



Conservation Policy & Plan 2023-2024

CS G.1,2 JW/DZC May 2023

Context:

Dudley Zoo & Castle (DZC) is owned and operated by the Dudley & West Midlands Zoological Society; a registered charity (no. 507221) established in 1978.

The charity's aim is to provide Dudley Zoo & Castle (DCZ) visitors and community, via our education and conservation activities, with an understanding and awareness of all elements of the park's unique site, the history of the castle and the geology, the importance of the architectural design of the Tectons, and the opportunity to get closer to the world's rarest animals.

Dudley Zoo & Castle's mission statement is;

- ✓ *“To inspire and excite people in the natural world, in the history and geology of the site on Castle Hill, and to encourage and promote a better understanding of and support for the conservation of nature and our heritage.”*

The Conservation Policy & Plan has been developed to enable progression towards the wider strategic goals and objectives outlined within the Dudley Zoo & Castle 2022-2027 Conservation Strategy, which in turn ensures the organisation is meeting its mission statement.

The policy outlined below aims to ensure all conservation action undertaken by the organisation is meaningful, worthwhile and ultimately, is compliant and relevant to; the overarching strategy of the site and BIAZA/EAZA policy. The plan then outlines what the zoo aims to deliver over a given timeframe; including individual project outcomes, relevant partners and evaluation methods.

Conservation Policy:

Our Conservation Policy & Plan aims to facilitate the achievement of our strategic goals and objectives. This includes; the development of meaningful and worthwhile collaborations with in-situ conservation partners, benefiting wild species and spaces (G.1) and the development of a living collection of healthy, well managed populations of wild species (G.2) – which in turn inspires and engages our visitors. Throughout our conservation activities we aim to:

- ✓ Be proactive in the management and protection of wild species, wild spaces and English heritage (in the UK and overseas).
- ✓ Support conservation activities through advocacy and the donation of; zoo finances, staff time and expertise and use of physical/intellectual resources.
- ✓ Establish strong links between species and habitats exhibited to visitors, within DZC site, with in-situ conservation partners and projects.
- ✓ Ensure responsible management of captive populations via; participation in conservation breeding programmes, adherence to EAZA TAG and RCP recommendations, and ethical acquisition/disposition of living and dead stock (see [institutional transfer policy](#)).
- ✓ Participate in activities coordinated by BIAZA/EAZA Working Groups, Taxon Working Groups and Taxon Advisory Groups. This may include, but is not limited to, BIAZA/EAZA TAG/WG committee participation.
- ✓ Implement the obligations of the World Zoo and Aquarium Conservation Strategy, Committing to Conservation (WAZA 2015 and WAZA 2005) and comply with the EAZA Field Conservation Standards and BIAZA Conservation Policy alongside the obligations of the Zoo Licensing Act and revisions thereof appropriate to operation of Dudley Zoo & Castle
- ✓ Ensure activities are pursued within an ethical framework that promotes a responsible approach to the environment and encourages others to demonstrate such an attitude to their work and activity (see [Sustainability policy](#)).
- ✓ Ensure conservation activities are disseminated to visitors on-site at DZC and online via zoo website/social media platforms.
- ✓ Ensure conservation activities can be assessed and evaluated against set criteria for relevance/success.

Analysis of Species Holding (ICP):

IUCN Status:

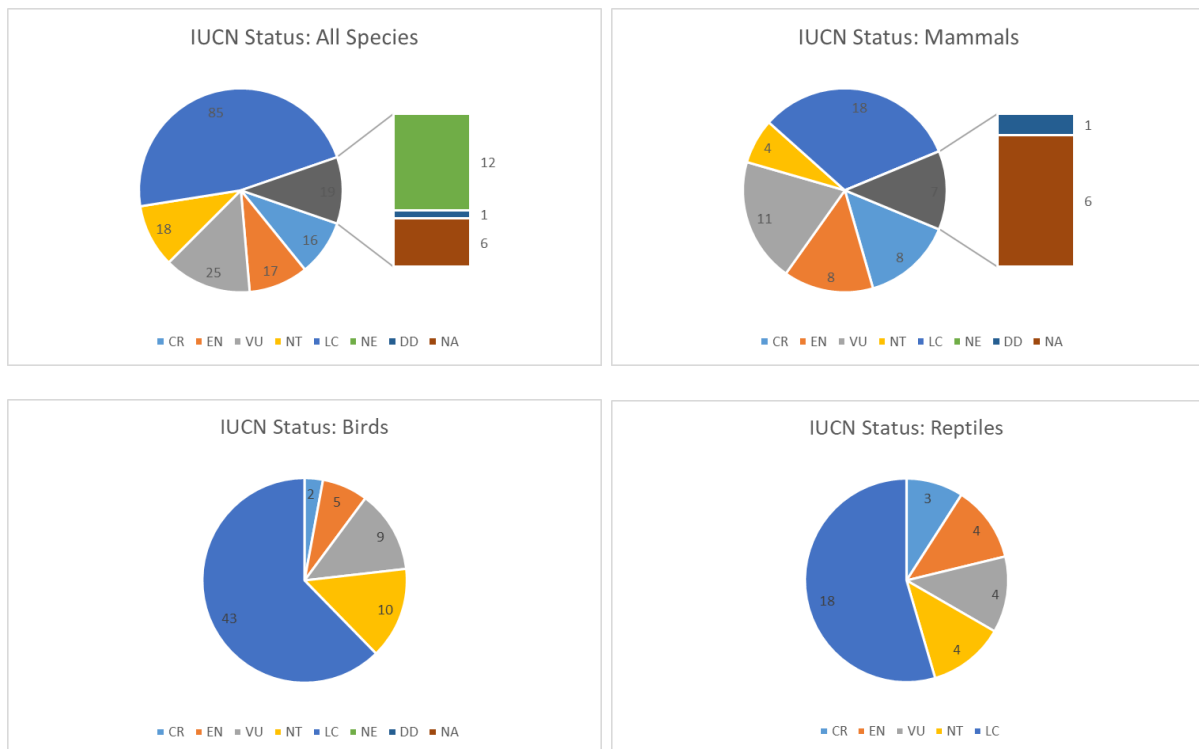
A recent (10/05/2023) analysis of DZC's ZIMS Inventory Summary Report lists 180 species currently held on zoo grounds; of which 56 (~31%) are mammals, 69 (~38%) are birds, 33 are (~18%) reptiles, 22 (~13%) are amphibians, fish and terrestrial invertebrates.

Of these 180 species, 162* species are evaluated under the IUCN Red List of Threatened Species; the remaining 18 species are either domestic stock (6 species) or are yet to be evaluated (12 species).

**16 listed as critically endangered (CR); 17 listed as endangered (EN); 25 listed as vulnerable (VU); 18 listed as near threatened (NT); 85 listed as least concern (LC); and 1 listed as data deficient (DD).*

A total of 58 (~32%) species are listed VU-CR; this increases to 76 (~42%) species when including NT species. 55% of mammalian species held on site are listed CR-NT, whereas 38% of avian species, 45% of reptilian species and 18% of amphibian, fish and invertebrate species meet the same criteria.

A visual analysis of IUCN status per taxa can be seen below:



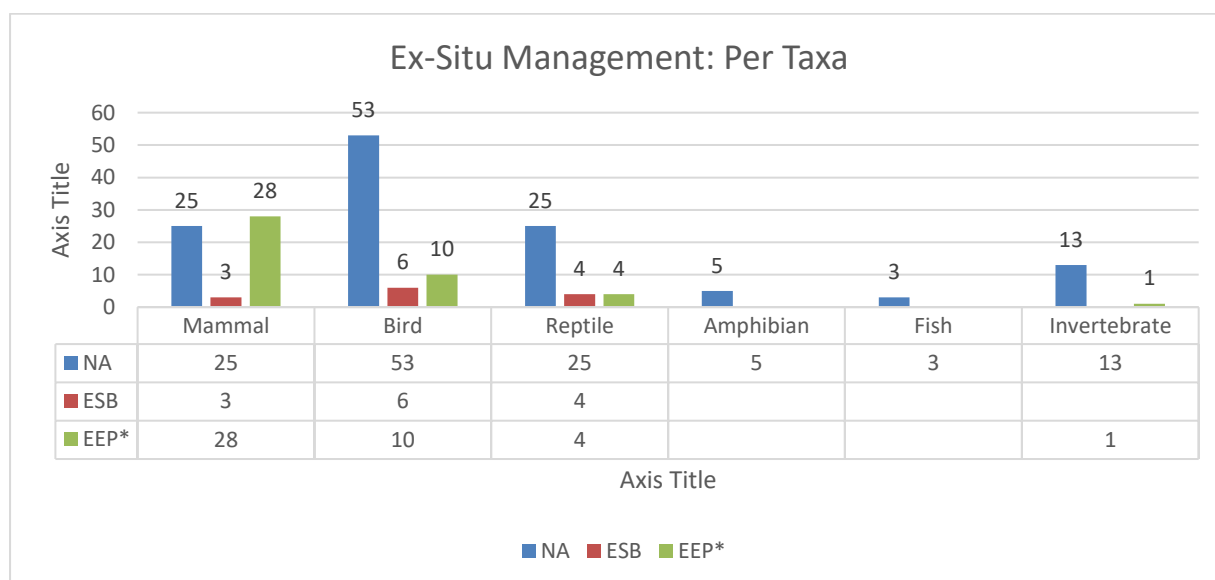
Participation within EAZA Ex-Situ Management Programmes:

DZC currently holds 56 species managed under EAZA ex-situ programmes, of which 13 species are managed under ESB's and 43 are managed under new-style EEP's. A full list of these programmes can be found under the document 0. Outcome Tracking – In-Situ Conservation on The Hive shared drive.

The majority of ESB/EEP species held by DZC are mammalian (31 species), with the remainder comprising of avian (16 species), reptilian (8 species) and terrestrial invertebrate (1 species) representatives.

Annual data is contributed to EAZA ex-situ management programmes via completion of TAG-led surveys, and via ZIMS.

A visual analysis of ex-situ management style per taxa can be seen below:



Participation within BIAZA/EAZA Working Groups/TAGS:

DZC staff are encouraged to attend BIAZA/EAZA Taxon Working Groups annual conferences within the UK and overseas – in an effort to promote staff skill development, further enabling the site to successfully exhibit and maintain healthy, well managed populations across the site (SG.2). A full list of conference attendance can be found under the Staff CPD folder within The Hive shared drive, alongside full write-ups from each event.

DZC staff are also encouraged to participate within EAZA and BIAZA committees. Head of Lower Primates, Jodie Dryden, is Chair of the Mammal Working Group's Primate Focus Group, and Head of Education & Conservation, Jack Williams, sits on the Terrestrial Invertebrate Working Group committee as their Education Coordinator. DZC Curator, Richard Brown, sits on the EAZA Prosimian Tag and co-ordinates the EEP and ISB for Black Lemurs. Head of Birds & Registrar, Nicola Wright, acts as studbook keeper for the same programme. Both staff members attended the EAZA conference in Valencia in 2019 and took part virtually in 2020 and 2021

In-Situ Conservation:

DZC aims to be proactive in the management and protection of wild species, wild spaces and English heritage (in the UK and overseas). We aim to achieve this through supporting conservation activities through advocacy and the donation of; zoo finances, staff time and expertise and use of physical/intellectual resources. Strong links will be established between species and habitats exhibited to visitors, within DZC site, and with in-situ conservation partners and projects.

DZC has allocated a budget of £40,000 for in-situ support this year (2023).

As of 2023, DZC has committed to continued financial support for the following projects;

- ✓ AB Conservation – is the only organisation in the world entirely dedicated to the study and protection of the binturong, a small mammal of Southeast Asia. DZC pledged 1000 euros annually to the programme since it began housing binturong in 2018.
- ✓ Association Européenne pour l'Étude et la Conservation des Lémuriens (AEECL) - a zoo managed conservation organisation based in Sahamalaza-Iles Radama National Park in Madagascar. The main aims of the charity are based on the conservation of the lemur species within the park, with specific focus on the critically endangered blue-eyed black lemur (*Eulemur flavifrons*). DZC has committed to supporting this initiative for a number of years.
- ✓ B.R.I.D.G.E.S – The general objective of BRIDGES is understanding gelada behaviour by integrating information coming from wild and captive settings to contribute to the improvement of wild conservation strategies and to the implementation of captive population management. DZC has committed to supporting this project for 3 years, beginning 2023.
- ✓ Cikananaga Conservation Breeding Centre (CCBC) - has the primary goal of breeding endangered and critically endangered endemic Indonesian species. The ultimate aim of their conservation breeding efforts is to improve the conservation status of the species they work with. DZC has committed to supporting this project for 5 years, beginning 2022.
- ✓ Red Panda Network - committed to the conservation of wild red pandas and their habitat through the education and empowerment of local communities. DZC has committed to supporting this project for 5 years, beginning 2023.
- ✓ Save the Tasmanian Devil Program (STDP) - the official program in the response to the threat of extinction of the Tasmanian devil due to Devil Facial Tumour Disease (DFTD). DZC has committed to supporting this project for five years, beginning 2019.
- ✓ Sintang Orangutan Centre - is a foundation based in Sintang, West Kalimantan and focuses on the rescue, rehabilitation and release orang-utans back into the wild. DZC has committed to supporting this project for five years, beginning 2022.
- ✓ Snow Leopard Trust - aims to better understand the endangered snow leopard, and to protect the cat in partnership with the communities that share its habitat. DZC has committed to supporting this project for five years, beginning in 2018.
- ✓ Sphenisco - helping to preserve Humboldt Penguins off the coast of Peru and Chile through social outreach and education. DZC has committed to supporting this project for five years, beginning in 2023.

- ✓ Wild Camel Protection Foundation – helping to preserve the last wild populations of Bactrian Camels in Mongolia and China. DZC has committed to supporting this initiative for a number of years.
- ✓ ZGAP Zoologische Gesellschaft für Arten und Populationsschutz. (The Zoological Society for the Conservation of Species and Populations). The primary goal of ZGAP is the conservation of unknown but highly endangered species and their natural habitat. DZC supports ZGAP initiatives focusing on the conservation of the buff-headed capuchin (*S. xanthosternos*) and has committed to supporting this initiative for a number of years.

A summary table of these core projects can be found below, alongside a summary table of organisations to be supported through World Animal Day awareness and fundraising initiatives in 2023.

A total 32 projects have been financially funded by DZC since 2016, with an accumulative financial contribution of £134,775.00. A full report of conservation funding, both current and historic, can be found under the document 0. Outcome Tracking – In-Situ Conservation on The Hive shared drive.

In an effort to develop meaningful and worthwhile collaborations with in-situ conservation partners (SG.1), DZC intends on playing a more proactive role in conservation activities moving forward – as opposed to relying entirely on donation of cash grants.

Core Projects Supported, Summary (May 2023):

Name of Organisation:	Description/Target Species:	Relevant Species @ DZ&C:	Biome: Region:	Commitment:	Contact:
AB Conservation:	AB Conservation is the only organisation in the world entirely dedicated to the study and protection of the binturong, a small mammal of Southeast Asia.	Binturong (<i>A. binturong</i>), VU	Tropical Forest	5-year; £1000p.a. 2018-2022+	Pauline Kayser: pauline.kayser@abconservation.org
AEECL	The AEECL is a zoo managed conservation organisation based in Sahamalaza-Iles Radama National Park in Madagascar. The main aims of the charity are based on the conservation of the lemur species within the park, with specific focus on the critically endangered blue-eyed black lemur (<i>Eulemur flavifrons</i>).	Black lemur (<i>E. macaco</i>), CE Ring-tailed lemur (<i>L. catta</i>), EN Red-ruffed lemur (<i>V. rubra</i>), CR Black-and-white ruffed lemur (<i>V. variegata</i>), CR	Tropical Forest	Subscription; Long-term; £1500 p.a. Teacher funding; Long-term, £1500 p.a.	Sara Lee, SZEA Ltd: Sarah.lee@zsea.org Magali Galmiche: magali.galmiche@mulhouse-alsace.fr
B.R.I.D.G.E.S.	The general objective of BRIDGES is understanding gelada behaviour by integrating information coming from wild and captive settings to contribute to the improvement of wild conservation strategies and to the implementation of captive population management.	Gelada (<i>T. gelada</i>), LC	Grasslands/ Steppe	3-year; £1000p.a. 2023-2025	Elisabetta Palagi elisabetta.palagi@unipi.it
Cikananga Conservation Breeding Centre	The CCBC has the primary goal of breeding endangered and critically endangered endemic Indonesian species. The ultimate aim of their conservation breeding efforts is to improve the conservation status of the species they work with.	Sumatran laughingthrush (<i>G. bicolor</i>), EN ; Bali myna (<i>L. rothschildi</i>), CR	Tropical Forest	5-year, £2000p.a. 2023-2027	
Red Panda Network	The RPN is committed to the conservation of wild red pandas and their habitat through the education and empowerment of local communities.	Red panda (<i>Ailurus fulgens</i>), EN	Montane Forest	5-year, \$2500p.a. 2023-2027	Terrance Fleming; terrance@redpandanetwork.org
Save the Tasmanian Devil	The program (STDP) is the official response to the threat of extinction of the Tasmanian devil due to Devil Facial Tumour Disease (DFTD). The vision for the program is for an enduring and ecologically functional population of Tasmanian devils in the wild in Tasmania.	N/A		5-year, £5000p.a. 2019-2023+	David Schaap: David.schaap@nre.tas.gov.au
Sintang Orangutan Centre	Sintang Orangutan Rescue Center is a foundation based in Sintang, West Kalimantan and focuses on the rescue, rehabilitation and release orangutans back into the wild.	Bornean orangutan (<i>P.pygmaeus</i>), CR	Forests	5-year, £20K p.a. 2022-2026	SOC Sintang Orangutan Centre sintangorangutancentre@gmail.com
Snow Leopard Trust	The Snow Leopard Trust aims to better understand the endangered snow leopard, and to protect the cat in partnership with the communities that share its habitat.	Snow leopard (<i>P. uncia</i>), VU	Grasslands/ Steppe	5-year £2000p.a. 2019-2023+	Jennifer Snell Rullman jennifer@snowleopard.org

Sphenisco	Sphenisco – Conservation of the Humboldt-Penguin, in coordination with Chilean activists and scientists, desires to save the Humboldt penguin from extinction. The programme supports the protection of breeding colonies and the marine areas surrounding them.	Humboldt penguin (<i>S. humboldti</i>), VU	Wetlands/ Coastal	5-year £1000p.a. 2023-2027	
Wild Camel Protection Foundation	The WCPF is the only charity in the world with a specific mission to save the Wild camel (<i>Camelus ferus</i>) and its pristine desert environment from extinction and destruction.	Bactrian camel (<i>C. bactrianus</i>), CE	Grasslands/ Steppe	Long-term, £500 p.a.	Dr. Yadamsuren Adiya: ya.adiya@gmail.com Kate Rae: krae7777@aol.com
ZGAP	The primary goal of ZGAP is the conservation of unknown but highly endangered species and their natural habitat. DZ&C supports ZGAP initiatives focusing on the conservation of the buff-headed capuchin (<i>S. xanthosternos</i>).	Buff-headed capuchin (<i>S. xanthosternos</i>), CE	Tropical Forest	Long-term, £2000 p.a.	Rene Wust: rene.wuest@zgap.de

Projects Supported by World Animal Days (Proposed May 2023):

Name of Organisation:	Description/Target Species:	Relevant Species @ DZ&C:	Biome: Region:	Commitment*:	Contact:
AB Conservation	AB Conservation is the only organisation in the world entirely dedicated to the study and protection of the binturong, a small mammal of Southeast Asia.	Binturong (<i>A. binturong</i>), VU	Tropical Forest	5-year; £1000p.a. 2018-2022+	Pauline Kayser: pauline.kayser@abconservation.org
AEECL	The AEECL is a zoo managed conservation organisation based in Sahamalaza-Iles Radama National Park in Madagascar. The main aims of the charity are based on the conservation of the lemur species within the park, with specific focus on the critically endangered blue-eyed black lemur (<i>Eulemur flavifrons</i>).	Black lemur (<i>E. macaco</i>), CE Ring-tailed lemur (<i>L. catta</i>), EN Red-ruffed lemur (<i>V. rubra</i>), CR Black-and-white ruffed lemur (<i>V. variegata</i>), CR	Tropical Forest	Subscription; Long-term; £1500 p.a. Teacher funding; Long-term, £1500 p.a.	Sara Lee, SZEALtd: Sarah.lee@zsea.org Magali Galmiche: magali.galmiche@mulhouse-alsace.fr
Giraffe Conservation Foundation	The Giraffe Conservation Foundation (GCF) is the only NGO in the world that concentrates solely on the conservation and management of giraffe in the wild throughout Africa.	Giraffe (<i>G. Camelopardalis</i>), VU	Grasslands	£616.68 raised on 24/06/2023. £1000.00 donated.	
Lowland Tapir Conservation Initiative	The Lowland Tapir Conservation Initiative (LTCI) is a nation-wide, long-term research and conservation effort led by Brazilian conservationist Dr. Patricia Medici. The overall goal of the LTCI is to have tapir research and conservation programs being carried out in all four Brazilian biomes where lowland tapirs are found and biome-based Tapir Action Plans developed and implemented.	Lowland tapir (<i>T. terrestris</i>), VU	Tropical Forests	£548.01 raised on 23/04/2023. £1000.00 donated.	Patricia Medici medici@ipe.org.br
Sintang Orangutan Centre	Sintang Orangutan Rescue Center is a foundation based in Sintang, West Kalimantan and focuses on the rescue, rehabilitation and release orangutans back into the wild.	Bornean Orangutan (<i>P.pygmaeus</i>), CR	Forests	5-year, £20K p.a. 2022-2026 £619.85 raised on 19/08/2023.	SOC Sintang Orangutan Centre sintangorangutancentre@gmail.com
Snow Leopard Trust	The Snow Leopard Trust aims to better understand the endangered snow leopard, and to protect the cat in partnership with the communities that share its habitat.	Snow leopard (<i>P. uncia</i>), VU	Grasslands/ Steppe	5-year £2000p.a. 2019-2023+	Jennifer Snell Rullman jennifer@snowleopard.org
Tacugama Chimpanzee Sanctuary	Tacugama Chimpanzee Sanctuary was founded in 1995 by conservationist Bala Amarasekaran and his wife Sharmila. Initially established to enforce wildlife laws and rescue and rehabilitate critically endangered orphaned Western chimpanzees, Tacugama has grown into a diverse conservation organization.	Chimpanzee (<i>P. troglodytes</i>), EN	Tropical Forests	£1002.47 raised on 03/07/2023, 15-16/07/2023. £1002.47 donated.	Naomi: naomi@tacugama.com

Wildcat Conservation Alliance	The WCA aims to save wild tigers and Amur leopards for future generations by raising awareness and funding carefully chosen conservation projects. They support locally appropriate programs that address key conservation issues through anti-poaching activities, population monitoring, wildlife health monitoring, conflict mitigation, education & outreach and capacity building.	Sumatran tiger (<i>P. tigris sumatrae</i>), CR	Tropical Forests	£463.00 raised on 29/07/2023. £1000.00 donated.	Esther Conway: wildcats@zsl.org
World Camel Protection Foundation	The WCPF is the only charity in the world with a specific mission to save the Wild camel (<i>Camelus ferus</i>) and its pristine desert environment from extinction and destruction.	Bactrian camel (<i>C. bactrianus</i>), CE	Grasslands/ Steppe	Long-term, £500 p.a. £575.45 raised on 18/06/2023. £1000.00 donated.	Dr. Yadamsuren Adiya: ya.adiya@gmail.com Kate Rae: krae77777@aol.com
World Parrot Trust	We protect parrots. WPT is a leading, science-based, results-oriented parrot conservation and welfare organization.		Tropical Forests	£1,071.50 raised on 22/04/2023. £1000.00 donated.	

*Funds raised on WAD's are generated through both public donation, and takings from lorikeet nectar sales. DZC aims to round-up the total value to the nearest ~£500.00, however this will be reviewed on a case-by-case basis.

**Funds raised for charities that the zoo has already committed to support (i.e. AEECL/World Lemur Day) will contribute to the total commitment, as opposed to being added to the commitment total.

Evaluation of In-Situ Conservation Support:

Project Design & Selection:

In an effort to maximise conservation success, new partner projects and initiatives should be assessed through the 'Conservation Project Initial Assessment Criteria (below)'. This aims to ensure that the high priority species and ecosystems are targeted through our conservation policy and plan.

Initial assessments can be found under '0. Outcome Tracking – In-Situ Conservation' alongside clear written expectations of the project partnership (i.e. how finances are to be allocated) which can be found on The Hive shared drive.

Conservation Project Initial Assessment Criteria:			
Measure:	Description:	Outcome	Score
<i>Project target Species</i>			
IUCN Red List Status IUCN Red List of Threatened Species	Is the project target species assessed under the IUCN Red List? What is the IUCN Red List Status of the project target species? OR Is the target species regionally/nationally threatened?	NE / DD LC NT VU EN CR EW	1 1 2 3 4 5 6
(IUCN SSC) Conservation Action Plan IUCN/SSC Action Plans for the Conservation of Biological Diversity IUCN Library System	Does the project target species have an (IUCN SSC) Conservation Action Plan (1)? Is the project and/or its partners recommended by the conservation action plan? Does the project and/or its partners implement methods recommended by the action plan, and/or does the project and its partners operate in an area prioritised by the action plan (2)? OR Is the target species included in regional/national native species biodiversity action plans?	No Yes (1) Yes (2) No Yes	0 1 2 0 1
EAZA EEP	Is the project target species managed under an EAZA EEP? Or does the project target species link to an ambassador species managed under an EAZA EEP (1)? Is the project endorsed by the EAZA EEP committee (2)?	No Yes (1) Yes (2)	0 1 2
EDGE of Existence EDGE of Existence :: Evolutionarily Distinct & Globally Endangered	Is the target species considered to be a focal species under the ZSL Edge of Existence initiative (1)? Is it in the top 25 for its taxa (2)?	No Yes (1) Yes (2)	0 1 2
<i>Project target Area/Ecosystems</i>			
IUCN Red List of Ecosystems IUCN Ecosystems (iucnrl.org)	Are the project's target areas assessed under the IUCN Red List of Ecosystems? What is the IUCN Red List status of the target area's ecosystem?	No Yes – LC Yes – NT Yes – VU-CR	0 1 2 3
<i>Project Details</i>			
Objectives:	Are the project objectives of significant importance, volume and effect (see 'Measuring Conservation Success: Assessing Zoos' Contribution' by Mace et al. 2007 – on file in The Hive).		
Method Justification:	Are the project methods recommended by a conservation action plan, or are they endorsed by a large NGO or government body?	No Yes	0 1
Method Evidence: Conservation Evidence - Site	Is there documented evidence for the effectiveness of the conservation actions and methods that the project aims to utilise (1)? Are these actions and methods proven to be successful (2)?	No Yes (1) Yes (2)	0 1 2
Partners:	Does the project already partner with licensed and/or accredited zoos and aquariums?	No Yes	0 1
Key Documents:	Does the project produce a strategic plan and/or annual reports, outlining their project targets/objectives and their success against those targets?	No Yes	0 1
Dissemination	Does the project maintain continued communication with DZ&C through emails, social media and regular newsletters/reports?	No Yes	0 1

Calculating Conservation Expenditure:

DZC has allocated a budget of £40,000 for in-situ support this year (2023). The zoo has committed to increasing this budget by approx. £5,000 per annum, in line with the Conservation Strategy strategic objective 1; increase annual financial contribution for in-situ conservation to £60,000 by 2027.*

**DZC aims to increase this value to £120,000-£135,000 per annum (3% of DZ&C's annual operational budget), in line with the WAZA Conservation Strategy (Committing to Conservation) recommendations.*

As of May 2023, £40,000 has been allocated to external in-situ conservation organisations. Additional expenditure will be calculated using the 'EAZA Guidelines on the definition of a direct conservation contribution' and recorded under the conservation strategy tracking document; '0. Outcome Tracking – In-Situ Conservation', both of which can be found on The Hive shared drive.

Evaluation of Existing Commitments:

All partners and/or projects must be evaluated against the outlined expectations of the project partnerships, which are to be defined during the project initial assessment criteria. Evaluation must be undertaken at least once a year using the Conservation Project Evaluation Criteria (below).

Conservation Project Evaluation Criteria:			
Measure:	Description:	Outcome	Score
<i>Project target Species</i>			
IUCN Red List Status IUCN Red List of Threatened Species	Is the project target species assessed under the IUCN Red List? What is the IUCN Red List Status of the project target species? OR Is the target species regionally/nationally threatened?	NE / DD LC NT VU EN CR EW	1 1 2 3 4 5 6
IUCN SSC Conservation Action Plan IUCN/SSC Action Plans for the Conservation of Biological Diversity IUCN Library System	Does the project target species have an IUCN SSC Conservation Action Plan (1)? Is the project and/or its partners recommended by the conservation action plan? Does the project and/or its partners implement methods recommended by the action plan, and/or does the project and its partners operate in an area prioritised by the action plan (2)? OR Is the target species included in regional/national native species biodiversity action plans?	No Yes (1) Yes (2) No Yes	0 1 2 0 1
EAZA EEP	Is the project target species managed under an EAZA EEP? Or does the project target species link to an ambassador species managed under an EAZA EEP (1)? Is the project endorsed by the EAZA EEP committee (2)?	No Yes (1) Yes (2)	0 1 2
<i>Project Details</i>			
Reporting:	Has the project maintained communication with DZ&C through emails, social media and regular newsletter/reports?	No Yes	0 1
Key Documents:	Has the project produced regular updates annual reports, outlining their project targets/objectives and their success against those targets over the last 12-month period?	No Yes	0 1
Method Evidence: Conservation Evidence - Site	Is there documented evidence for the effectiveness of the conservation actions and methods that the project aims to utilise (1)? Are these actions and methods proven to be successful (2)?	No Yes (1) Yes (2)	0 1 2
Partners:	Is the project still partnered with licensed and/or accredited zoos and aquariums?	No Yes	0 1

Process of Dissemination:

DZC's conservation commitments and outcomes must be disseminated to all stakeholders within the organisation, including visitors, volunteers, staff, trustees and organisational partners. Conservation outcomes should be disseminated via the following methods;

- ✓ **Visitors;** website, social media (Facebook/Instagram/Twitter/Youtube), email, events and on-site interpretation.
- ✓ **Volunteers;** internal notice boards, internal newsletter and internal emails.
- ✓ **Staff;** staff meetings, internal newsletter, internal emails and internal social media groups (Facebook).

Dissemination of all conservation partnerships and outcomes is recorded in '0. Outcome Tracking – In-Situ Conservation' which can be found on The Hive shared drive.