

To: Wellington City Council  
From: Wellington Zoo Trust  
Date: 30 September 2022



## First Quarter Report 2022/23 Financial Year

### Highlights

- Wellington Zoo is now a member of Diversity Works. This membership will support our value of manaakitanga – being welcoming, respectful and supportive of the diversity of our whānau – and our commitment to having a culture of inclusion. This builds on the ongoing diversity and inclusion work we are doing with Be:Lab (Accessibility), Kanohi Kitea and Rainbow Tick.
- Wellington Zoo celebrated its 10<sup>th</sup> Gold Agouti Staff and Volunteer Awards in September. Just over 100 staff, Board Trustees, volunteers and invited guests were present to applaud the nine winners in both strategic and values-based areas. We received 99 nominations across 39 staff members this year.
- Retail sales have exceeded target for the quarter by \$8,370. Dollars spent per Visitor are ahead at \$2.67 (target \$2.00) and dollars spent per Retail Customer ahead at \$31.67 (target \$20.00).
- WZT has signed a new contract for waste recovery services with Waste Management NZ which replaces the two-contractor system that was in place. The new service will include all landfill, organic waste and recycling services with a focus on sustainability.
- Four Animal Welfare Working Groups have been set up to measure the delivery of WZT's strategic goals for evidence-based decisions. The Five Domains Model of Animal Welfare has been used to develop the Working Groups, focused on Nutrition, Environment, Behaviour and Health, while all four working groups consider the fifth Affective State domain.
- WZT's Zoo and Aquarium Association Australasia (ZAA) Accreditation has been renewed until February 2025. This Accreditation is critical to being recognised as a progressive zoo for animal welfare, safety, conservation and sustainability.
- In the 2021/22 financial year we had a total income of \$94,790 in the Partners in Conservation Fund and spent \$83,738 of this on grant payments to our national and global conservation partners; Conservation Fund staff grants, Local Conservation Grants and Matiu Somes gecko monitoring.
- WZT was awarded a \$100,000 grant from Te Tahua Taiao Ngā Taonga Lottery Environment and Heritage Committee towards refurbishment of the Twilight Te Ao Māhina. This will enable Kiwi to be brought back to Wellington Zoo by the end of the year.
- The Holdsworth Trust renewed their support of the Wildlife and Zoo Medicine Masterate students (in partnership with Massey University) in The Nest Te Kōhanga for a further three years.
- Fundraising for the Snow Leopard Project is close to \$2m which is a fantastic achievement. One Foundation recently granted us \$50k which will be used to help build the viewing cave. Two very successful fundraising evenings were held at Lighthouse Cuba with a viewing of the Velvet Queen documentary.

### Challenges this Quarter

Even though we have had adverse weather conditions with 45 of the 92 days in this quarter being determined “poor weather days” we have still welcomed 42,645 visitors, 7,933 more than the first quarter last year.

The weather has also impacted on the Snow Leopard habitat with the contractor having to make good the unexpected slippage from heavy rains.

### Visitor Attendance as at 30 September 2022:

	Current YTD 2022/23
Actual	42,645
Annual Target	255,936

Student and Education Visits

Annual Target	Current YTD 2022/23
21,000	5,071



Photo: Rainbow Tick Accreditation Celebration, 1 July 2022

## Embed wellbeing for our people

- WZT celebrated our Rainbow Tick certification with an afternoon tea attended by staff, stakeholders and partners. Wellington Zoo is the first zoo in the world to be accredited with Rainbow Tick certification. Val Little, Rainbow Tick's Programme Manager was on hand to present our certificate.
- Two 90 minute interactive Rainbow Tick LGBTTQIA+ Inclusion at Work workshops were held in July and gave staff a foundational knowledge of common terms and identities used within LGBTTQIA+ communities, an opportunity to acknowledge every employee's contribution to a workplace culture of LGBTTQIA+ inclusion, and an understanding of the importance of work being a place where people can be their authentic selves.
- Mental Health week in September was themed "Reconnect" and a series of activities for every day of the week was set up with an emphasises on reconnecting at the Zoo with the people, places and animals that surround us. This included a Yoga class, shared kōrero and snack and a competition across teams to count their exercise steps for the day.
- WZT's social club has been active and set up a "Bowl (of soup) and Roll" day during a wintery August. Monthly staff drinks have also been instigated in Rex Tremendous Café and both events have offered an opportunity for staff to informally catch up with their colleagues from across the Zoo.
- Wellington Zoo is now a member of Diversity Works. This membership will support our value of manaakitanga – being welcoming, respectful and supportive of the diversity of our whānau – and our commitment to having a culture of inclusion. This builds on the ongoing diversity and inclusion work we are doing with Be:Lab (Accessibility), Kanohi Kitea and Rainbow Tick.

## Commit to outstanding daily visitor care

- We went through a new assessment with Be.Lab to assess our accessibility for visitors as our last one was five years ago. We again achieved Gold status and this is a measure for our UN SDG 5 Quality Education, to ensure we reduce barriers to access.

## Sustain a safety conscious culture

- As part of the SafePlus onsite assessment completed in 2021, the Zoo's assessment and verification processes relating to Critical Risk were highlighted as a key area for improvement. Subsequently, the Director, Safety, Assets and Sustainability implemented a series of nine critical risk management workshops involving staff from across the Zoo. The bow tie method of assessment was used which included staff identifying the risks then putting in place preventative measures, mitigation barriers and consequences. This work will provide assurance and verification to the Board that the controls identified are in place and working as intended.
- A representative of WorkSafe's Electricity and Gas Safety team carried out a spot-check site audit as part of their regulatory requirements under the Electricity Act 1992 and Gas Act 1992. The overall feedback was very positive, particularly around the state of repair and maintenance of the electrical equipment in the areas inspected.
- Training sessions with the five newly appointed Health & Safety Reps is ongoing and some attended a SafeSkills Conference in August which was specifically designed to upskill and provide networking opportunities for HSRs in the region.
- WZT has followed the Government guidelines around COVID-19 announced on 12 September, subsequently most staff and visitors will no longer be required to wear masks. The exception to this will be The Nest Te Kōhanga team, Primate and Cat Keepers and Lemur Close Encounter attendees. The "sneeze shields" and COVID-19 signage has also been removed from the Zoo.
- Eco-portal visited the Zoo in August and filmed the Chief Executive and other staff talking about the vision and importance of Health and Safety at Wellington Zoo for one of their case studies.

## Model values aligned behaviours

- Wellington Zoo celebrated its 10<sup>th</sup> Gold Agouti Staff and Volunteer Awards in September. Just over 100 staff, Board Trustees, volunteers and invited guests were present to applaud the nine winners in both strategic and values-based categories. 99 nominations across 39 staff members were received this year.

## Grow our people through learning and development

- An internal POWER visitor experience training workshop for nine new visitor facing staff was held in September. The workshop was run by the Visitor Engagement team who shared tools to develop and deliver talks and Close Encounters, and provided examples of the best ways to connect with our Visitors to give them a great experience.
- 29 managers and influencers from across Wellington Zoo attended two Leadership and Excellence Programme (LEAP) "Influencing Skills" sessions. This is a continuation of the six LEAP sessions undertaken by staff during late 2021 and early 2022 to develop their leadership skills. More LEAP modules are scheduled for February and May 2023.
- The Partnerships Manager attended a two-day corporate partnerships seminar and the Fundraising Institute of New Zealand's conference. Both seminars had expert panellists who shared valuable insights from their respective industries.
- Our Animal Science Manager attended the International Animal Law Conference where there were a number of presentations linked to animal welfare principles. Presenters included Ian Robertson, a New Zealand animal welfare lawyer, and Georgina Groves, Senior Animal Welfare Manager, Wild Welfare.
- Four managers attended the annual ZAA Conference in Melbourne in August where they presented on Rainbow Tick Certification and our UN SDG work. Several other staff members attended sessions on-line. The four managers represent Wellington Zoo on various board and committees, including the ZAA Board and the ZAA NZ Board.

## Improve and maintain the physical assets

- Work is continuing on refurbishing various habitats:
  - The Twilight Te Ao Māhina refurbishment will be ready to receive Kiwi by the end of the year;
  - Asia Precinct upgrade has been scoped to be completed in time for the Snow Leopard habitat opening. This will include the Red Panda viewing platform, Tiger and Sun Bear areas;
  - Minor Renewals programme improvements have been made to the Ring-tailed Lemur habitat (additional planting, pole and rope work); stackable shelving installed for retail stock; retaining wall and earthworks work at the back of the café to facilitate a new catering kitchen; and the installation of new AV equipment for visitor experience at The Nest Te Kōhanga; and
  - The old, earthquake prone toilet block behind Meet The Locals Te Aroha has been demolished.
- Following a realignment of the Safety, Assets and Sustainability team structure to provide additional resources, new permanent roles were created, including that of a permanent Renewals Project Manager.

## Meet all legal and compliance requirements

- The Office of the Auditor General advised that a new auditor, Moore Markhams Wellington Audit, has been appointed to undertake WZT's annual audits going forward, commencing with YE 2021/22. While this advice was given at very short notice, it may provide us with a more certain service into the future.
- WZT's Privacy Policy has been extensively reviewed and re-adopted by the Board. This was done to ensure Wellington Zoo's continued adherence to the Privacy Act 2020. An internal Privacy Working Group has also been established to develop WZT's privacy programme and undertake threshold assessments to ensure compliance with the Policy and Act.
- Zoo staff participated in the annual ComplyWith survey which is used to manage our annual legal compliance programme. Results showed that WZT has a high level of compliance.
- As required by MPI, relevant staff were asked to sign off the annual update of WZT's various zoo manuals:
  - Zoo Containment Manual;
  - Zoo Supplementary Invertebrate Containment Manual;
  - Zoo Animal Transition Facility Manual (Quarantine); and
  - Zoo Container Transitional Facility.

## Sustain financial success by data driven decision making

- Targeted marketing and IT upgrades at each Wellington Zoo venue have contributed towards Venues' revenue exceeding budget by almost \$5,000 for the quarter, with 18 more companies booking our venues this quarter compared to last year at the same time.
- A review of WZT's Business Continuity Plan phased response documents for the Loss of Critical Zoo Habitats has commenced and workshops with the wider Zoo team on key utility infrastructure failures have been held. This data will be critical to determine how potential utilities failures will affect Wellington Zoo and determine its mitigation and recovery responses.
- Retail sales have exceeded target for the quarter by \$8,370. Dollars spent per Visitor are ahead at \$2.67 (target \$2.00) and dollars spent per Retail Customer ahead at \$31.67 (target \$20.00).





Photo: Launch of the Local Conservation Grants Programme

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

- During Conservation Week we launched the next round of our Local Conservation Grants Programme, for smaller projects in the Wellington Region, including the Chatham Islands as part of our Rongotai electorate. All of our Local Conservation Grants recipients from past years as well as stakeholders and members of the Wellington conservation community attended. The successful applicants for 2022 at an overall cost of \$13,985 are:
  - Addressing the conservation conundrum of the Sooty shearwater on Kāpiti Island (Etienne Ossona de Mendez, PhD student);
  - GPS tracking of the Chatham Island Tāiko (Johannes Chambon, PhD student);
  - Love Rimurimu (Mountains to Sea Trust Wellington);
  - Predator Free Paekakariki (Predator Free Paekakariki); and
  - He Kākano: Nursery security system (Pae Tū Mōkai o Tauira Incorporated Society).
- WZT has signed a new contract for waste recovery services with Waste Management NZ which replaced the two-contractor system that was in place. The new service will include all landfill, organic waste and recycling services with a focus on sustainability.
- The Chief Executive attended a WAZA (World Association of Zoos and Aquariums) strategic planning session in Denver for WAZA council members, the first such travel undertaken since 2019. The Chief Executive is also the Vice-President of WAZA. The WAZA Council is in the process of finalising a Strategic Plan which will be presented to members at the annual Conference in October 2022.
- Dr Jenny Gray, CE Zoos Victoria and Nicola Craddock, ZAA (Zoos and Aquariums Australasia) Executive Director, came to present to WZT management and DOC staff on the Reverse the Red initiative (driven by WAZA and IUCN (International Union for Conservation of Nature) and Plus One programmes to stop species decline. Jenny and Nicola also presented on these initiatives to the Board at its September development meeting.
- Wellington Zoo also hosted Dr Jon Paul Rodriguez, Chair IUCN SSC and Dr Kira Mileham, Director Strategic Partnerships IUCN SSC at a meeting with WZT, DOC and other New Zealand zoos to discuss Reverse the Red and Plus One.

## Integrating the United Nations Sustainable Development Goals

- During the quarter staff presented to:
  - The ZAA Conservation Engagement Special Advisory Group and Climate Action to the ZAA Conservation Engagement Special Advisory Group about WZT's work around the SDGs and;
  - Te Pū Tiaki Mana Taonga (Association of Educators Beyond the Classroom) on a Climate Action webinar.



Usedfully's Summary of reused uniforms as at 1 July 2022: Cotton (437kg); Polyester (200kg); Wool (48kg); Acrylic (21kg); Merino (9kg) and other (8kg).



Photo: One of the four sets of Ring-tailed Lemur twins born in September (L Ridley)

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

- We welcomed four sets of endangered Ring-tailed Lemurs twins born over the period of one week in September. Mothers and babies are all doing well and can regularly be seen in their recently refurbished outdoor habitat.

Departure			
Species	Gender		Date
Cape Barren Goose	Female	To Willowbank	15.09.22
Capybara	Female	To Willowbank	15.09.22

Arrivals			
Species	Gender		Date
Weka	Two males	From Rainbow Springs	21.09.22

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

- As a result of the Foot-and-Mouth Disease outbreak in Bali, Indonesia the New Zealand government has put in place additional biosecurity measures. Subsequently, WZT has also introduced some measures to mitigate the risk for the animals in our care, such as disinfectant foot mats at habitat entries and requiring staff to advise if they have recently visited Indonesia.
- WZT's Zoo and Aquarium Association Australasia (ZAA) Accreditation has been renewed until February 2025. This Accreditation is critical to being recognised as a progressive zoo for animal welfare, safety, conservation and sustainability.
- Staff attended a joint National Animal Welfare Advisory Committee (NAWAC) and National Animal Ethics Advisory Committee (NAEAC) workshop on invertebrates sentience.



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

- WZT hosted 80 students from VUW's Behaviour and Conservation Ecology to learn how to do ethograms by assessing the behaviour of the otters, giraffes, and tigers.
- Four Animal Welfare Working Groups have been set up to measure the delivery of WZT's strategic goals through better recording and reporting for evidence-based decisions. The Five Domains model will be used to develop the Working Groups, focused on Nutrition, Environment, Behaviour and Health.
- The Animal Welfare Committee met in August and had two presentations from staff: 1) Carnivores Lion Enrichment Behaviour Research; and 2) Invertebrate Euthanasia. There was also a discussion around ZAA's Animal Visitor Interaction Position Statement, which Wellington Zoo will respond to with its own set of guidelines. Staff learned more about ZAA's Position Statement at a Learning Session facilitated by Nicola Craddock, Executive Director, ZAA in late September.

## The Nest Te Kōhanga Wildlife Admissions

	2015	2016	2017	2018	2019	2020	2021	2022
July	33	17	20	36	18	39	12	16
August	26	15	24	25	23	25	13	25
September	25	24	22	30	30	19	14	14
<b>ANNUAL TOTAL</b>	<b>478</b>	<b>429</b>	<b>443</b>	<b>512</b>	<b>483</b>	<b>277</b>	<b>300</b>	<b>55</b>





*Photo: Bird Strike Prevention stickers on Wellington Cable Car Terminal*

### **Effective field partnerships for long term conservation outcomes**

- One of our Veterinary Technicians travelled to Tasmania to work with our conservation partner, Save the Tasmanian Devils Program. Carina worked with the team monitoring the Devils, catching them up and ensuring the populations were healthy.
- As well as providing grants for our global partners, our Marketing & Communications team also provide design support as required. For example, they recently developed signs for Mountain Spirit which will be installed in the park area in Nepal to raise awareness of Snow Leopards and the conservation efforts to help them.
- WZT's Chief Operating Officer attended the Madagascar Fauna and Flora Group's (MFG) annual meeting held at Duke Lemur Center, North Carolina, USA in September. Daniel is both a Board Member and the Treasurer for the MFG, which is one of WZT's key international conservation partners.
- During the financial year, three staff members will be working in the field with our conservation partners:
  - Two of the Reptile and Invertebrate team will continue the work done over the last couple of years monitoring Grand and Otago Skinks and Jewelled Geckos in the McKenzie Basin (partners: Mokomoko Lizard Sanctuary, Central Otago Ecological Trust, Manaaki Whenua – Landcare Research, Department of Conservation – Te Papa Atawhai); and
  - The Executive Officer who will be heading to Rēkohu Chatham Islands Tāiko Trust to assist with work in the field and administration work.

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

- The Conservation Manager completed WZT's staff conservation skill's audit which is a key part of our Conservation Strategy. This audit identified where our staff's strengths were to help external organisations and can also provide in-Zoo conservation training and development across all teams.
- Hamilton Zoo has asked the Director, Communications, Experience and Conservation to assist them to develop the visitor experience strategy for Hamilton Zoo.
- The Ngā Manu Nature Reserve General Manager and some of the team visited Wellington Zoo and met with various Zoo staff members to discuss visitor experience, capital projects, reptile husbandry, Te Ao Māori strategy, fundraising, conservation and business systems. They have also asked the Director Communications, Experience and Conservation to assist them with Visitor Experience.

## Focused investment in conservation innovations

- Four of our Local Conservation Grant recipients from last year have updated on their work:
  - *Wellington Cable Car* installed bird strike prevention stickers on its Cable Car Terminal. The glass terminal building is unfortunately right in the flight path of birds and in the past there have been regular bird deaths including kererū, kakariki, korimako, and ruru;
  - *Pae Tū Mōkai o Tauiira* used the grant to help build their native tree nursery He Kākano which will enable them to supply locally grown native trees for restoration of Wairarapa Moana;
  - *Places for Penguins* bought transponders to scan penguins' microchips and collect data on what is happening in the colonies. They also purchased trail cameras which allowed them to monitor penguins without disturbing them; and
  - Tora Lavack, a seven-year-old recipient who received funding to promote native bee conservation at his school and has organised the erection of information boards at Ōtari Wilton's Bush.
- In the 2021/22 financial year we had a total income of \$94,790 in the Partners in Conservation Fund and spent \$83,738 of this on grant payments to our national and global conservation partners; Conservation Fund staff grants, Local Conservation Grants; and Matiu Somes gecko monitoring.





Photo: new Lion signage (C Lai)

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

- As part of WZT's Bush Builders' programme and the Learning Team's involvement with the Kids Enhancing Tawa Ecosystems (KETE) programme, Wellington Zoo staff helped Redwood School children plant several hundred native trees in the Takapu Valley.
- Media opportunities included:
  - Chief Executive interview with Radio New Zealand about Zoos and accreditation and the future of progressive zoos globally;
  - The Conservation Manager's series of conservation chats – "A talk on the wild side" - with Radio Active, highlighting the Zoo's conservation and sustainability work; and
  - ZooBorns, an international social media account, has been sharing regular updates on Akida (baby Chimp born at the Zoo last October) with accompanying videos and photos. It is rewarding to share Wellington Zoo footage with a dedicated global audience.
- WZT celebrated the following dates during the quarter with Zoo-based activities:
  - Bee Awareness Month;
  - Conservation Week/Te Wiki Tiaki Ao Tūroa;
  - Red Panda Day;
  - International Primate Day;
  - International Day of the Cotton-top Tamarin;
  - World Lion Day;
  - International Tiger Day;
  - International Non-Binary People's Day; and
  - Forest Stewardship Council Forest Week.
- The Director Communications, Experience and Conservation and the Conservation Manager hosted the Wellington City Youth Council. Discussions covered the role of Wellington Zoo as a CCO and gave them an overview of the conservation work we do. The session was wrapped up with a Q and A session.



- The School Holiday programme was completely sold out in July with a theme of “A New Adventure Every Time” and reached 136k of people through social media advertising. As normal, we ran a Zoo Crew Retention promotion during the holidays with 89 Visitor sign-ups and 68 online renewals (1.52% converted visitor rate).
- The signage in the Lion Cave has been updated to complement the Happy Animals (animal welfare) signage on the deck, and to tie it in with our conservation action messages around Safe Cat Safe Wildlife by encouraging visitors to keep their cats safe and happy at home to protect native wildlife.
- Rex Tremendous hosted “Beast of a Feast” as part of Visa Wellington on a Plate with 85 paying guests enjoying a unique five course meal themed to the food eaten by Little Blue Penguins, Snow Leopards, Otters, Lions and Sun Bears. Prior to the “feast”, guests enjoyed a guided tour of the Zoo which was followed up with staff providing animal-related talks linked to our animal welfare and conservation initiatives.

### **Integrating Te Ao Māori within the Zoo**

- The Chief Executive and Director, Communications, Experience & Conservation attended two CCO Tūpiki Ora Māori Strategy action plan workshops in July and September. WCC’s Mataaho Aronui Unit is working with Mana Whenua and other stakeholders on a “whole of city” strategy which supports capability building, thriving communities, caring for the environment and supporting te ao Māori.
- Various staff participated in:
  - the launch of a new Te Reo language learning app called Mahau. Mahau was designed in partnership with mana whenua Taranaki Whānui, Ngāti Toa and Wellington City Council to create a language tool that allows people to start/continue their reo journey. This will be rolled out to WZT staff via a learning session;
  - a Kawhe korero where they met in Rex T and ordered their drinks in te reo Māori; and
  - a WCC wānanga for Māori kaimahi which was dedicated to staff of Māori descent who work within WCC and its CCOs with the objective for this group to gather, grow and authentically be Māori.

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

- The Holdsworth Trust renewed their support of the Wildlife and Zoo Medicine Masterate students (in partnership with Massey University) in The Nest Te Kōhanga for a further three years.
- WZT was awarded a \$100,000 grant from Te Tahua Taiao Ngā Taonga Lottery Environment and Heritage Committee towards refurbishment of the Twilight Te Ao Māhina. This will enable Kiwi to be brought back to Wellington Zoo by the end of the year.
- Fundraising for the Snow Leopard Project is close to \$2m which is a fantastic achievement. One Foundation recently granted us \$50k which will be used to help build the viewing cave. Two very successful fundraising evenings were held at Lighthouse Cuba with a viewing of the Velvet Queen documentary.
- We hosted Wētā FX in August as they captured 3D images of our giraffe. The material captured will be used for a new HBO production that is based on a famous video game and will be for the most iconic scene.
- WZT has expanded its community partnerships programme to include Emerge Aotearoa which helps vulnerable community members reach their full potential by providing support across a range of programmes for wellbeing, health and housing support.



**Craig Ellison**  
Board Chair  
Wellington Zoo Trust

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

Required WCC Performance Measures	Target 22.23	Tracking YTD 30.09.22		Comments as at 30.09.22
		#	%	
Visitors	235,540	42,645	18%	👉 Although 45 of the 92 days in this quarter were determined “poor weather days” we have still welcomed 7,933 more than the first quarter last year.
Student and education visits	21,000	5,071	24%	👉 Zoo led Conservation Education programmes and student self-guided visits.
Council operating grant per visitor	\$15.93	\$21.99	NA	👉 Annual Measure based on visitor numbers and WCC grant.
Full cost to Council	Not yet available	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.
Trading Revenue per visit (excl. grants & interest)	\$18.99	\$20.89	NA	👉
Non-Council donations and funding	\$392.5k	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	53%	NA	42%	👉
Trust generated income as percentage of the Council grant	130%	NA	95%	👉
<b>Additional WZT Performance Measures</b>				
	Target 22.23	#	%	Notes
Measure visitor feedback and satisfaction	80%	90%	NA	👉 Average July, August & September
Number of vulnerable, endangered or critically endangered species (IUCN Red List and DOC National List) at the Zoo	25	29	116%	👉
Percentage of native animals released to the wild after triage and treatment by The Nest Te Kōhanga (TNTK)	50%	NA	50%	👉 Post 72-hour period. Of 17 patients received in July, only two survived post 72-hours and both were eventually euthanised due to progressive illness.
WZT UN SDG targets met	80%	NA	Annual Measure	👉 WZT SDGs have been established and involve the work of teams across the Zoo.
Number of field conservation projects supported for vulnerable, endangered or critically endangered species (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 Leopards (VU)</li> </ul>
<b>Additional WZT Performance Measures</b>				
Maintain Zoo and Aquarium Association Animal Welfare Accreditation	Achieved	Annual Measure	👉	Occurs every three years. Last achieved July 2022.
Maintain Toitū net carbonZero certification	Achieved	Annual Measure	👉	Audit for 2021/22 financial year booked for 2 <sup>nd</sup> November.
Implementing <i>Kanohi Kitea</i> cultural competency programme	Achieved	Annual Measure	👉	Meeting held with Neavin to establish next steps and to get new staff members through Kanohi Kitea phase 1
Achieve and maintain Rainbow Tick certification	Achieved	Annual Measure	👉	Achieved 28 March 2022.
Health, Safety & Wellbeing Committee meeting attendance	80%	1	100%	👉 % of available members attending HSR meeting. Two on annual leave and one member on ACC leave for September meeting
Emergency drill or incident debriefs summary delivered	8	2	25%	👉 Fire Evacuation drills held in early August. Code Black drill in early October.
Volunteer engagement survey completed	1	Annual Measure	👉	Completed closer to year end
Staff recognition initiative complete	1	Annual	👉	Gold Agoutis 22 September 2022
Staff learning and development initiatives completed	10	6	60%	👉 Learning opportunities from both internal and external speakers and providers. 2x Rainbow Inclusion Workshops held in July. 2x Next LEAP workshops in August. 1x Conservation Learning Session (Tasmanian Devils). 1x Learning Session on ZAA AVI Positions Statement 2.0 by ZAA Executive Director.

Appendix 2 – Financial Statements

<b>CCO: Wellington Zoo Trust</b>		<b>\$NZ000's</b>	
<b>Quarter One 2022/23</b>			
<b>Actual 30-Jun-22</b>	<b>EARNINGS STATEMENT</b>	<b>Actual 30-Sep-22</b>	<b>Budget 30-Sep-22</b>
	<b>Revenue</b>		
3579	Trading Income	895	883
4148	WCC Grants	937	938
554	Other Grants	25	28
267	Sponsorships and Donations-Operational	127	70
7	Sponsorships and Donations-Capital	167	0
7	Investment Income	3	1
95	Other Income	11	45
<b>8,657</b>	<b>Total Revenue</b>	<b>2,165</b>	<b>1,965</b>
	<b>Expenditure</b>		
6,245	Employee Costs	1,607	1672
2,497	Other Operating Expenses	629	574
0	Depreciation	0	0
	Interest		
43	Vested Assets		
<b>8,785</b>	<b>Total Expenditure</b>	<b>2,236</b>	<b>2,246</b>
<b>(128)</b>	<b>Net Surplus/(Deficit)</b>	<b>(71)</b>	<b>(281)</b>
<b>(92)</b>	<b>Operating Surplus/(Deficit)</b> <i>(excluding Capital income)</i>	<b>(238)</b>	<b>(281)</b>
<b>-1.1%</b>	<b>Operating Margin</b>	<b>-11.0%</b>	<b>-14.3%</b>



<b>Actual 30-Jun-22</b>	<b>STATEMENT OF FINANCIAL POSITION</b>	<b>Actual 30-Sep-22</b>	<b>Budget 30-Sep-22</b>
	<b>Shareholder/Trust Funds</b>		
0	Share Capital/Settled Funds	0	0
0	Revaluation Reserves	0	0
1,680	Restricted Funds	1,648	1864
224	Retained Earnings	185	(58)
<b>1,904</b>	<b>Total Shareholder/Trust Funds</b>	<b>1,833</b>	<b>1,806</b>
	<b>Current Assets</b>		
3,689	Cash and Bank	4,106	3609
1,540	Accounts Receivable	1,661	150
186	Other Current Assets	152	100
<b>5,415</b>	<b>Total Current Assets</b>	<b>5,919</b>	<b>3,859</b>
	<b>Investments</b>		
0	Deposits on Call	0	500
0	Other Investments	0	0
<b>0</b>	<b>Total Investments</b>	<b>0</b>	<b>500</b>
	<b>Non-Current Assets</b>		
0	Fixed Assets	0	0
0	Other Non-current Assets	0	0
<b>0</b>	<b>Total Non-current Assets</b>	<b>0</b>	<b>0</b>
<b>5,415</b>	<b>Total Assets</b>	<b>5,919</b>	<b>4,359</b>
	<b>Current Liabilities</b>		
882	Accounts Payable and Accruals	522	853
394	Provisions	439	0
2,235	Other Current Liabilities	3,125	1700
<b>3,511</b>	<b>Total Current Liabilities</b>	<b>4,086</b>	<b>2,553</b>
	<b>Non-Current Liabilities</b>		
0	Loans - WCC	0	0
0	Loans - Other	0	0
0	Other Non-Current Liabilities	0	0
<b>0</b>	<b>Total Non-Current Liabilities</b>	<b>0</b>	<b>0</b>
<b>1,904</b>	<b>Net Assets</b>	<b>1,833</b>	<b>1,806</b>
<b>1.5</b>	<b>Current Ratio</b>	<b>1.4</b>	<b>1.5</b>
<b>35.2%</b>	<b>Equity Ratio</b>	<b>31.0%</b>	<b>41.4%</b>

<b>Actual 30-Jun-22</b>	<b>STATEMENT OF CASH FLOWS</b>	<b>Actual Sep-22</b>	<b>Budget Sep-22</b>
	<i>Cash provided from:</i>		
8,938	Operating Revenue	2,973	2667
7	Interest Received	4	1
345	Net GST Cashflow	(369)	0
9,290		2,608	2,668
	<i>Cash applied to:</i>		
(6,062)	Payments to Employees	(1,487)	(1,672)
(3,198)	Payments to Suppliers	(704)	(574)
(9,260)		(2,191)	(2,246)
30	<b>Movement</b>	417	422
3,659	<b>Cash balance at beginning</b>	3,689	3,187
3,689	<b>Cash balance at end</b>	4,106	3,609