

To: Wellington City Council  
From: Wellington Zoo Trust  
Date: 31 January 2022

## Second Quarter Report 2021/22 Financial Year

### Highlights

- The WZT Board held an extraordinary meeting on 30 November and resolved to opt in to be a fully vaccinated site. This came into effect on 3 December for visitors, volunteers, contractors and all children over 12 years 3 months old. A COVID-19 Vaccination Policy was drafted, staff were consulted and the WZT Board approved it at its December meeting.
- WZT was awarded three Business Resurgence Payments (including a Transition payment) and wage subsidies amounting to \$131,500 during the quarter which mitigated some of the impact of COVID-19 on the Trust's revenue stream. However, these payments will dwindle now that businesses have moved to the Orange Traffic Light system.
- WZT has successfully completed the annual audit requirements of its Toitū carbonzero certification for the tenth year running. There was a change in ISO standards this year for measuring Scope 3 emissions. Our emissions for 2020/21 were 65.87 tCO<sub>2e</sub>, which was 38% lower than last year's total of 106.44 tCO<sub>2e</sub> and 73% lower than the base year total of 241.65 tCO<sub>2e</sub>. WZT's top emission factors were: Waste to Landfill (29%); Animal Emissions (29%); Diesel & Petrol (20%); and Air Freight (9%).
- Another hugely popular Gold Agouti Awards Evening was held in October with the success of our colleagues being celebrated at this event. Due to COVID-19, the evening had been postponed once, with the event that went ahead being in a varied format to comply with Alert Level 2 requirements. These annual Awards truly do recognise those staff who best model value-aligned behaviours at Wellington Zoo.
- The Conservation Manager distributed a survey to assess our staff conservation skills across the organisation. Increasing our staff's conservation skills is part of WZT's Conservation Strategy to enable us to effectively assist with conservation field partnerships. The survey will provide a benchmark that our progress can be tracked against over time.
- MPI undertook WZT's annual Zoo Containment Facility and Transitional Facility for Containers audit on 3 December. MPI were once again impressed with staff professionalism and understanding of the animals in our care and had no hesitation in giving us a clean audit.
- WZT's Nutrition Centre has been trialling a new data research programme, principally to analyse the nutrients in New Zealand grown food. Our soils are relatively young and lack important nutrients such as selenium, iodine, zinc, chromium, boron and magnesium so being able to supplement our animals' diets with these missing elements is extremely beneficial for their wellbeing.
- Total funding of \$21,297 was awarded from WZT's Local Conservation Grants to nine separate entities based in the Greater Wellington Region and the Chatham Islands whose projects have a clear community conservation value for native wildlife and wild places. The conservation activities range from trapping to native plant restoration, and also include a six-year-old who is undertaking a New Zealand native bee school ecosystem project.
- WZT was awarded \$150,000 from the TG Macarthy Trust towards the Snow Leopard project. This is the largest amount that the Zoo has been awarded from this funder which shows their enthusiasm for this experience and the learning outcomes it will have for our community.
- WZT renewed its community partnership agreements with Wellington City Mission, Wellington Children's Hospital, Ronald McDonald House Charities and Changemakers Resettlement Forum, each for an additional three years. This gives people in these communities an opportunity to connect with nature and feel a part of the Zoo community.

### Challenges this Quarter

- The COVID-19 lockdown and subsequent Alert Levels impacted on revenue during the quarter with a lack of visitors and cancellations of venues, Close Encounters, Sleepovers and LEOTC sessions. COVID-19 has also created delays to a number of renewal projects, both through the inability of contractors to work during lockdown and, more recently, restricted access to key building materials.

### Visitor Attendance as at 31 December 2021:

	Current YTD 2021/22
Actual	86,259
Annual Target	255,936

Student and Education Visits

Annual Target	Current YTD 2021/22
20,000	10,484



*Photo: Spider Monkeys back on the Island after extensive repairs to Moat and habitat upgrade (L. Ridley)*

## **Improve and maintain the physical assets**

- Extensive renovations and repair work to the Monkey Moat and Island have now been completed and the Spider Monkeys were out in the habitat from late November. The work involved removing over 300 tonnes of “sludge” from the moat and doing repairs to the pumps to support better long-term water quality. Given the opportunity to do some work on the Island during this time, several teams from across the zoo undertook tree trimming and clearing, moat containment work and installed new climbing ropes.
- The contract to refurbish the old Sun Bear habitat for Snow Leopards commenced when Naylor Love moved to site on 22 November with demolition starting on 1 December.
- An extensive strengthening programme was designed and implemented for the existing lion habitat containment fence. Whilst waiting on the Lions’ arrival, their dens were also waterproofed and improved heating, bedding and wind/rain cover put in place. The external area was re-landscaped with additional trees and foliage planted.
- As well as the major projects above, other small improvements and upgrades included:
  - Meerkat dens;
  - Sun Bear glass viewing area and habitat waterfall;
  - Kune Kune wallow fencing;
  - Installation of a Penguin pond chiller unit;
  - New recycled plastic benches were installed around the Zoo (each seat is made from 16,500 plastic bags); and
  - New hard plastic dinghies were installed in Meet the Locals Te Aroha to replace the old wooden surf boat.

## Grow our people through learning and development

- Five Leadership Excellence and Performance (LEAP) workshops were held for 29 WZT managers or people of influence across the organisation. The focus of these workshops included “Mindset of a Leader”, “Achieving Through Others” and “Developing People”. The remaining five workshops will be run over February/March 2022.
- The Communications, Experience and Conservation team ran internal learning sessions:
  - Visitor Experience and Learning overview sessions for new Animal Care Team Leaders;
  - A POWER interpretive training workshop for 14 staff including new casual Visitor Rangers and Animal Care staff; and
  - Information sessions organised by the Conservation Manager on Wellington Zoo’s conservation work, partners and opportunities for involvement.
- We have had two of our Animal Care Team Leaders leave: one to take up a role at Auckland Zoo and another returned home to Australia permanently. This provided an opportunity for two of our more experienced keepers to step up into the team leader roles which will give them an opportunity to further develop their capabilities.

## Sustain a safety conscious culture

- The WZT Board held an extraordinary meeting on 30 November and resolved to opt in to be a fully vaccinated site. This came into effect on 3 December for visitors, volunteers, contractors and all children over 12 years 3 months old. A COVID-19 Vaccination Policy was drafted, staff were consulted and the WZT Board approved it at its December meeting.
- The Health and Safety Lead recalled all radios across the zoo and conducted an overnight audit to ensure there were the correct number of devices for the size of our operation and that they were distributed in the right areas.
- A “break of dangerous containment” Code Black drill was undertaken prior to the Zoo opening on 5 November with Board Trustees observing proceedings.
- Staff Tool Box Sessions were implemented by the Health and Safety Lead in December and will cover Health and Safety topics across different teams within the Zoo – the first session was around WZT’s Sunsmart Policy.

## Model values aligned behaviours

- Val Little, Programme Manager, Rainbow Tick, facilitated two focus groups with staff which will bring WZT a step closer to becoming accredited. The first session was held with staff members who identified with the LGBTTQIA+ community and the second a group of other interested staff members.
- Another hugely popular Gold Agouti Awards Evening was held in October with the success of our colleagues being celebrated at this event. Due to COVID-19, the evening had been postponed once, with the event that went ahead being in a varied format to comply with Alert Level 2 requirements. These annual Awards truly do recognise those staff who best model value-aligned behaviours at Wellington Zoo.

## Embed wellbeing for our people

- The Ask Your Team survey has been completed with a participation rate of 67% of all staff, including casuals. 78.5% (82.7% in 2019) of permanent and fixed term staff completed the survey which is a good representation of staff. The results are being further analysed so we can develop an action plan.
- The Social Club organised a staff Christmas Lunch which gave staff an opportunity to relax with their colleagues for a pre-Christmas celebration.

## **Meet all legal and compliance requirements**

- During the quarter, SMT reviewed and the Board adopted the following policies: Gift and Entertainment; Health, Safety & Wellbeing; Closure; and COVID-19 Vaccination (new).
- In December, WZT's Finance, Audit and Risk Committee reviewed the Risk Matrix, it was considered not necessary to alter any of the risk values in our current environment.

## **Sustain financial success by data driven decision making**

- WZT was awarded three Business Resurgence Payments (including a Transition payment) and wage subsidies amounting to \$131,500 during the quarter which mitigated some of the impact of COVID-19 on the Trust's revenue stream. However, these payments will dwindle now that businesses have moved to the Orange Traffic Light system.
- Our retail capture rate is sitting at 10.6% with the average spend per retail customer at \$23.09, which is \$10.59 over target.
- The new Sun Bear Close Encounter began, temporarily replacing the Sun Bear Behind The Scenes (BTS) Experience due to COVID-19 restrictions. From a revenue perspective this change is potentially advantageous as the Encounter can facilitate up to four participants (\$396), whereas the BTS Experience only two (\$159).

## **Commit to outstanding daily visitor care**

- Victoria University of Wellington held a whole zoo hire mid-November which, despite the weather, was a great success. The occasion was a special Alumni event and they had a fun evening with engaging science experiments running throughout the evening and Zoo staff talks held in the Wild Theatre.
- All Close Encounters and Behind The Scenes Experiences were back to "normal" under the Orange traffic light system with the exception of Lemurs which will not resume until animal vaccines are available. The Keeper for a Day experience will be reviewed to see how it can be relaunched while continuing to protect the animals.



# WAZA

## Virtual Annual Conference

11-14 October 2021



### Developing initiatives for social, environmental and economic sustainability

- Various “green” initiatives have been implemented during the quarter:
  - a tech recycling drive for donation to Recycling for Charity<sup>1</sup>; and
  - the Nutrition Centre team have introduced the composting of animal food scraps and the contents of tearoom bins which has built up healthy supplies of fertiliser.
- WZT has successfully completed the annual audit requirements of its Toitū carbonzero certification for the tenth year running. There was a change in ISO standards this year for measuring Scope 3 emissions. Our emissions for 2020/21 were 65.87 tCO<sub>2</sub>e, which was 38% lower than last year’s total of 106.44 tCO<sub>2</sub>e and 73% lower than the base year total of 241.65 tCO<sub>2</sub>e. WZT’s top emission factors were: Waste to Landfill (29%); Animal Emissions (29%); Diesel & Petrol (20%); and Air Freight (9%).
- Chief Executive, Karen Fifield, virtually attended the 76th WAZA<sup>2</sup> Conference (virtual) from 11-14 October. Karen was part of a panel which updated members about the WAZA Animal Welfare 2023 Goals and the Carbon Reduction Guide. She was elected as WAZA Vice President at this conference.
- The Director, Communications, Experience and Conservation (DCEC) presented at the Sustainable Tourism wrap up event. This project originated from a design sprint DCEC participated in last year and as a result 12 Wellington region tourism operators have now embarked on their journey to help make Wellington a sustainable tourism destination.

### Integrating the United Nations Sustainable Development Goals

- WAZA work:
  - Chief Executive Officer hosted a webinar on WAZA’s *Sustainability Strategy: Zoos and Aquariums Supporting the SDGs* and our Conservation Manager talked about the work we are doing to embed SDGs at Wellington Zoo; and
  - Conservation Manager presented at a WAZA webinar *Protecting Our Planet* on how we are embedding SDGs at Wellington Zoo. This webinar was chaired by the Chief Executive.

<sup>1</sup> Recycling for Charity give this equipment a new life by refurbishing, using for parts or recycling and supports organisations like Wellington Children’s Hospital, Life Flight and HUHA and also donates refurbished computers to families in need within our community.

<sup>2</sup> World Association of Zoos and Aquariums



Photo: New Chimp baby born in November (L Ridley)

### Strategic species planning for our site and staff expertise

- New arrivals, included on IUCN Red List<sup>3</sup>, during the quarter were:
  - Twin Cotton Top Tamarins (Critically Endangered);
  - Chimpanzee (Endangered);
  - Two young male Lions (Vulnerable) arrived from Copenhagen Zoo; and
  - Triplet Pygmy Marmosets (Vulnerable).
- An exclusive, members-only Snow Leopard information event was hosted in the Wild Theatre on Sunday 28 November from 2.00-3.00pm. Around 60 Zoo Crew members attended the event and were updated on the Snow Leopard project and got a sneak peek at the habitat designs.
- A WZT Animal Welfare Committee meeting was held in December. This meeting focused on a presentation around the logistics of bringing the two young male lions from Copenhagen Zoo to Wellington Zoo.

#### Arrivals

Species	Gender		Date
2 Lions	Males	From Copenhagen Zoo	November 2021
3 Swamp Wallabies	2 males and one female	From Taronga Zoo	December 2021

### Science based animal welfare practices so the animals are happy

- WZT's Nutrition Centre has been trialling a new data research programme, principally to analyse the nutrients in New Zealand grown food. Our soils are relatively young and lack important nutrients such as selenium, iodine, zinc, chromium, boron and magnesium so being able to supplement our animals' diets with these missing elements is extremely beneficial for their wellbeing.

<sup>3</sup> Established in 1964, the International Union for Conservation of Nature's Red List of Threatened Species has evolved to become the world's most comprehensive information source on the global extinction risk status of animal, fungus and plant species.

## Science based animal welfare practices so the animals are happy Cont.

- The Nest Te Kōhanga, the Nutrition Centre and all four Animal Care and Animal Science teams started to operate in team “bubbles” from 15 December, specifically to try and protect our ability to care for the animals. Under Government rules, if one person gets COVID-19 they, and their contacts, are required to isolate for 7-10 days.

## World leading animal care so the animals live their best lives

- MPI undertook WZT’s annual Zoo Containment Facility and Transitional Facility for Containers audit on 3 December. MPI were once again impressed with staff professionalism and understanding of the animals in our care and had no hesitation in giving us a clean audit.
- Three CCTV cameras were set up in the Maud Island frog habitat to capture their movements overnight. Approximately 3,000 recordings were made, with their motions being entered into Zoo Monitor to create a heat map. These recordings will be used by the Reptile and Invertebrates team to further understand their behaviours, and to see if any changes are needed to their habitat.
- The Capuchin Monkeys have been moved off Monkey Island to enable the Primate team to better control the management and welfare outcomes for these animals in their new habitat.

## The Nest Te Kōhanga Wildlife Admissions

	2015	2016	2017	2018	2019	2020	2021
January	63	67	76	54	78	84	38
February	51	41	52	70	57	55	51
March	60	39	33	57	51	44	43
April	30	28	22	37	36	0	27
May	37	33	47	33	34	2	21
June	34	23	21	38	24	28	18
July	33	17	20	36	18	39	12
August	26	15	24	25	23	25	13
September	25	24	22	30	30	19	14
October	19	43	28	40	30	93	16
November	33	41	37	44	44	36	14
December	67	58	61	48	58	47	33
	<b>478</b>	<b>429</b>	<b>443</b>	<b>512</b>	<b>483</b>	<b>277</b>	<b>300</b>





Photo: Tiaki, Wellington Zoo's sponsored Anatolian Shepherd dog (courtesy Cheetah Outreach)

### Effective field partnerships for long term conservation outcomes

- Our conservation partner, Cheetah Outreach have advised that the Anatolian Shepherd dog Wellington Zoo named Tiaki in support of their programme gave birth to nine puppies. The seven female and two male dogs will be placed as livestock guardian dogs in Cheetah distribution areas throughout South Africa in February 2022. This minimises conflict with farmers by protecting their livestock and chasing wild Cheetah away from herds.
- We supported Conservation Partner Madagascar Fauna and Flora Group (MFG) with a NZ\$1,500 donation to help the 400 people made homeless and without any food or clothes following a devastating fire in Ambodirafia when over 150 homes were destroyed. The people of Ambodirafia have been working with MFG to grow a protective buffer around the Betampona Reserve where endangered Lemurs are situated.
- On 8 December, WZT staff held a bowling fundraiser at Bowlerama in Newtown for Australasian Society of Zoo Keepers (ASZK). The \$610 raised will go to ASZK to support the Sumatran Bear Team (SSBT) which is a newly formed Australian charity with the goal to protect Sun Bears in Sumatra.

### Focused investment in conservation innovations

- Total funding of \$21,297 was awarded from WZT's Local Conservation Grants to nine separate entities based in the Greater Wellington Region and the Chatham Islands whose projects have a clear community conservation value for native wildlife and wild places. The conservation activities range from trapping to native plant restoration, and also include a six-year-old who is undertaking a New Zealand native bee school ecosystem project.
- WZT made an additional \$1,000 payment to our conservation partner, Red Panda Network, for their First Panda Challenge, "Plant a Red Panda Home". Our donation will match and double contributions from individual donors and the money they receive will be used for restoring red panda habitat.



## Recognition and involvement of the Zoo's conservation expertise

- After being identified as one of three finalists, WZT recently won the Toitū Envirocare Environment Award at the New Zealand Tourism Awards 2021.
- During the quarter, four of our staff used Conservation Staff Grants to work with our partners throughout New Zealand:
  - Kat Smith travelled to Milford Sound to work with the Tawaki Project team which involves a team of scientists, researchers and volunteers undertaking a long-term study of the marine ecology, breeding biology and population dynamics of the world's least known and most enigmatic penguin species;
  - Joel Knight and Matthew Forbes again assisted the Mokomoko Lizard Sanctuary, Manaaki Whenua, Central Otago Ecological Trust and DOC to monitor Grand and Otago lizards and jewelled geckos in Otago; and
  - Chye-Mei Huang participated in the Maud Island frog (*Leiopelma hamiltoni*) survey with Dr Ben Bell and his team (Victoria University of Wellington) on Te Pākeka/Maud Island. The information Chye-Mei gained will enable WZT's Reptile and Invertebrate team continue its ex-situ conservation of this species.
- The first Matiu Somes Island monitoring trip of the season has been completed. This year, in line with the Island management plan, we will be only conducting two trips which will be of a longer duration, rather than the monthly overnight trips.
- The Conservation Manager distributed a survey to assess our staff conservation skills across the organisation. Increasing our staff's conservation skills is part of WZT's Conservation Strategy to enable us to effectively assist with conservation field partnerships. The survey will provide a benchmark that our progress can be tracked against over time.
- During the quarter we celebrated:
  - Reptile Awareness Day;
  - Veterinary Nurse Awareness Week;
  - International Zoo Keeper Day;
  - World Animal Day;
  - World Lemur Day;
  - International Day of Zoo & Aquarium Educators; and
  - International Cheetah Day.
- The team at The Nest Te Kōhanga has been working with our partner, Zealandia Ecosanctuary, to complete health check-ups on their two resident Takahē which is a nationally vulnerable species.



Photo: Snow Leopard fundraiser, Wellington Waterfront (A Hughes)

### Engaging, message driven experiences to build community environmental action

- A community Snow Leopard fundraising campaign was officially launched, including:
  - stocking Wellington Zoo’s retail shop with Snow Leopard products;
  - a “pop-up” information and donation stall were set up on Wellington’s waterfront with Tip Top coordinating a “scoop caravan” to raise money; and
  - New World Wellington City is supporting the project by selling our new “Asha and Manju” tote bags, installing a Tap to Donate machine in their café and promoting the project on their in-store televisions.
- WZT again teamed up with partners and stakeholders to warn about the dangers of setting off fireworks around Wellington Zoo. This year we had additional security around the exterior perimeter fencing and in nearby parks.
- There has been extensive media coverage via radio, print and television of the baby Chimp, Guy Fawkes and the arrival of the lions with Zoo staff appearing on Breakfast and Seven Sharp.
- Wellington Zoo is working with Radio Active on a new paid partnership where we will have a monthly slot to talk about conservation issues. This will be hosted by Conservation Manager, Dr Ox Lennon.

### Maintaining lasting partnerships for community support and conservation outcomes

- WZT was awarded \$150,000 from the TG Macarthy Trust towards the Snow Leopard project. This is the largest amount that the Zoo has been awarded from this funder which shows their enthusiasm for this experience and the learning outcomes it will have for our community.
- On 6 and 7 December, WZT and Zealandia held their annual membership swap weekend with 526 of their members taking an opportunity to visit the Zoo.

## Maintaining lasting partnerships for community support and conservation outcomes cont.

- WZT renewed its community partnership agreements with Wellington City Mission (staff donated food, grocery items and toys for distribution over Christmas), Wellington Children's Hospital, Ronald McDonald House Charities and Changemakers Resettlement Forum, each for an additional three years. This gives people in these communities an opportunity to connect with nature and feel a part of the Zoo community.
- Wellington Zoo also signed a new Memorandum of Understanding with Massey University - Te Kunenga ki Pūrehuroa which will strengthen our existing partnership by providing a suite of additional benefits. As part of the partnership agreement:
  - a fourth-year Victoria University of Wellington student undertook biodiversity surveys in the Mansfield Street restoration site and within the Zoo grounds; and
  - a "Massey Student Day" welcoming 353 students to Wellington Zoo for free was trialled - we sold six student memberships throughout the day.
- The Director, Communications, Experience & Conservation and Team Leader Learning prepared an application for funding for the Ministry of Education's Enriching Local Curriculum programme (ELC, previously LEOTC).

## Integrating Te Ao Māori within the Zoo

- Director of Communications, Experience and Conservation has set up a Kanohi Kitea rōpū to help WZT build on the mahi done in the Kanohi Kitea workshops and to think about what we want to establish across the Zoo as a result. This rōpū will help to develop the Kaupapa Māori framework/strategy for the Zoo.
- WZT hosted other CCO organisations to an update from Wellington City Council's Māori Strategic Relationships team. The aim of this team is to improve WCC's (and CCOs') capability to build strong and enduring relationships with mana whenua and Māori and to instil knowledge into staff so everyone feels confident incorporating tikanga Māori in their work.












Craig Ellison  
Board Chair, Wellington Zoo Trust



## Appendix 1 – Wellington Zoo Strategy Framework 2021/22

Required WCC Performance Measures	Target 21.22	Tracking YTD 31.12.22			Comments as at 31.12.22
		#	%		
Visitors	255,936	86,259	34%	🔴	27,134 visitors behind YTD target due to COVID-19 lockdown.
Student and education visits	20,000	10,484	52%	🟡	Zoo led Conservation Education programmes and student self-guided visits.
Council operating grant per visitor	\$14.05	\$21.09	NA	🔴	Annual Measure based on visitor numbers and WCC grant
Full cost to Council		Annual Measure	NA	🟡	This target is generated by WCC and is not controlled by the Trust. It includes depreciation and shared services costs, CCO team costs, insurance, CAPEX interest and the OPEX grant. To be reassessed over 2020-21.
Trading Revenue per visit (excl. grants & interest)	\$17.83	\$20.68	NA	🟢	
Non-Council donations and funding	\$387k	Annual Measure	NA	🟡	Non-Council operational grants, donations, sponsorships and bequests. This target does not include any capital funding.
Percentage of operating costs generated by Trust	59%	NA	45%	🔴	
Trust generated income as percentage of the Council grant	146%	NA	98%	🔴	
Additional WZT Performance Measures					
		#	%		Notes
Measure visitor feedback and satisfaction	8.5	9.1	NA	🟢	No surveys collected in September, October and November due to Alert Level 2. New survey will be implemented 1 January 2022.
Number of vulnerable, endangered or critically endangered species (IUCN Red List and DOC National list) at the Zoo	25	30	120%	🟢	IUCN Red List and DOC National list.
Percentage of indigenous animals released to the wild after triage and treatment by The Nest Te Kōhanga (TNTK)	50%	NA	45%	🟡	Post 72-hour triage period. This figure has been impacted by COVID-19 lockdown.
ZAA Conservation Database completed	Achieved	Annual Measure	NA	🟢	Completed for 20-21 FY and submitted to ZAA
Number of field conservation projects supported for vulnerable, endangered or critically endangered (IUCN Red List and DOC National list) at the Zoo	12	13	108%	🟢	<ul style="list-style-type: none"> <li>West Coast Penguin Trust, Tawaki (VU)</li> <li>Cheetah Outreach (Cheetah, VU)</li> <li>Free the Bears, Sun Bears (VU)</li> <li>DOC, Wellington Green Geckos (VU)</li> <li>Kea Conservation Trust, Kea (EN)</li> <li>Madagascar Fauna and Flora Group, Black and White Ruffed Lemurs (CR) and Ring-tailed Lemurs (EN)</li> <li>Proyecto Titi, Cotton Top Tamarins (CR)</li> <li>Associação Mico-Leão-Dourado, Golden Lion Tamarins (EN)</li> <li>Wild Cats Alliance, Sumatran Tigers (CR)</li> <li>Save the Tasmanian Devils Programme (EN)</li> <li>FFI Vietnam, White Cheeked Gibbons (CR)</li> <li>Red Panda Network, Red Pandas (EN)</li> <li>Mountain Spirit, Snow Leoparda (VU)</li> </ul>

Additional WZT Performance Measures				
		#	%	Notes
Participate in zoo-based research projects, scientific papers and presentations	10	13	130%	 These projects are directly related to conservation medicine, biological sciences, animal husbandry, animal welfare science and visitor engagement research. <b>1.</b> Disease screening of Fijian bats – Master's thesis in preparation by Jessica McCutchan (Resident). <b>2.</b> The ethics and animal welfare of aged animal management in zoos – Master's thesis in preparation by Alison Clarke (Resident). <b>3.</b> Investigating marine predation injuries to yellow-eyed penguins – Master's thesis in preparation by Kathryn Johnson (Resident). <b>4.</b> Lead exposure in rural and urban Tūi – Undergraduate project in preparation for publication by Alisdair Eddie and TNTK team. <b>5.</b> Total ear canal ablation in a lion – case study being written up for publication by Dr Helen Orbell and TNTK team. <b>6.</b> Do tuatara behaviourally respond to sex ratio variation? – PhD research by Linlin Liu (Victoria University of Wellington) assisted by Animal Care R&I Team. <b>7.</b> Regional variation in winter foraging strategies by Weddell seals in Eastern Antarctica and the Ross Sea – publication in <i>Frontiers in Marine Science Journal</i> , Baukje Lenting co-author. <b>8.</b> The pharmacokinetics of butorphanol in kererū and kāhu- Master's thesis in preparation by Ryan Collins (Resident). <b>9.</b> The characterisation of toxoplasma gondii in cat prey species in New Zealand- Master's thesis in preparation by Ashley Whitehead (Resident). <b>10.</b> Investigating food preference in zoo-housed meerkats – published in <i>Zoo Biology journal</i> by Bridget Brox. <b>11.</b> Strong ion gap in anaesthetised large Felidae – paper in preparation for publication by Nigel Dougherty (Resident). <b>12.</b> Jejunal intramural haematoma in a captive african lion – paper in preparation for publication by Richelle Butcher (Resident), Baukje Lenting, Phil Kowalski and Shanna Rose. <b>13.</b> Using a novel ethogram of tuatara behaviour to evaluate the impact of interactions with zoo visitors – published in <i>New Zealand Journal of Zoology</i> by Bridget Brox.
Maintain Zoo and Aquarium Association Animal Welfare Accreditation	Achieved	Annual Measure		 Occurs every three years. Next accreditation in early 2022.
Maintain Toitū carbonzero certification	Achieved	Annual Measure		 Toitū carbonzero certification for 2020/21 year received December 2021.
Implementing <i>Kanohi Kitea</i> cultural competency programme	Achieved	Phase One delivered		 First phase complete: 71 Full time and permanent part time staff members and one board member completed day 1 sessions and 69 staff members and one board member attended Day 2 session. Next phase to be delivered after consultation with Iwi.
Safety Improvement Team meeting attendance	80%	3	92%	 Three meetings held to end of 2021. New Health, Safety & Wellbeing committee structure being agreed in Jan/Feb for new start in March 2022.
Successful emergency drill/incident debriefs held	8	7	88%	 Code Blue debrief, Code Black drills & workshop and Board drill observation, Code Green drill September, Code Orange for National Shake-out, Chimp recovery debrief, Code Red evac drills.
Volunteer engagement survey	1	Annual Measure		 This annual survey measures the satisfaction levels of those volunteering across the organisation.
Staff recognition programme	1	Achieved		 This measure refers to the year-long recognition of staff excellence at full staff meetings and culminates in the annual staff awards event in October.
Staff learning and development sessions held	10	13	130%	 In-house learning opportunities from both internal and external speakers. Six Kanohi Kitea workshops and seven LEAP workshops were held.

## Appendix 2 – Financial Statements

<b>CCO: Wellington Zoo Trust</b>		<b>\$NZ000's</b>	
<b>Quarter Two 2021/22</b>			
<b>Actual 30-Jun-21</b>	<b>EARNINGS STATEMENT</b>	<b>Actual 31-Dec-21</b>	<b>Qtr to 31-Dec-21</b>
	<b>Revenue</b>		
4094	Trading Income	1666	2135
3508	WCC Grants	1819	1798
766	Other Grants	499	105
306	Sponsorships and Donations-Operational	158	140
504	Sponsorships and Donations-Capital	611	0
7	Investment Income	2	5
117	Other Income	193	212
9,302	<b>Total Revenue</b>	4,948	4395
	<b>Expenditure</b>		
5,960	Employee Costs	3,193	3129
2,288	Other Operating Expenses	1,248	1261
0	Depreciation		
0	Interest		0
482	Vested Assets		
8,730	<b>Total Expenditure</b>	4,441	4,390
572	<b>Net Surplus/(Deficit) before Taxation</b>	507	5
0	Taxation Expense		
550	Operating Surplus (Deficit)	(104)	5
572	<b>Net Surplus/(Deficit)</b>	507	5
5.9%	<b>Operating Margin</b>	-2.1%	0.1%



Actual 30-Jun-21	STATEMENT OF FINANCIAL POSITION	Actual 31-Dec-21	As at 31-Dec-21
	<b>Shareholder/Trust Funds</b>		
0	Share Capital/Settled Funds		0
0	Revaluation Reserves		0
1,808	Restricted Funds	1,559	1,176
242	Retained Earnings	880	255
2,050	<b>Total Shareholder/Trust Funds</b>	2,439	1,431
	<b>Current Assets</b>		
3,806	Cash and Bank	3,333	2,664
52	Accounts Receivable	574	150
214	Other Current Assets	127	100
4,072	<b>Total Current Assets</b>	4,034	2,914
	<b>Investments</b>		
0	Deposits on Call	0	0
0	Other Investments	0	0
0	<b>Total Investments</b>	0	0
	<b>Non-Current Assets</b>		
0	Fixed Assets	0	0
0	Other Non-current Assets	0	0
0	<b>Total Non-current Assets</b>	0	0
4,072	<b>Total Assets</b>	4,034	2,914
	<b>Current Liabilities</b>		
1,144	Accounts Payable and Accruals	750	600
	Provisions		
878	Other Current Liabilities	845	883
2,022	<b>Total Current Liabilities</b>	1,595	1,483
	<b>Non-Current Liabilities</b>		
0	Loans - WCC	0	0
0	Loans - Other	0	0
0	Other Non-Current Liabilities	0	0
0	<b>Total Non-Current Liabilities</b>	0	0
2,050	<b>Net Assets</b>	2,439	1,431
2.0	<b>Current Ratio</b>	2.5	2.0
50.3%	<b>Equity Ratio</b>	60.5%	49.1%

Actual 30-Jun-21	STATEMENT OF CASH FLOWS	Actual 31-Dec-21	Qtr to 31-Dec-21
	<i>Cash provided from:</i>		
4094	Trading Receipts	1,666	2,135
3508	WCC Grants	1819	1,641
766	Other Grants	499	105
810	Sponsorships and Donations	769	140
7	Investment Income	2	5
3649	Other Income	1,217	212
12834		5,972	4,238
	<i>Cash applied to:</i>		0
5,871	Payments to Employees	2,871	3,129
6,220	Payments to Suppliers	3,495	1,261
	Net GST Cashflow		0
0	Other Operating Costs (VESTING)		0
	Interest Paid	0	0
12091		6,366	4,390
743	<b>Total Operating Cash Flow</b>	(394)	(152)
	<b>Investing Cash Flow</b>		
	<i>Cash provided from:</i>		
	Sale of Fixed Assets		
	Other		
0		0	0
	<i>Cash applied to:</i>		
	Purchase of Fixed Assets		
	Other -vesting Cash for Capital Projects	0	
0		0	0
0	<b>Total Investing Cash Flow</b>	0	0

Actual 30-Jun-21	STATEMENT OF CASH FLOWS (CONT)	Actual 31-Dec-21	Qtr to 31-Dec-21
	<b>Financing Cash Flow</b>		
	<i>Cash provided from:</i>		
	Drawdown of Loans		
	Other		
0		0	0
	<i>Cash applied to:</i>		
	Repayment of Loans		
	Other		
0		0	0
0	<b>Total Financing Cash Flow</b>	0	0
743	<b>Net Increase/(Decrease) in Cash Held</b>	(394)	(152)
2,910	<b>Opening Cash Equivalents</b>	3,653	2,816
3,653	<b>Closing Cash Equivalents</b>	3,259	2,664

Actual 30-Jun-21	CASH FLOW RECONCILIATION	Actual 31-Dec-21	Qtr to 31-Dec-21
572	<b>Operating Surplus/(Deficit) for the Year</b>	507	5
	Add Non Cash Items		
0	Depreciation	0	0
45	Other (movement restricted funds)	(39)	0
617		468	5
	<b>Movements in Working Capital</b>		
(195)	(Increase)/Decrease in Receivables	(522)	0
75	(Increase)/Decrease in Other Current Assets	87	2
440	Increase/(Decrease) in Accounts Payable	(394)	(142)
(194)	Increase/(Decrease) in Other Current Liabilities	(33)	(17)
126		(862)	(157)
	<b>Net Gain/(Loss) on Sale:</b>		
0	Fixed Assets	0	0
	Investments	0	0
0		0	0
743	<b>Net Cash Flow from Operations</b>	(394)	(152)