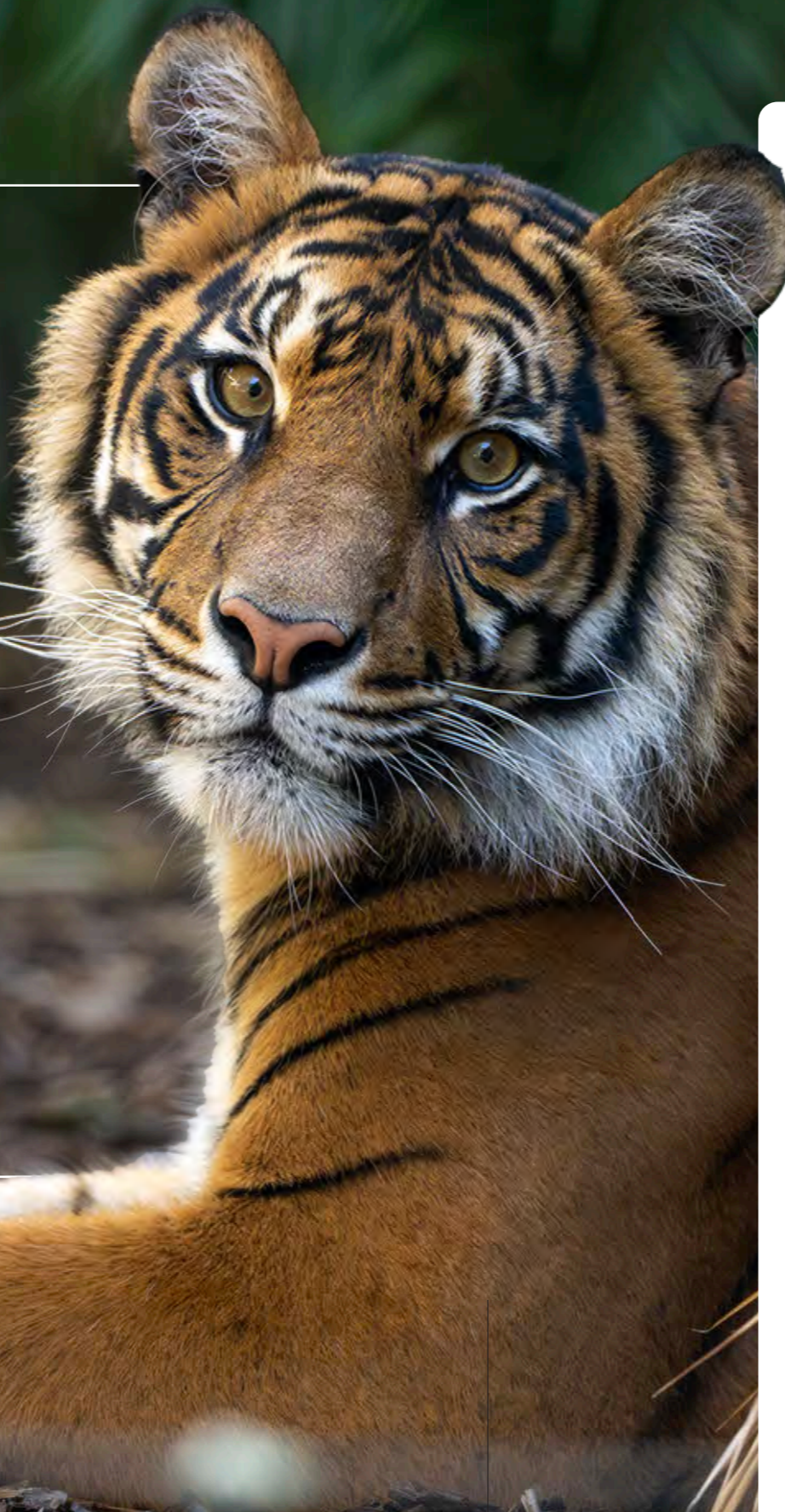
Registered volunteers across both sites



Year in review

KEY ACHIEVEMENTS

- Admissions growth at Monarto Safari Park
- Paid admissions revenue increase despite a slight reduction in paid admissions volume
- Growth in sponsorship, membership, retail and catering revenue
- \$7.17m invested in capital projects, including Asian Elephant precinct and animal habitat enhancements
- Controlled cash flow
- Maintenance and development capital expenditure increased on previous years.



2024-25 saw an operating surplus of \$1,005,570 and a net surplus after financing income and expenses of \$1,152,000.

Total admissions for the 2024-25 financial year totalled just over 622,000 and were 8% less than 2023-24, which set a record for attendance at Zoos SA. Despite this reduction in admissions, revenue from membership, catering and retail were higher than 2023-24.

Membership at Zoos SA continued to grow during 2024-25 with overall member numbers being just over 54,000 at the end of June 2025. This resulted in membership income that was 4% higher than 2023-24 with strong sales in both annual and life memberships.

Retail sales continued to increase during the 2024-25 year and exceeded \$3,800,000 across both sites. This was a 3% increase on the prior year which is a strong result given our reduction in admissions.

Tours and experience income increased by 8% on 2023-24. A significant portion of this increase was due to a 29% increase in income from our Lions 360 experience at Monarto Safari Park.

Event income was 9% higher than 2023-24, due mainly to our Universal Kingdom winter event, in partnership with Illuminate Adelaide. This event generated over \$1,100,000 in income, which was 27% higher than the previous year's event which was significantly impacted by bad weather.

We received bequest income of \$745,000 during the year. We also received corporate support from in-kind contributions and sponsorships of \$1,600,000. This was a 27% increase on 2023-24, which is an excellent result given the difficult corporate sponsorship market.

Donations income amounted to \$4,921,000, with \$4,678,000 of this being used to support capital investment. This enabled us to fund several projects, including the construction of our Asian Elephant precinct at Monarto Safari Park, and to continue investment in our Wild Africa precinct.

Operating expenses increased on 2023-24 by 18%. The majority of this related to additional costs associated with the return to China of our first pair of Giant Panda, and the importation of our new pair. Cost of goods sold decreased slightly due to our focus on sourcing cost-effective products for our retail stores. Maintenance and utilities expenses increased by 12% on the prior year. Animal care costs increased by 19%, mostly due to an increase in hay costs of 62%.

Salaries and wage costs increased by 6% on the prior year which reflected increases to staffing to support business growth.

We invested \$7,170,000 in capital during 2024-25 (\$5,920,000 in 2023-24). Of this, \$4,770,000 was for ongoing development of our Asian Elephant precinct at Monarto Safari Park. We also invested \$950,000 in further development of our Wild Africa precinct and the construction of our safari vehicles. 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 2024-25 financial year by \$103,000 and returned dividends of \$30,651.

The ANZ debt balance at 30 June was \$3,550,000. This increased due to new debt funding of \$1,000,000 to assist with the construction of our Asian Elephant precinct at Monarto Safari Park. We also established a new debt facility of \$1,000,000 to assist with the construction of some Wild Africa safari vehicles.

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 2025-26 financial year. The repayment schedule is regularly discussed with ANZ and the State Government.

Achieving positive and impactful outcomes for conservation



Photograph by Tom Hunt

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.

Growing our capacity to act, invest and achieve positive outcomes for conservation has been a core focus for this year. We continue our efforts in species management, species recovery, and release-to-the wild initiatives as a critical part of our work to support the long-term security of native and international threatened species.

In 2023-24 we reviewed our Conservation Directions, updating it to ensure it remains relevant and connected to broader conservation efforts nationally and internationally, and to ensure the methodology we apply remains effective in selecting high impact projects and partnerships to support.

Our Conservation Directions has served as a sound framework to determine the types of projects and partnerships that we support directly through our conservation expenditure – locally, regionally, and globally.

We also continue working collectively on national and global conservation initiatives with the World Association of Zoos and Aquariums (WAZA), International Union for the Conservation of Nature (IUCN), and the Zoo and Aquarium Association of Australasia (ZAA).

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ACTIONS FOR 2024-25

ACHIEVEMENTS

1.1

Guided by our Conservation Directions, continue to target and support projects and partnerships to make the most impact on the long-term conservation of species.

- Zoos SA continued to review the activities of priority conservation partners to ensure ongoing alignment with Zoos SA's mission and values.
- Regularly reported within the Zoos SA community on the activities of our priority conservation programs. This was primarily achieved through regular Keeping Track updates and sharing of correspondence received.
- Conservation program updates were also delivered during regular corporate induction programs, periodic board meetings, volunteer meetings, and staff and management forums.

1.2

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

- As an accredited member of the Zoo and Aquarium Association of Australasia (ZAA), Zoos SA has continued participating in regional Species Management Programs (SMPs). These programs coordinate breeding across accredited institutions in Australia, New Zealand, and Papua New Guinea to maintain genetically diverse and sustainable animal populations.
- We currently hold 21 species that are part of a SMP or GSMP (Global).

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.

- We have seen recent successes with conservation breeding programs, including:
- 107 Red-tailed Phascogales bred at Adelaide Zoo (these are to be released during 2025).
- Mallee-emu Wrens bred at Monarto Safari Park for the second consecutive season, where all five pairs of adult birds successfully bred.
- Zoos SA continues to breed: Orange-bellied Parrots, Western Swamp Tortoises, and Regent Honeyeaters.
- We currently hold 20 Greater Bilbies for ongoing breeding as part of the ex-situ meta-population.
- Similarly, we breed Brush-tailed Bettongs, Black-flanked and Yellow-footed Rock-wallabies, and Greater Stick-nest Rats for the ex-situ meta-population.
- We continue to abide by and contribute to the individual Species Management Programs (breeding and transfers) and help to ensure healthy populations by holding larger numbers of many species, such as:
- 65 Scimitar-horned Oryx
- 20 Tasmanian Devils
- 20 Greater Bilbies
- 25 Giraffe
- 23 Orange-bellied Parrot
- 27 Regent Honeyeater.

1.4

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

- Five Land Management committee meetings held, and action items established, including:
- Examination of practical options for a 'nature's equity' approach to land use.
- Use of compost.
- Reevaluating the Monarto mix of seed.

1.5

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

- Awarded grant funding through Landscape SA Green Adelaide to develop Adelaide Zoo's Butterfly Garden and create an adjacent pollinator garden.
- Contract with Landscape SA Green Adelaide for aquatic vegetation grant confirmed and implemented, to support endangered native freshwater fish species in waterholes across Monarto Safari Park.
- Federal Government funding support provided through Landscapes SA Limestone Coast, for Cockies Helping Cockies confirmed for another 4.5 years.
- Resources created to detail priority programs and support fundraising efforts.
- Philanthropic funding from two foundations has been secured to support the development of a dedicated flocking aviary for the Orange-bellied Parrots. This facility will accommodate 40 non-breeding, non-releasable individuals, helping to alleviate regional housing pressures and enhance the capacity of breed-and-release programs for this critically endangered species.
- The launch of the Wild Safari Ambleside Distillery Gin is proudly supporting Zoos SA's vital conservation efforts, both locally and internationally.

1.6

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

- ALoC program continues with two internal trainees within the ALoC team undertaking Land Management Certificate III training. Contract with Landscape SA Murraylands confirmed.
- The ALoC program is being further augmented to deliver work experience for local students mentored/guided by Zoos SA staff under the Guidance of the Education Department. Funding has been obtained through the Murraylands and Riverland Landscape Board.

1.7

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

- Currently two Indigenous employees are involved in pest management both at Monarto and Aroona Sanctuary in the southern Flinders Ranges.
- Additional field opportunities have included support for Cockies Helping Cockies in the southeast, Marna Bangarra, and engagement in the APY Lands for Warru conservation.

1.8

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

- This year marks the second breeding season of the first-ever ex-situ population of Mallee-emu Wrens at Monarto Safari Park, with all pairs having bred this year. The flock has grown from 10 to 25 birds, and cameras are now capturing their behaviour to form the foundation of future conservation care guidelines.
- 107 Red-tailed Phascogales successfully bred and 92 joeys were released into the predator-free sanctuary at Scotia Nature Reserve in partnership with Australian Wildlife Conservancy.
- Native fishes added to waterholes in Wild Africa, and subsequently breeding.
- Support for the Nature Forum with South Australian Nature Alliance (SANA) Partners.

1.9

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

- Zoos SA provides a range of expert support and contributes to many committees including the Zoo & Aquarium Association (ZAA) Wildlife Conservation Committee and the ZAA Animal Management Committee.
- Zoos SA is represented as part of the South Australian Nature Alliance (SANA) and on National Recovery teams or stakeholder groups for many of our priority program species.



Photograph by Adrian Mann

Delivering expertise and excellence

in wildlife care and animal welfare



Photograph by Rose Clifford

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.

Caring for the health of over 3,000 animals across Adelaide Zoo and Monarto Safari Park is always our priority.

In addition to maintaining our ZAA accreditation status, Zoos SA continues to develop our model of animal welfare management. Last year we updated our Animal Welfare and Ethics Charter and developed an associated animal welfare strategy that supports our aim for optimal animal welfare standards.

Assessments of our animal visitor interactions are also important in ensuring the welfare of our animals and positive experience and education for our visitors.

In addition to the care of our animals, our animal health team acts as a hub for zoological research, teaching, training and field support.

We continue to respond to emergency animal health and wellbeing cases brought in by wildlife organisations and government agencies. Our expertise and resources are regularly called upon to provide triage and recovery to wildlife impacted by extreme weather events and bushfires. We continue to monitor emerging threats such as Avian Influenza, developing strategies to safeguard our collection, working with government agencies and other zoos around Australia as we do so.

SD ID

ACTIONS FOR 2024-25

ACHIEVEMENTS

2.1

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

- Multiple animal movements in and out of both sites supported regional Species Management Programs.
- New species at Adelaide Zoo included Veiled Chameleon and a trio of Capybara.
- Monarto Safari Park welcomed four Asian Elephants from zoos across the region, as part of the Zoo & Aquarium Association (ZAA) regional breeding and advocacy programme.

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).

- Zoos SA works to support several external conservation organisations and government authorities with wildlife vet services as required.
- Multiple wildlife cases have been seen at both Monarto Safari Park and Adelaide Zoo with external organisations supporting rehabilitation and release.
- Zoos SA staff are working closely with industry counterparts and government departments to advance planning and preparedness for an avian influenza (HPAI) outbreak.

2.3

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

- Zoos SA successfully submitted applications for ZAA HPAI Preparedness Grant to support infrastructure modifications for selected at-risk Australian wildlife species housed at both sites.
- Assisted other accredited institutions through direct communications and contributions via ZAA Veterinary Specialist Advisory Group (VetSAG) as co-convenor.
- Supported regional development in the welfare space with a 6-month secondment of Zoos SA's Animal Welfare Manager to support the Zoo and Aquarium Association of Australasia.

2.4

Under the oversight of Zoos SA's Animal Welfare and Ethics Committee, ensure the wellbeing of all 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 and Ethics Charter.

- Two Animal Welfare and Ethics Committee meetings were held, with independent members included to ensure greater objectivity.
- Meetings were guided by Zoos SA's Animal Welfare and Ethics Charter and aligned with the Five Domains Model of welfare management.
- Zoos SA also made a significant contribution to the review of the South Australian Animal Welfare Act.

2.5

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

- The Zoos SA Animal Welfare Strategy has been completed and implemented and is now under review for continuous improvement.
- Zoos SA achieved ZAA accreditation at both sites and remains at the forefront of animal welfare assessment.
- A peer-reviewed article outlining the Zoos SA Animal Welfare strategy is currently under consideration for publication.
- In addition, numerous improvements to animal welfare practices have been introduced across Zoos SA.

2.6

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

- Zoos SA has managed improvements to animal habitats and facilities through a structured process guided by regular exhibit audits and visitor experience surveys.
- Audits assess each space against animal welfare, safety, environmental enrichment, and visitor experience standards.
- Findings are then used to prioritise upgrades, such as enhancing habitat complexity, improving climate control and shelter, upgrading infrastructure, and expanding opportunities for natural behaviours.



Photograph by Geoff Brooks

Connecting with and influencing our audience



Photograph by Topbunk

Each visit to our sites is more than an enjoyable experience, it is an opportunity for people to connect with nature in a way that inspires care, conservation, and positive action.

In the past year, this connection has been amplified through landmark moments such as the historic transfer of Asian Elephants to Monarto Safari Park, the arrival of Giant Pandas Xing Qiu and Yi Lan to Adelaide Zoo, and the opening of the Monarto Safari Resort and Wild Africa. These milestones captured national attention and reinforced our role as a conservation charity at the heart of South Australian life.

Our members, visitors, and partners have shown unprecedented levels of engagement, with record membership campaigns, strong participation in Wild Learning programs,

and new experiences that immerse audiences in conservation stories. Whether through curriculum-linked education, inclusive and accessible initiatives, or innovative new products and events, we continue to provide meaningful ways for people of all ages and backgrounds to connect with wildlife and their habitats.

Our focus remains on building authentic connections onsite, online, and through partnerships, while showing that every visit and every interaction helps strengthen the impact of our conservation mission, both locally and globally.

SD ID

ACTIONS FOR 2024-25

ACHIEVEMENTS

3.1

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

- 84% 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.
- Opening of Monarto Safari Resort and Wild Africa generated significant national and international media coverage, with conservation at the core of reporting.
- High-profile elephant transfers (Burma from Auckland Zoo, Permai from Perth Zoo, Pak Boon and Tang Mo from Taronga Zoo) achieved record levels of national media engagement.
- Giant Pandas Xing Qiu and Yi Lan were welcomed with a high-profile ceremony in partnership with the South Australian Premier's office, reinforcing Giant Panda conservation messaging.

3.2

Collaborate with industry peak bodies regarding campaigns and messaging.

- Ongoing collaboration with ZAA, Perth, Auckland and Taronga Zoos on the Asian Elephant project, including shared communications and alignment on delivery.
- Initiated strategic discussions with State Government agencies on communications in the event of avian influenza outbreak.
- Re-engaged with the global project group for the Certified Sustainable Palm Oil (CSPO) mobile app, strengthening conservation supply-chain storytelling.

3.3

Enhance learning and engagement opportunities through digital communications.

- Thermal cameras implemented for overnight experiences at Adelaide Zoo, with staff trained and qualitative feedback showing enriched learning outcomes.
- Increased participation in Minecraft Eco Detectives, a game developed in collaboration with Zoos SA, through Teacher Professional Development and training.
- Working in collaboration with zoos across Oceania and Minecraft for Education, Zoos SA is contributing to the development of a second Minecraft for Education game after the critical success of Eco Detectives.
- Expanding digital learning engagement through online resources, virtual teacher Professional Development, and targeted social media content, reaching new teacher and student audiences.

3.4

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

- Progress made on 100% of 2023-24 Diversity, Equity, Accessibility and Inclusion (DEAI) Plan deliverables; 92% of objectives achieved.
- Adelaide Zoo achieved Silver Award for Excellence in Accessible Tourism at the SA Tourism Awards.
- Staff and volunteer DEAI survey showed a 40% YoY increase in responses, with strong majority rating DEAI initiatives as "extremely important".
- Introduced a suite of new DEAI initiatives to event programming, including Relaxed Sessions for Universal Kingdom and Boo at the Zoo.

3.5

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

- A to Zoo attendance grew 48% YoY, selling out most sessions.
- Introduced new curriculum-aligned programs: Elephant Ecosystem Engineers and Language of Elephants at Monarto Safari Park; Twilight After Dark Discoveries and Guided Walks at Adelaide Zoo.
- Continued to deliver the Duke at the Zoo program with record bookings.
- Teacher professional development workshops delivered in collaboration with partners including Flinders University, Botanic Gardens, History Trust and SA Water.

3.6

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

- In addition to the annual survey work, the tenth study investigated perceptions of catering options on site, ticketing offers, and the perceived importance of ambassador animals.
- Customer loyalty and likelihood to recommend Zoos SA was high with a total Net Promoter Score of +48 for Adelaide Zoo and +77 for Monarto Safari Park.
- Additional investigations were undertaken including on-site surveys and post-event enquires for Universal Kingdom, Boo at the Zoo, and Wild Africa tour participants.
- New post-event/post-program surveys have been developed for Functions and Venue Hire, and Wild Learning.
- Wild Learning program satisfaction was high with a total Net Promoter Score of +80.

3.7

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

- Through the year, various remarketing and upselling strategies were delivered providing the community with an opportunity to access our sites through accessible offers. These included member-only initiatives, waiving of joining fees for membership, and general admission incentives for conversion to membership.
- Record Life Membership sales were achieved during the March 2025 campaign.
- A new membership sales platform implemented, along with new website pages for better engagement.

3.8

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

- Partnerships remained strong despite the changing economic environment.
- Partner support grew 35% YoY to achieve \$1.73 million for programs and habitats at both sites.
- Expanded our partner support network with 70 organisations contributing to our conservation efforts.

3.9

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

- Zoos SA Leadership endorsed the development of a new Innovate RAP, building on past actions and learnings.

3.10

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

- New function packages were developed for Wild Africa, Monarto Safari Park and Adelaide Zoo.
- Market research was completed, providing insights to guide lessee engagement.
- Improved activations on the ground at Adelaide Zoo with successful food and beverage options for Universal Kingdom.

3.11

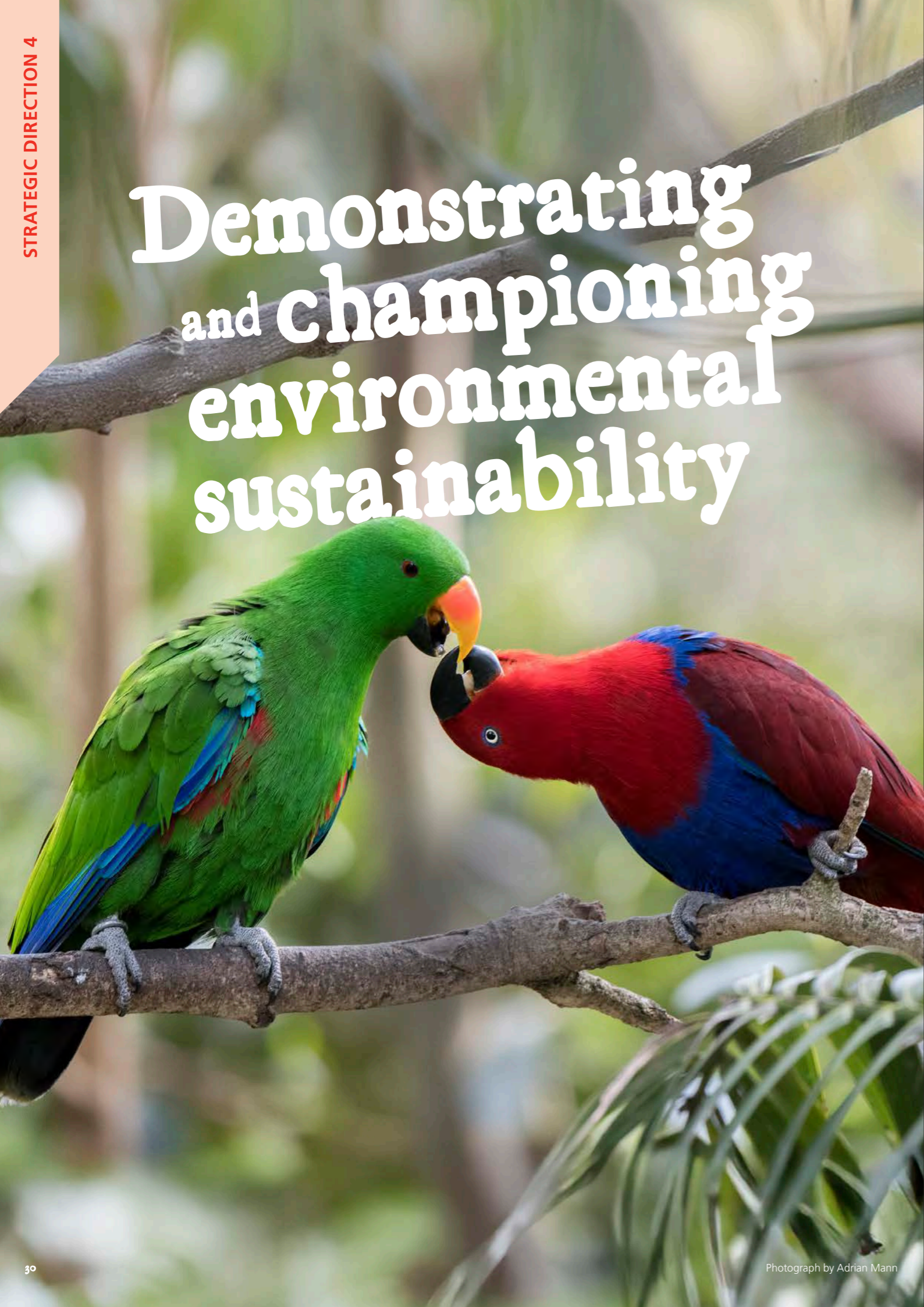
Create quality products, experiences, opportunities and services that exceed the expectations of customers and partners, increase our income stream and reflect our values.

- Re-launched popular Tiger and Orangutan animal experiences at Adelaide Zoo which had been offline since COVID.
- Launched VIP Asian elephant experience at Monarto Safari Park.
- Launched Monarto Safari Resort and Wild Africa with exclusive dawn and sunset safari experiences.
- Delivered high-profile farewell engagement events for Giant Pandas Wang Wang and Fu Ni.



Photograph by Topbunk

Demonstrating and championing environmental sustainability



Photograph by Adrian Mann

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.

We recognise the World Association of Zoos and Aquariums Sustainability Strategy (2020-2030) and embrace a world in which every effort is made to live in harmony with nature. We will promote the sustainable use of natural resources and practice taking better care of our planet.

We will continue to audit our activities and make improvements to our environmental footprint, focusing on our procurement strategies, resource consumption, and our daily operations.

SD ID ACTIONS FOR 2024-25	ACHIEVEMENTS
<p>4.1 Audit our activities and make improvements to the environmental sustainability of our procurement practices, consumption of resources and how we operate.</p>	<ul style="list-style-type: none"> We have enlisted external contractors to support internal audit process for certifications. We continue to support best practice goals for assessing our environmental sustainability.
<p>4.2 Audit our carbon emissions to understand our carbon footprint and develop a Climate Active Public Disclosure Statement outlining our strategy to work towards carbon neutrality.</p>	<ul style="list-style-type: none"> The first inventory of Zoos SA carbon emissions has neared completion. This vital piece of work will allow for the journey towards carbon reduction to commence.
<p>4.3 Apply environmental sustainability design criteria to our project planning for upgrades to our existing assets and new developments.</p>	<ul style="list-style-type: none"> Focus on installation of new infrastructure that supports sustainability is a core focus in design. This has been included in new design projects such as the elephant habitat and barn.
<p>4.4 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.</p>	<ul style="list-style-type: none"> We are actively pursuing partnerships with suppliers who align with our values, placing a strong emphasis on transparency, ethical practices and responsible sourcing.
<p>4.5 Review our Environmental Management Plan.</p>	<ul style="list-style-type: none"> Several of the components in Zoos SA’s Environmental Management Plan (EMP) are delivered within our progress towards ISO certification. As we finalise our carbon goals and ISO certification these will be used as the baseline to develop our new EMP.

Innovating and growing our organisation



Photograph by Topbunk

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.

This strategy is essential for building a sound foundation to underpin the delivery of all other strategic directions. The actions supporting this goal promote the wellbeing and

productivity of our people, partnerships, governance, assets, and business model, which are all recognised as critical factors to the success of our Strategic Directions.

SD ID ACTIONS FOR 2024-25	ACHIEVEMENTS
<p>5.1 Encourage innovation and develop our corporate planning, systems and internal processes to build the organisation's capabilities and to support sustainable growth.</p>	<ul style="list-style-type: none"> • Further investment in our Contract Management Framework, to support internal processes for approving, managing and reporting contracts and agreements across our sites. • Preparation to upgrade hosting software for 'Jungle Drum', our internal information system.
<p>5.2 Improve financial database integration and reporting accuracy through further investment in our booking and ticketing system.</p>	<ul style="list-style-type: none"> • Migration of Membership sales and renewals to Galaxy (our ticket booking system), with automated payment contracts for life memberships, express renewals for annual members, and associated reporting and data extracts. • Customisation, integration, and automation of invoicing between Galaxy and our finance system. • Design and build of a digital Corporate Library for a new SharePoint platform. • Short- and long-term ticketing solutions for Monarto Safari Resort and Monarto Safari Lodge.
<p>5.3 Achieve efficiencies through improved procurement practices and review of high expenditure items.</p>	<ul style="list-style-type: none"> • Retail implemented a process aligned to our procurement policies to ensure goods are sustainable and Australian made/ designed where possible. • The team achieved growth in retail spend by expanding winter apparel, launching showbags for Universal Kingdom, expanding the high-end Sculpture range and attracting Monarto Safari Resort visitors. • Storerooms across both sites were streamlined and stocktake successfully completed with improved efficiency.

5.4

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

- Review of ICT and cyber security policies and protocols.
- Ongoing cyber security installations to manage the risk of cyber-attacks.
- Phone system upgrade to cloud technology to improve systems.
- Server updates to ensure most current security applications are in place and redundant operating systems are retired.
- Invested significantly in network upgrades to improve our cyber security infrastructure.
- New operating system upgrades for laptops/desktops to maintain compliance.

5.5

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

- Review and approval by Zoos SA 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.

- Implemented quarterly site safety audits for all habitats, conducted by the Safety Advisor, Chief Executive, Director of People & Performance and the General Manager of Operations for the site.
- Completed bi-monthly Zoo Safe meetings and review all incident reports weekly to identify and mitigate risks across both sites.
- This year has seen the introduction of new legislation around psychological safety and we have reviewed and updated our policies, procedures and organisational practices to ensure we are compliant and proactive in this area.

5.7

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

- Development of the new Zoos SA People Plan has resulted in a focussed path for implementing targeted strategies to grow our engagement and culture at Zoos SA. The plan includes workforce planning, talent development, employee engagement and retention strategies, goals for DEAI targets, promoting mental health awareness and wellness initiatives, and leadership and management development.

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.

- Introduced our first employee Net Promoter Score survey (eNPS) in October 2024, with a rating of +20 which puts us in the "good culture" category. We will run a follow up eNPS in October 2025 and on an annual basis to measure our growth and increase in positive culture.
 - Feedback from employee surveys has resulted in a number of new initiatives being introduced, including a review and update of our Performance Development Program to simplify this process and focus more on consistent, ongoing conversations for feedback rather than a more formalised yearly review with a number rating.
 - Staff forums are more focussed on providing employees with information on animal updates and how we are meeting and delivering on our core purpose.
-



Photograph by Adrian Mann

Key births and arrivals

Photograph by Adrian Mann

Excitingly we saw the start of a new chapter in our conservation collaboration with China, with the arrival of Giant Pandas Yi Lan and Xing Qiu in December 2024. These young ambassadors for their species have been warmly welcomed by our team and the community.

Thanks to the support from our Volunteer Representative Group (VRG) we introduced a new tropical freshwater aquarium into the Envirodome. This habitat is full of life and vibrancy with key messaging about protecting our freshwater ecosystems and keeping home aquariums healthy. We introduced eight new species into the habitat including Cherry Shrimp and Malabar Pufferfish. The aquarium also boasts a range of live plants, creating colour and a dynamic underwater habitat.

After a five-year absence, we are pleased to share the news that two Veiled Chameleons arrived in April and are now also on display in the Envirodome. Komodo Dragon Reba arrived and it is hoped he will contribute to the regional breeding program. Two Murray-darling Carpet Pythons also arrived creating engagement opportunities as ambassadors, as did the arrival of a new African Spurred Tortoise. Additionally, our work in showcasing invertebrate species has been reinforced with the arrival of twelve secretive Giant Burrowing Cockroaches.

Many birds were hatched last year, most notable were fifteen Regent Honeyeaters and eight Little Penguins all hatched as part of our commitment to regional Species Management Programs. Two rescued Little Penguins also joined our colony. The hatching of a Pink Cockatoo led to the introduction of a new ambassador species for our Free Flight show.

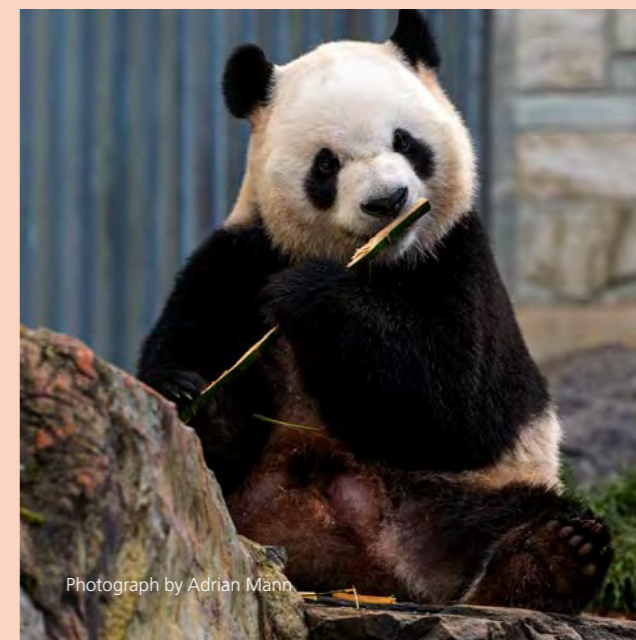
We had a very successful breeding season for Red-tailed Phascogales, with over one hundred joeys bred. With our continued support and partnership working with Australian

Wildlife Conservancy (AWC), this led to the release of ninety-three individuals into Scotia, a protected area managed by AWC. Two female Southern Koalas, Peaches and Pretzel, were welcomed within the Natives precinct and two male Brush-tailed Mulgara now also reside within the Nocturnal House.

We have seen the return of Capybara to the Adelaide Zoo site with three young males enjoying the South Australian life in a renovated space down the far east end of the zoo. A young male Maned Wolf, Toco arrived in March to join our mature female Maned Wolf Ninka.

We also welcomed two new Black-and-white Colobus infants to the Colobus family, as well as four Cotton-top Tamarins and a male Hamadryas Baboon. Giraffes Kimya and Nolene were joined by Unyezi, a young female Giraffe from Monarto Safari Park to support a herd dynamic.

These arrivals enhance our ability to deliver on our purpose through conservation and connection. We look forward to sharing their stories with our visitors and continuing to provide exceptional care to the animals at Adelaide Zoo.



Photograph by Adrian Mann

Key births and arrivals



Photograph by Geoff Brooks

Wild Africa at Monarto Safari Park was a huge focus for our ungulate team this year. Breeding over 20 Ostrich, four Plains Zebra, two giraffe, 18 Eland, 13 Barbary Sheep and two Waterbuck so that these animals either contributed to the habitats at Wild Africa or helped replenish numbers in Monarto Safari Park when other animals were transferred there.

Over one hundred and sixty animals were moved to Wild Africa for the resort opening in May. The effort to accomplish all these moves was monumental; involving a lot of planning and coordination within the ungulate department; and with the veterinarians for those that required a general anaesthetic to be moved. Animals were also moved by conditioning them to our specially designed trailers. In addition, there were further ungulate successes, breeding six bison, three Fallow Deer and a Nyala.

The carnivore team contributed to the population of the Wild Africa habitats by moving five female Cheetah to the Amboseli precinct in time to acclimate them to their 51-acre habitat prior to opening. Although female cheetahs are generally solitary, the space provided for this related cohort of females allows them the space they need to be independent, whilst also providing them the opportunity to socialise when they want.

Four Cheetah were also transferred to other zoos within our region as part of the cooperative breeding programme. Three hyena cubs born to mother Kanzi, unfortunately did not survive; young male African Lion, Chad, was euthanised due to acute renal failure and our beautiful, aged, three-legged African painted dog, Onika, passed away during a general anaesthetic for some health concerns.

This year, the primate team has been working through the social dynamics in our Chimpanzee troop caused by the death of the alpha male, Tsotsi, last year. As yet, no clear alpha has emerged, so monitoring the female and male dynamics within the troop has been challenging. Female Galatea lost

her second infant shortly after birth, despite attentive and appropriate care by her. Ongoing investigations into her reproductive health are underway.

The natives team at Monarto Safari Park continues to make positive contributions to many Australian native conservation programmes. Last year's initial success of breeding the first Mallee-emu Wren in captivity resulted in the successful breeding of a further 15 chicks this year; trialling new, bespoke identification methods for this tiny species; and honing their husbandry. The programme is now looking at potential releases to test the viability of captive born animals being released to the wild, in the event of any further catastrophic events such as the 2014 bushfires.

The Western Swamp Tortoise program saw successful egg laying at Monarto Safari Park and subsequent hatching of three tortoises at Adelaide Zoo. Two endangered Plains-wanderer chicks were hatched and there are plans for an upcoming wild release of this endangered species. In addition, two Tasmanian Devils; five Greater Bilby; two Brush-tailed Bettong; three Yellow-footed Rock-wallabies and twelve Greater Stick-nest Rats were bred as part of our cooperative regional efforts.



Photograph by Topbunk

TOTAL ATTENDANCES

Monarto Safari Park

218,680

1.2% increase from 2024



Adelaide Zoo

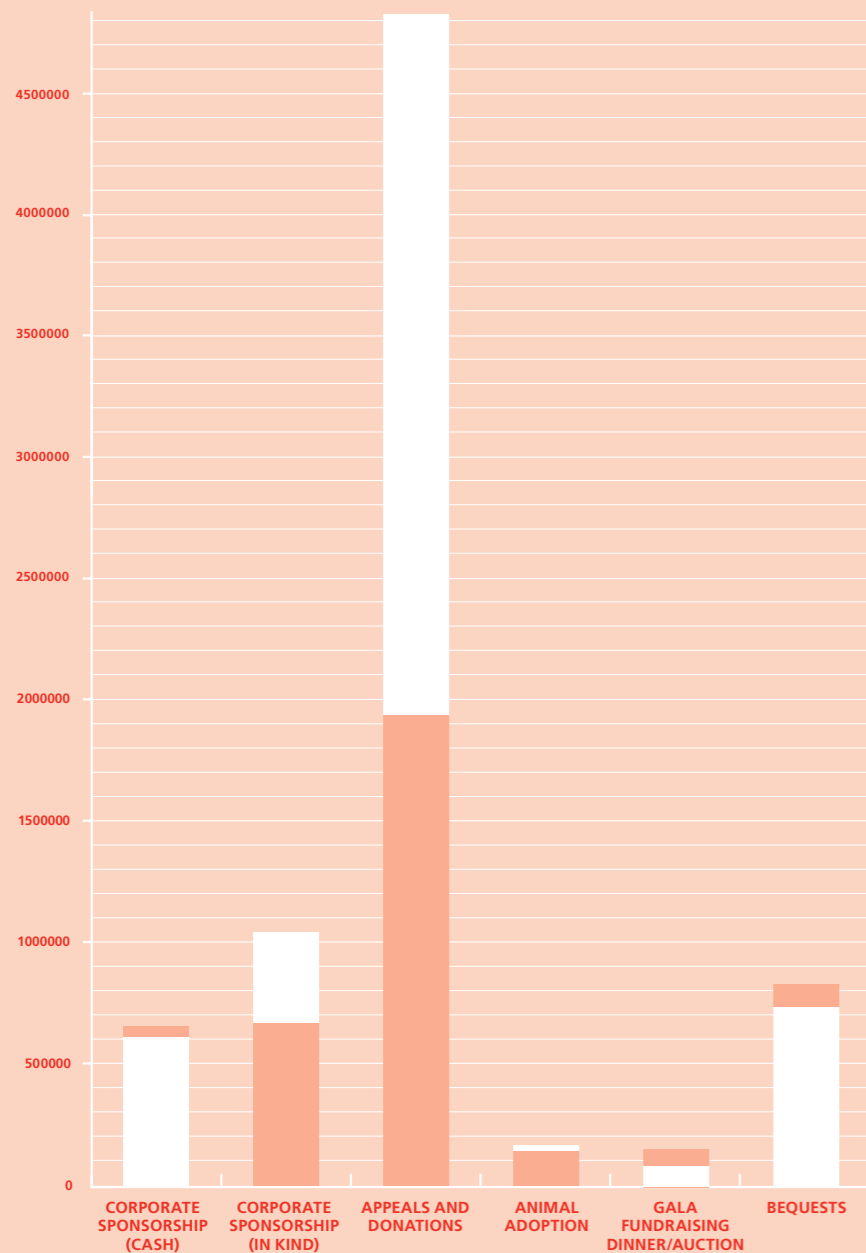
403,553

12.5% decrease from 2024



FUNDRAISING

2024-25 2023-24



MEMBERSHIP INCOME

4.2%

increase in total membership income

TOTAL ATTENDANCES*

MONARTO SAFARI PARK	2024-25	2023-24	VARIANCE	ADELAIDE ZOO	2024-25	2023-24	VARIANCE
Admissions	140,103	135,282	+3.6%	Admissions	209,666	222,193	-5.6%
Education	13,273	12,530	+5.9%	Education	37,052	38,720	-4.3%
Members	43,055	47,051	-8.5%	Members	115,882	146,697	-21%
Other	5,303	21,150	-74.9%	Other	40,953	53,636	-23.6%
TOTAL	218,680	216,013	+1.2%	TOTAL	403,553	461,246	-12.5%

*These numbers do not include function attendees

FUNDRAISING

	2024-25	2023-24	VARIANCE
Corporate Sponsorship (cash)	\$612,975	\$633,347	-3.2%
Corporate Sponsorship (in kind)	\$1,041,879	\$666,195	+56.4%
Appeals and Donations	\$4,806,218	\$1,911,400	+151.5%
Animal Adoption	\$115,259	\$114,157	+1%
Gala Fundraising Dinner/Auction	\$88,937	\$139,903	-36.4%
Bequests	\$745,051	\$806,015	-7.6%
TOTAL	\$7,410,319	\$4,271,017	+73.5%

MEMBERSHIP INCOME

	2024-25	2023-24	VARIANCE
Annual Membership	\$4,252,845	\$4,099,198	+3.7%
Life Membership	\$577,993	\$535,552	+7.9%
TOTAL	\$4,830,838	\$4,634,750	+4.2%

EMPLOYEES PER DIVISION AS AT 30 JUNE 2025

	FULL TIME	PART TIME	CASUAL	TOTAL
Life Sciences (Adelaide Zoo)	61	30	13	104
Life Sciences (Monarto Safari Park)	56	34	9	99
Community Engagement	24	31	70	125
Corporate Services	10	3	2	15
Executive	10	-	-	10
People and Performance	6	3	-	9
TOTAL	167	101	94	362

Awards and recognition

STAFF SERVICE AWARDS

30 Years Service

Jodi Buchecker, John Gardner

25 Years Service

Mark Mills, Nicky Tomkinson

20 Years Service

Haidee Kinter, Jay Hughes, Jodie MacKinnon, Kay Ireland, Wayne Yorath

15 Years Service

Arlia Hayward, Pij Olijnyk, Jodie Sheridan, Russell Ind, Jon Allon, Sharon Grant, Louise Potter, Stef Placanica, Natalia Barszczowska

10 Years Service

Amy Paterson, Ashleigh Mountstephen, Chad Crittle, Christine Letcher, Erin Bolton, Erin Turrell, Guilia Pierce, Natalie Krueger, Nic Bishop, Rose Richards, Shontel Barton, Sofie Dean

VOLUNTEER SERVICE AWARDS

40 Years Service

Pam Page

30 Years Service

Mary Hall

25 Years Service

Janine Anderson, Robert England, Warwick Hack, Barry Hedley, Peter McCarthy, Dorothy McFadden, Tony Lewis, Tom Whitworth, Don Wilson, Edna Wilson

20 Years Service

Tracey Hill, Mary Sellars, Gaynor Ward

VOLUNTEER AWARDS

Zoos SA Presidents Award

Marie Wright

Outstanding Service Awards

Jazz Brennan, Glen Shuttleworth, Andrew Stone, Ruth Spronk, Jody Rothmore, Anne Martin

15 Years Service

Susan Cole, Frank Dite, Pamela Fidler, Leighton George, Phyl Highet, Margaret Macdonald, Rosemary Pfitzner, Lois Reynolds, Bev Taylor, Christine Walsh, Jodie Lane, Robyn Watts

10 Years Service

Anne Barnett, Geoff Behn, Mary Broadhurst, Christopher Donnelly, Geoffrey Gaszner, Robyn Lewis, Jenny McInerney, Susan Peacock Drew, Lyn Robinson, Hannah Whittaker

5 Years Service

17 recipients

1 Year Service

29 recipients

STAFF "LIVING OUR VALUES" AWARDS

This year we introduced Awards for employees who consistently demonstrate our WILD values of Working Together, Innovating, Leading with Integrity, and Delivering Purpose in their daily work.

Working Together

We listen, consult and collaborate to bring out the best from our diversity, skills, experience, knowledge and resources

Jodie Collins

Innovating

We seek and share new, unique and resourceful ways to achieve our purpose while always learning and improving

Jade Koek

Leading with Integrity

We are guided by the highest standards, lead by example and make evidence based and transparent decisions

Tim Jenkins

Delivering Purpose

We are passionate about delivering conservation outcomes and saving species. We impart this through respectful, positive and engaging experiences for both people and wildlife

Jason Simpson

TOURISM AWARDS

Tourism Industry Council South Australia (TICSA) Awards:

Major Tourist Attractions
GOLD – Monarto Safari Park

Outstanding Contribution
Elaine Bensted

Cultural Tourism
GOLD – Adelaide Zoo

People's Choice: Experience / Service
Monarto Safari Park

Excellence in Accessible Tourism
SILVER– Adelaide Zoo

Financial statements

STATEMENT OF PROFIT OR LOSS AND COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
REVENUE		
Admissions, Membership and Other Revenue	34,926,659	30,052,486
Grants	8,412,208	7,581,198
Sundry Sales/Income	1,332,255	839,289
Bequests	745,051	806,015
Total Revenue	45,416,173	39,278,988
EXPENSES		
Salaries, Wages & On-Costs	(23,115,744)	(21,788,984)
Animal Care	(1,704,967)	(1,428,606)
Maintenance Consumables	(2,975,284)	(2,666,305)
Cost of Sales	(1,611,562)	(1,623,807)
Conservation & Research Projects	(3,158,487)	(1,362,894)
Utilities	(1,050,689)	(1,081,004)
Marketing & Promotion	(796,368)	(858,203)
Tours & Experiences	(3,525,944)	(3,461,427)
Depreciation	(3,366,688)	(3,384,798)
Other Expenses	(2,604,870)	(2,171,696)
Total Expenses	(44,410,603)	(39,827,724)
Surplus / (Loss) from operating activities	1,005,570	(548,736)
Finance Income	268,024	333,085
Finance Expenses	(121,594)	(59,313)
Net Financing Income	146,430	273,772
Surplus / (Loss) for the Year	1,152,000	(274,964)
Total Other Comprehensive Income for the year	35,810	35,758
Total Comprehensive Income / (Loss) for the year attributable to members	1,187,810	(239,206)

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	2025 \$	2024 \$
CURRENT ASSETS		
Cash and Cash Equivalents	2,239,373	5,616,953
Receivables and Prepayments	2,496,901	1,424,359
Inventories	561,977	568,458
Total Current Assets	5,298,251	7,609,770
NON CURRENT ASSETS		
Financial Assets at Fair Value	552,795	449,759
Property, Plant and Equipment	71,584,040	68,276,843
Total Non Current Assets	72,136,835	68,726,602
Total Assets	77,435,086	76,336,372
CURRENT LIABILITIES		
Sundry Creditors	1,916,093	2,203,912
Income in Advance	7,805,649	10,741,799
Loans and Borrowings	833,736	703,171
Employee Benefits	4,880,853	4,777,727
Total Current Liabilities	15,436,331	18,426,609
NON CURRENT LIABILITIES		
Loans and Borrowings	3,623,107	1,275,000
Income in Advance	4,779,585	4,321,953
Employee Benefits	439,824	344,381
Total Non Current Liabilities	8,842,516	5,941,334
Total Liabilities	24,278,847	24,367,943
Net Assets	53,156,239	51,968,429
Reserves	109,992	74,182
Retained Funds	53,046,247	51,894,247
Total Equity	53,156,239	51,968,429

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$ INFLOWS (OUTFLOWS)	2024 \$ INFLOWS (OUTFLOWS)
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts		
Receipts from customers	26,475,036	33,221,466
Donations, Bequests and Sponsorships	7,371,349	4,200,652
State Government Grants Received	6,203,302	6,052,001
Other Grants Received	1,871,638	1,329,636
Payments		
Wages and Salaries	(22,868,665)	(21,140,433)
Suppliers	(14,655,744)	(14,328,865)
Conservation & Research Projects	(3,158,487)	(1,362,894)
Net Cash Provided by/(Used in) Operating Activities	1,238,429	7,971,563
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Property, Plant and Equipment	(7,173,885)	(5,798,388)
Sale/(Purchase) of Shares and Investments	(67,226)	28,239
Interest and dividends received	268,024	333,085
Net Cash Provided by/(Used in) Capital and Investing Activities	(6,973,087)	(5,437,064)
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds from Borrowings	2,637,500	-
Repayment of Borrowings	(158,828)	(771,186)
Payment of Interest	(121,594)	(59,313)
Net Cash Provided by Financing Activities	(2,357,078)	(830,499)
Net (Decrease)/Increase in Cash Held	(3,377,850)	1,704,000
Cash at the Beginning of the Year	5,616,953	3,912,953
Cash at the End of the Year	2,239,373	5,616,953

REVENUES AND EXPENSES FOR THE YEAR ENDED 30 JUNE 2025

	2025			2024	
	ADELAIDE ZOO \$	MONARTO SAFARI PARK \$	SOCIETY \$	TOTAL \$	TOTAL \$
REVENUE					
Admissions	7,955,995	5,612,952	-	13,568,947	12,690,453
Education	758,846	300,218	-	1,059,064	1,112,649
Sponsorship	190,191	310,277	1,154,386	1,654,854	1,299,542
Bequests	-	-	745,051	745,051	806,015
Donations	-	31,905	4,889,572	4,921,477	2,025,557
Membership	-	-	4,830,838	4,830,838	4,634,750
Retail Sales	2,249,604	1,613,049	-	3,862,653	3,751,770
Catering Sales	725,123	233,396	-	958,519	789,565
Tours Income	602,571	1,930,242	-	2,532,813	2,344,198
Events	1,448,557	-	88,937	1,537,494	1,404,002
Sundry Sales/Income	199,640	510,531	195,946	1,332,255	839,289
Grants	184,727	56,552	8,170,929	8,412,208	7,581,198
Total Revenue	14,315,254	11,025,260	20,075,659	45,416,173	39,278,988
EXPENSES					
Salaries, Wages & On-Costs	8,209,188	7,579,999	7,326,557	23,115,744	21,788,984
Animal Care	528,206	1,106,311	70,450	1,704,967	1,428,606
Maintenance Consumables	1,447,015	1,475,783	52,486	2,975,284	2,666,305
Cost of Sales	903,533	708,029	-	1,611,562	1,623,807
Conservation & Research Projects	-	-	3,158,487	3,158,487	1,362,894
Utilities	481,069	569,620	-	1,050,689	1,081,004
Marketing & Promotion	-	36	796,332	796,368	858,203
Tours & Experiences	1,269,638	2,251,198	5,108	3,525,944	3,461,427
Depreciation	-	-	3,866,688	3,866,688	3,384,798
Other Expenses	478,192	424,164	1,702,514	2,604,870	2,171,696
Total Expenses	13,316,841	14,115,140	16,978,622	44,410,603	39,827,724

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

	FAIR VALUE RESERVES \$	RETAINED FUNDS \$	TOTAL EQUITY \$
Balance at 1 July 2023	38,424	52,169,211	52,207,635
Profit/(Loss) for the year	-	(274,964)	(274,964)
OTHER COMPREHENSIVE INCOME			
Change in fair value of financial assets at fair value through other comprehensive income	35,758	-	35,758
Total Other Comprehensive Income for the year	35,758	-	35,758
Total Comprehensive Income/(Loss) for the year	35,758	(274,964)	(239,206)
Balance at 30 June 2024	74,182	51,894,247	51,968,429
Balance at 1 July 2024			
Balance at 1 July 2024	74,182	51,894,247	51,968,429
Profit/(Loss) for the year	-	1,152,000	1,152,000
OTHER COMPREHENSIVE INCOME			
Change in fair value of financial assets at fair value through other comprehensive income	35,810	-	35,810
Total Other Comprehensive Income/(Loss) for the year	35,810	-	35,810
Total Comprehensive Income/(Loss) for the year	35,810	1,152,000	1,187,810
Balance at 30 June 2025	109,992	53,046,247	53,156,239



Appendices

APPENDIX A CITES LISTED SPECIES

There are approximately 5,600 species of animals and more than 30,000 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 highlight the need for effective population management, with any CITES I species required to be managed under the Department of Agriculture, Water and the Environment's cooperative conservation program. Zoos SA currently houses 39 species of 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>
Pygmy Blue-tongue Lizard	<i>Tiliqua adelaidensis</i>
Radiated Tortoise	<i>Astrochelys radiata</i>
Rhinoceros Iguana	<i>Cyclura cornuta cornuta</i>
Western Swamp Tortoise	<i>Pseudemys umbrina</i>

Aves

African Grey Parrot	<i>Psittacus erithacus</i>
Blue-winged Macaw	<i>Primolius maracana</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>
African Lion	<i>Panthera leo</i>
Asian Elephant	<i>Elephas maximus</i>
Asian Small-clawed Otter	<i>Aonyx cinereus</i>
Black Rhinoceros	<i>Diceros bicornis minor</i>
Brush-tailed Bettong	<i>Bettongia penicillata ogilbyi</i>
Burrowing Bettong	<i>Bettongia lesueur</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>
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>Pseudemydura 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>
Asian Elephant	<i>Elephas maximus</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 (Pig-nosed Turtle)	<i>Carettochelys insculpta</i>
Plains-wanderer	<i>Pedionomus torquatus</i>
Przewalski's Horse	<i>Equus ferus przewalskii</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>
Yarra Pygmy Perch	<i>Nannoperca obscura</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-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>
Gang-Gang Cockatoo	<i>Callocephalon fimbriatum</i>
Dingo	<i>Canis lupus dingo</i>
Dwarf Pufferfish	<i>Carinotetraodon travancoricus</i>
Giant Panda	<i>Ailuropoda melanoleuca</i>
Giraffe	<i>Giraffa camelopardalis</i>
Greater Bilby	<i>Macrotis lagotis</i>
Hermann's Tortoise	<i>Testudo hermanni</i>
Hippopotamus	<i>Hippopotamus amphibius</i>
Koala	<i>Phascolarctos cinereus</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)

Aquality 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, Dr Taylor Hawkins

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, Dr Ian Smith

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 – 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

Thylation Ltd Board – Board member – Elaine Bensted

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, Dr Kathryn Johnson and Dr Taylor Hawkins

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

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

World Association of Zoos and Aquariums (WAZA) – Zoos South Australia

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

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

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

Zoo and Aquarium Association, Bird Taxon Advisory Group (TAG) Co-Convenor – Chad Crittle

Zoo and Aquarium Association, Communications Specialist Advisory Group (CommsSAG) – Nicole Pilkington, Georgie Hetherington

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

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

Zoo and Aquarium Association, Horticulture SAG Chair - Jeff Lugg

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, 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, Dr Taylor Hawkins, 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 and Jodi Buchecker	Species Coordinator
Spotted Hyena	<i>Crocuta crocuta</i>	Jon Allon	Species Coordinator

APPENDIX D SPECIES RECOVERY AND CONSERVATION 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 – Zoos SA Animal Health Department

Australian Wildlife Conservancy, Veterinary support – Zoos SA Animal Health Department

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 – Mick Post, Dr Ian Smith, Mark Smith, Paul Kotz

Department of Environment and Water Marine Mammal Response, Veterinary support – Zoos SA Animal Health Department

Ecological Horizons, Veterinary support – Zoos SA Animal Health Department

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

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 Conservation Action Program – Tom Hurley

Marna Banggara Executive Steering Committee – Peter Clark, Dr Ian Smith

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 – Mark Smith, Beth Pohl, Tom Hurley, Gemma Asser

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

Regent Parrot, *Polytelis anthopeplus*, State – Dr David McLelland, Dr Jenny McLelland

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

Western Swamp Tortoise, *Pseudemys umbrina*, WA State – Dr Phil Ainsley

NZ Sub-Antarctic Islands. Department of Conservation (NZ). Mortality studies of Pinnipeds. Dr K. Johnson

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 Jerome Kalvas, Deb Barry and Michelle Birkett.

RESEARCH PROJECTS

Ongoing research projects being conducted utilising Zoos SA resources and/or Zoos SA staff as are listed below. Species focus and researcher name(s) indicated in square brackets.

Assessing Reproductive Behaviours And Sperm Production Following Hormonal Induction Of Spermiogenesis In The Southern Bell Frog, *Litoria raniformis*. [Species: Southern Bell Frog] [Researcher(s): Jerome Kalvas, Luke Price, Rupert Mathwin, Rose Upton, John Clulow]

Blood Coagulation Profile In Captive Southern White Rhinoceros. [Species: Southern White Rhinos] [Researcher(s): Jerome Kalvas / Oliver Funnell]

Bone Density Of Chelonians. [Species: Chelonians] [Researcher(s): Oliver Funnell]

Cheetah Range Expansion Project - Cheetah Metapopulation Project - Establishing Relatedness Of Australian Captive Cheetah To The South Africa Metapopulation. [Species: Cheetah] [Researcher(s): Leanne Elliot]

Degenerative Joint Disease In Captive Large Cats. [Species: Cheetah] [Researcher(s): David Phalen]

Developing A Zookeeper-Led Tool To Assess The Welfare Of Giraffes In Captivity. [Species: Giraffe] [Researcher(s): Jimmy Buckley]

Diet And Annual Cycles Of Activity In Captive Giant Pandas (*Ailuropoda melanoleuca*). [Species: Giant Panda] [Researcher(s): Kristine Gandia]

Echidna Gut Motility And Diet Transition. [Species: Echidna] [Researcher(s): Michelle Shaw (PhD candidate)]

Environmental Lead Exposure In Raptors In Mainland Australia. [Species: Birds of prey] [Researcher(s): Jordan Hampton, Jasmin Huffschtmidt]

Infectious Disease Surveillance, Metagenomics And Genomics Of Native Australian Ibises. [Species: Australian White Ibis, Glossy Ibis] [Researcher(s): Anjana Karawita/Assc.Prof Roslyn Hickson]

Morphometrics And Sexes Of Sleepy Lizards (*Tiliqua rugosa*). [Species: Sleepy lizard] [Researcher(s): Jerome Kalvas]

Paramyxoviruses In Non-Domestic Cats In Australian Zoos. [Species: Felids] [Researcher(s): Claire R. Sharp]

Pathologic Investigation Of Non-Heat Event Mortalities In Juvenile Grey-Headed Flying Foxes (*Pteropus poliocephalus*) In Adelaide. [Species: grey-headed flying foxes] [Researcher(s): David McLelland / Anna Kokosinska]

Regent Honeyeater - Song Recording. [Species: Regent honeyeater] [Researcher(s): Daniel Appleby]

Regent Parrot Nest Monitoring And Tracking. [Species: Regent parrot] [Researcher(s): Chris Hedger]

Reptiles, Parasites, Pathogens And People. [Species: Reptile species] [Researcher(s): Sasha Herbert/Simon firestone]

Successful Management Of Aspergillosis In A Palm Cockatoo. [Species: Palm cockatoo] [Researcher(s): Jennifer McLelland, David McLelland]

Surveillance For *Corynebacterium ulcerans* Infection In Ringtail Possums Across The Adelaide Region. [Species: Ringtail possum] [Researcher(s): David McLelland, Jennifer McLelland, Anna Kokosinska, Darren Trott]

The Design And Implementation Of Cognitive Bias Testing For Zoo-Housed Reptiles. [Species: Reptiles] [Researcher(s): Jessica Turner, Alexandra Whittaker, Eduardo Fernandez, David McLelland]

Toxoplasmosis In Three Red-Tailed Phascogales. [Species: Red-tailed phascogale] [Researcher(s): David McLelland, Jennifer McLelland]

Vaccination Of Zoo Animals For Sars-Cov-2 At Zoos South Australia. [Species: Selected mammals] [Researcher(s): David McLelland, Nikolai Petrovsky]

You Otter Not Talk - Asian Small-Clawed Otter Vocalizations And Activity In The Presence Of Visitors And Staff. [Species: Asian small-clawed otters] [Researcher(s): Paige Klingner]

An Examination Of Visitor And Tiger Activity At Two Zoo Habitats. [Species: Sumatran Tigers] [Researcher(s): Chaonan Li]

PUBLISHED PAPERS

Authored by or with Zoos SA staff

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APPENDIX F KNOWLEDGE SHARING

Conference presentations and workshop attendance

DATE	CONFERENCE PRESENTATIONS AND WORKSHOP ATTENDANCE	LOCATION	STAFF MEMBER
5-9 August 2024	ZAA Conference, Leading the Way for Wildlife and People	Sydney	Mark Smith, Justine Partoon, Peter Clark, Jon Allon, Nicholas Bishop, Elaine Bensted, Steve Callery
16- 26 August 2024	Island ARC Symposium	Kangaroo Island	Paul Kotz
22-23 August 2024	VetSAG	Wellington New Zealand	Presentations: i. Mark Snowball, Starch Wars; ii. Jerome Kalvas, Managing parasite control in an open range zoo
22-24 October 2024	ZAA Taxon Advisory Group Workshops		Jodi Buchecker, Beth Pohl, Jon Allon, Mark Mills, Tom Hurley, Chad Crittle, Deb Barry, Arliah Hayward, Erin Kasteliz
3-7 November 2024	79th WAZA Annual Conference, Zoos and Aquariums 3.0: Transforming Zoos and Aquariums for 2050		Dr Phil Ainsley, Elaine Bensted, and Nicholas Bishop (co-facilitator)
6-8 November 2024	Conservation planning specialist group facilitated workshop for the conservation of Swift Parrot	Melbourne	Chad Crittle
10 November 2024	ESA-SRB-ANZBMS 2024 The reproductive management of Carnivores at Monarto Safari Park		Jerome Kalvas
1-6 December 2024	Wildlife Disease Association Conference	Canberra	Jenny McLelland
23-26 January 2025	European Association of Zoos and Aquariums (EAZA) Zoo Nutrition Conference	Apenheul, the Netherlands	Mark Snowball
20 May 2025	International Student Volunteering Expo, Volunteering	SA/NT	Michelle Reynolds, Nikki Marcel
23-24 June 2025	VetSAG, Australia Zoo Queensland, Presentations		i. Oliver Funnell, Magical Mystery Anaesthesia Tour; ii. David McLelland

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