

THE ROYAL ZOOLOGICAL  
SOCIETY OF SCOTLAND

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ZOOLOGICAL SOCIETY  
OF SCOTLAND



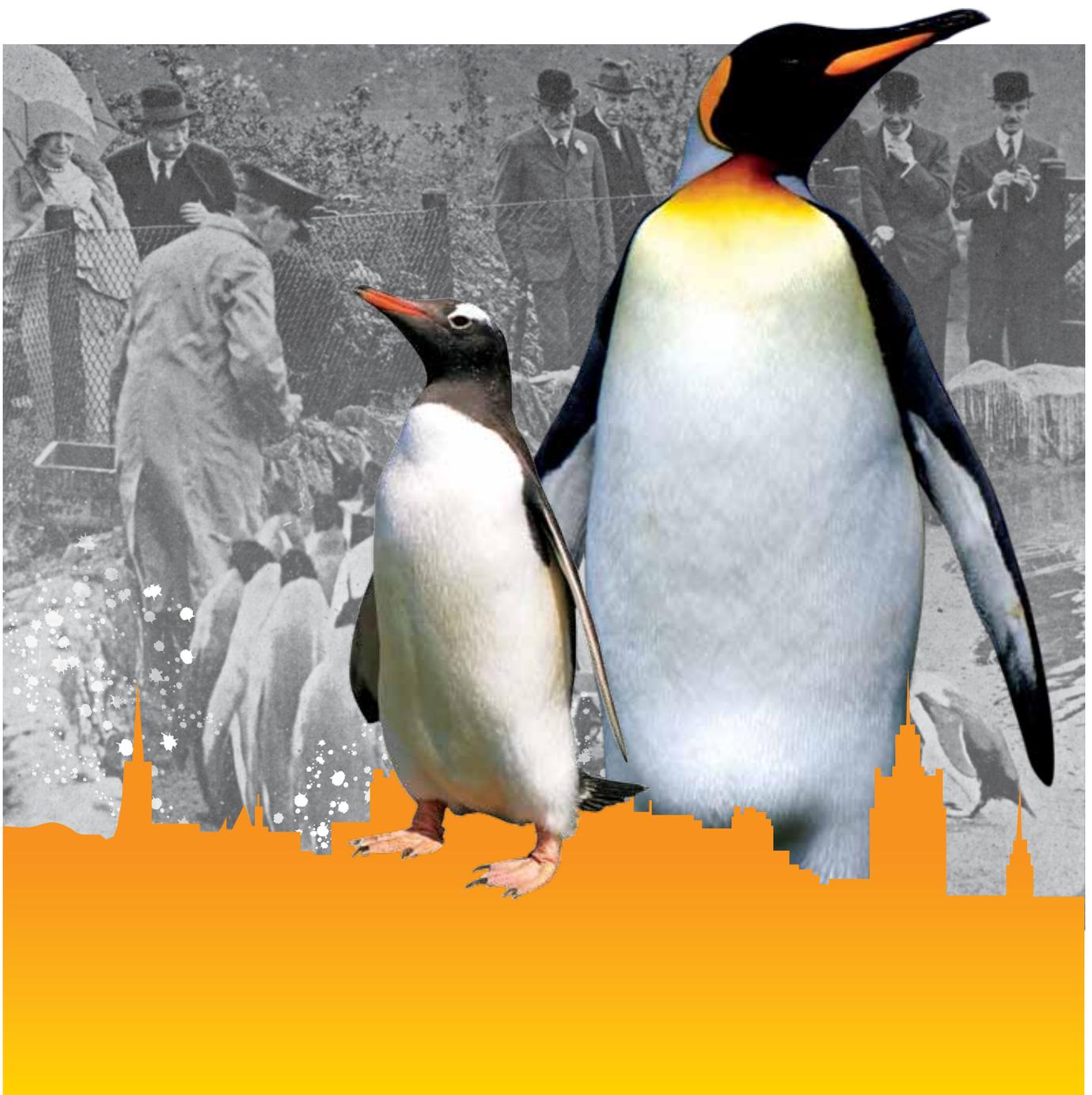
OWNERS OF EDINBURGH ZOO  
& HIGHLAND WILDLIFE PARK  
REGISTERED CHARITY No. SC004064

# AGM

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Annual General Meeting  
May 2013

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## NOTICE OF ANNUAL GENERAL MEETING

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**THE 100TH ANNUAL GENERAL MEETING OF THE ROYAL ZOOLOGICAL SOCIETY OF SCOTLAND (RZSS) WILL BE HELD IN THE EDUCATION LECTURE THEATRE AT EDINBURGH ZOO ON WEDNESDAY 22 MAY 2013 AT 7PM. RZSS PRESIDENT, MR JOHN SPENCE OBE, WILL PRESIDE.**

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### **Business**

- a) Adoption of the Minutes of the Annual General Meeting held on Wednesday 23 May 2012
  
- b) Matters arising
  
- c) Presentation and adoption of the 100th Annual Review
  
- d) Presentation and adoption of the financial statements for the year ending 31 December 2012
  
- e) Re-appointment of the auditors : the Executive Board recommends Henderson Loggie
  
- f) Chief Executive's report on developments since 1 January 2013
  
- g) Election of members to the Executive Board
  
- h) Vote of thanks

### **NOTE**

Admission to the Annual General Meeting will be strictly on the proof of payment of membership for 2013 and members are asked to have their Membership Cards for inspection on entering the Education Building.

Following the completion of the Annual General Meeting, there will be a short presentation by a member of staff on the current work of the Society. During this presentation the Board will convene to carry out its statutory business and then will rejoin the members for refreshments.

## DRAFT MINUTES OF THE 99TH AGM

### DRAFT MINUTES OF THE 99TH ANNUAL GENERAL MEETING OF THE ROYAL ZOOLOGICAL SOCIETY OF SCOTLAND HELD IN THE EDUCATION LECTURE THEATRE OF THE ZOOLOGICAL PARK, EDINBURGH ON WEDNESDAY 23 MAY 2012 AT 7PM.

#### Present

John Spence (President)  
Sandy Batho  
George Brechin  
Peter Budd  
Karen Carlton  
Colin Galbraith  
Douglas Hutchison  
Manus Fullerton (Chair)  
Tom Mitchell  
Christine Patch  
Jeremy Peat (Vice-Chair)  
David Taylor  
John Wotton OBE  
Roger Wheeler

And 83 members  
of the Society

#### Apologies

Margaret & George Laing  
Heather Atwell  
Emily Salvesen  
Keith W. Lorraine  
Prof & Mrs JBL Matthews  
Kirsteen Millar  
Cath Marshall  
Ronnie Cramond  
Maurice & Alison Berrill  
Dr E Ian Adam  
Jacki & Paul Gibb  
Dr Ian Wall  
Stephen & Katrina Balmer  
Carol Barrett  
David Shannon  
Ann Yourston  
Nella Lackie  
Tessa McGregor

#### Introduction

The meeting commenced at 7pm with a welcome from the President, John Spence, who also explained the housekeeping arrangements for the evening. JS confirmed that all members present had received a voting slip on arrival. JS explained that he altered the order of the agenda and item g – Motions put forward by members – would now be considered directly after the presentation and adoption of the financial statements to allow a logical flow.

23 Apologies had been received and were tabled for inspection.

JS reported that during 2011 we were saddened to learn of the death of Robert Allison, a long serving member and Honorary Fellow of the Society. All present were then asked to take a moment to reflect and celebrate the life of Robert Allison.

Manus Fullerton (Chair) introduced the trustees present to the meeting.

#### Business

##### a) Adoption of the Minutes of the Annual General Meeting held on Wednesday 10 August 2011

JS explained that there was an error on page 11 of the above mentioned minutes regarding the Society's reserves which were stated as £900m as opposed to £900k.

Barry Thurston proposed the adoption of the minutes and David Taylor seconded.

##### b) Presentation and Adoption of the 99th Annual Review

Manus Fullerton opened the annual review and explained that after being appointed as Chair in May 2011 there were two key areas of focus, i) to address the governance issues and ii) to reverse the financial decline.

The OSCR investigation had been initiated after complaints had been lodged which resulted in OSCR carrying out an in-depth investigation into the Society and they published their findings in a report in February. OSCR identified a number of weaknesses in the Society's financial procedures and controls and the trustees have provided assurance to OSCR that their recommendations will be fully implemented.

MF also explained that during 2011 there had been a series of stakeholder meetings to rebuild and grow relationships. A one year plan had also been created to consolidate the Society's position. The strategic plan for the next 3-5 years is also being developed and the Society will aspire to be an example for other charitable organisations as we aim to regain our valued place in the hearts of the Scottish people.

MF took the opportunity to introduce Graham Scott whose role as Board Secretary was part of the improvement in governance and would enhance protocols.

Hugh Roberts (Interim CEO) then introduced the Annual Review of 2011. He praised the high quality of the Annual Review and commended on behalf of the Meeting all those who had contributed to its production.

HR reported that 2011 had been a year of renewal and explained that his first priority had been to reconnect the Society with all those who have a legitimate interest in its success. He and his team had undertaken to re-engage with members, actively listen to staff and communicate as openly as possible with the wider public through the media. The second priority had been to revitalise Edinburgh Zoo and Highland Wildlife Park. A necessary part of 2011 had been the reorganisation of the business, expanding the management team to capture both new talent and opportunities for the Society. HR summed up the work in 2011 as both transitional and transformational; the Society recovered lost ground and prepared itself for the opportunities offered by giant pandas. In other words 2011 started badly and finished well.

John Spence invited questions and comments pertaining to the annual review. There being none, he invited its adoption.

Steve Cotton proposed the adoption of the Annual Review, Professor Ian Aitken seconded and this was carried.

### c) Presentation and Adoption of the Accounts for the year ended 31 December 2011

John Spence invited Dr Tom Mitchell (Honorary Treasurer & Chair of the Audit & Risk Management Committee) to present the financial statements. TM took the opportunity to thank the Resources Team for the work they had undertaken during a difficult time. TM reported that the aim for the 2011 budget had been to return to a break-even position and had the following three events not occurred we would have achieved a small operating surplus: late arrival of the pandas, costs associated with dealing with allegations against members of the senior management team and the related extra general meetings; and a number of stock related and equipment write-offs due to a delay in the outsourcing of the catering contract at Edinburgh Zoo. TM reported that management is working to maximise income and remains vigilant on costs with the plan being to rebuild the cash and investment position.

After receiving complaints, OSCAR carried out an in-depth investigation into the Society and the report published in February 2012 highlighted areas for improvement in systems of control and governance. It appeared that existing policy and recognised good practice had not been applied and further policies and procedures were required. The report made eight recommendations of which seven are complete and one in progress. The recommendation in progress relates to the review of the Society's constitution. TM reported that the scope of this project has been established; an invitation to tender has

been issued and if economically justifiable the Board will appoint lawyers to carry out this work.

TM also recognised that the free reserves as per the annual accounts were at a low level and steps have been taken to improve the position and currently the reserves are improving and are at £1.8 million.

TM then asked for comments/questions on the financial review.

Peter Roberts welcomed the review of the constitution and asked whether a draft would be circulated to members. He also highlighted that the accounts show that voluntary income was worse in 2011.

TM responded that the constitution review would involve consultation with members. He also stated that it would not be possible to send a draft to all 22k members, but interested parties would be invited to comment.

James Stewart (Director of Resources) addressed Peter Roberts' point on voluntary income, stating that voluntary income had three key constituent parts:

- Gift Aid – this had fallen due to the reduction in the amount repaid by the government
- Trust Funds
- Army work – which was reduced in 2011 due to the fact that less work was carried out.

It was reported that the Society had recently employed experts on fund-raising who were currently following up with six trusts.

Richard McAneney commented that the Society had secured a second £2m bank loan and that investments had reduced by £1.3m but the overdraft had fallen by £500k.

James Stewart stated that the second loan had been taken out following the 2010 loss. Some investments were sold as part of the agreements as was the repayment of the overdraft in order to bolster the cash position. The Society currently has £1.6m in the bank.

George Neilson asked whether the sale of the land at the side of the park had fallen through.

Manus Fullerton responded that 2011 was not the time to progress the sale and the Board had delayed plans and would reconsider as part of the strategic review of the Society. However, sale at some point in the future is still an option.

Peter Roberts proposed the adoption of the accounts and David Taylor seconded and this was agreed.

#### **d) Motions put forward by Members**

*"That members note the performance of the Board and Executive Management during 2010 and 2011"*

##### **Proposed by Professor Cairns Aitken, CBE**

Professor Aitken took the opportunity to apologise once again to the President of the Society for his conduct after the 2011 AGM. He had not realised that the role of President is an ambassadorial one, and therefore he is not responsible for the performance of RZSS. An apology was also given for not fully studying the papers before last year's meeting. As a result he had been unable to contribute

to the critical discussions in an informed manner regarding the causes and consequences of the Society's serious problems, for which the Board and Executive Management had been accountable.

The President in his opening statement had acknowledged that management mistakes had been made during 2010 and 2011. The Chairman had referred to the OSCR investigation, and an extract from the conclusions of that report was recorded in the Annual Review. Professor Aitken said that he was pleased that there had been some contrition, and he recognised that now is the time to move on.

Professor Aitken considered that 2011/12 had been a year of considerable improvement. He praised and thanked the Board and the Executive Management for the accomplishments, but stressed Members should remain cautious. The Society faces high annual outgoings which include considerable payments for bank loans and costs relating to the arrival of the giant pandas.

Professor Aitken thanked the Chairman and President, and in particular the interim CEO for taking time to meet with him during the year. He hoped that moving forward would continue to prove effective, and that the new CEO would share the overall strategy for the Society with the membership.

Professor Aitken proposed the motion which was seconded by John Lloyd. It was agreed unanimously.

#### **e) Re-appointment of the auditors**

TM extended his gratitude and that of the Board and the Society management to Henderson Loggie for their hard work and support and explained that Henderson Loggie were eligible for re-appointment. Karen Carlton seconded this proposal and Henderson Loggie confirmed they were happy to accept the re-appointment. This was agreed.

#### **f) Chief Executive's report of developments since 1st January 2012**

JS reintroduced HR to the meeting to give a report on recent developments within the Society.

HR stated that 2011 had been a year of renewal and 2012 is one of growth and excitement; which can be measured in visitor numbers and financial progress. The giant pandas offer the Society quite amazing opportunities which we have grasped with both hands. As a result visitor numbers to the zoo have soared in 2012: in the first four months they are 60% ahead of last year and 20% ahead of our budget which is especially pleasing. The pandas are therefore helping us to achieve one of our aims in bringing them here for ten years, namely to give the Society a financial boost. At the same time the income we are now generating from both retail sales and profit through our share of the Compass managed contract have increased significantly. The pandas are and will continue to be a success, opening up new markets for Edinburgh Zoo, with tourists from home and abroad. The pandas have also made an important impact on our wider conservation work thereby are fulfilling the two parts of our mission, to inspire and excite and to promote conservation.

Turning to investment, HR reported that we made a solid investment last year with the front entrance and the panda enclosure – both for fairly modest sums and this year we are tackling our iconic animal – the penguins- and developing their exhibit in the centre of the zoo. This has become a major project for the Society, with an investment of at least £750k and revitalising the penguins' home will safeguard the Society's prime attraction for many more years.

HR reported that the life-blood on the Society is of course our animal collections. We have reintroduced the attractive meerkats, and taken an innovative approach to developing the polar bear attraction at HWP – by finding a young playmate for Walker. Also at HWP we have acquired a new male Amur tiger and we look forward to female koalas in the coming months.

HR explained that his role has been to balance the commercial and the charitable remits of the Society; and explained that we can best influence future generations by being committed but financially sustainable, work within ethical guidelines, keep our charitable purpose in mind, we can all work successfully together.

HR explained that he touched on many of the areas that he had promised to tackle last year. He had not specifically mentioned communications as he hoped that members can see the impact we are having. This extends impressively into the digital environment and we are now the most actively followed zoo in Britain on Twitter, one of the top three zoos with the most Facebook users and on track to receive 3 million visitors to our website

annually. We have done some outstanding work as we have also in marketing, which is now simply better directed and more creative.

With regards to the strategy of the organisation, HR explained that we are now working on the Companies of Scale programme with Scottish Enterprise, to transform the Society into a much more sustainable business of real scale and scope. On the foundation of all this activity, the new CEO can work with the management team and the Board to shape a wonderful future for 2020 and indeed the next 100 years.

HR stated that we are a confident Society, with international recognition, a strong role in Edinburgh and Scotland, an enviable reputation, a committed membership and a strong staff. HR explained that so as we leave the review of 2012 we have achieved much, we have many successful developments in train and we have a rich future before us.

#### **g) Election of Members of the Executive Board**

JS explained that there were three trustee positions to be filled by election, one is a vacancy and the two others had arisen from the completion of terms of office. Five nominations have been received and biographical details and supporting statements were published in the papers for the meeting. JS reported that each candidate will have an opportunity to introduce themselves and talk to the meeting. Voting slips had been distributed and Graham Scott (Board Secretary) will act as presiding officer. Peter Budd, John Fitzgerald, Peter Quinn, Barbara Reid and Roger Wheeler were then asked to address the meeting.

Members were then asked to complete and return their ballot papers. Whilst the votes were being counted, Iain Valentine, Director of Animal Conservation and Research gave a short presentation.

After the counting had been concluded, Graham Scott re-entered the meeting to announce that Peter Budd, John Fitzgerald and Professor Roger Wheeler had been successfully elected to the Board. There was a tie for third place between John Fitzgerald and Peter Quinn. The Chairman then exercised his casting vote in favour of John Fitzgerald.

#### **h) Vote of thanks**

John Spence took the opportunity to thank Hugh Roberts, management, staff and volunteers for their hard work and commitment to the Society and wished them all continued success.

There being no further business the meeting was declared closed.

## FINANCIAL SUMMARY

The summarised accounts presented are derived from the annual accounts, which received an unqualified audit report from Henderson Loggie. For a fuller understanding of the financial affairs of the Society, the statutory financial statements are available on the Society's website ([www.rzss.org.uk](http://www.rzss.org.uk)).

### Trading performance

Performance in 2012 was very strong, reflecting the increase in visitor levels at Edinburgh Zoo as a result of the arrival of giant pandas and also the upturn in visitors at Highland Wildlife Park. Income increased by 53% to £14.9m, as a result of the increase in visitor numbers alongside a strong retail and catering performance. Retail performed particularly well at Edinburgh Zoo with turnover increasing to £2.1m, which can be attributed to the first full year of the new shop's operations.

Costs were well managed in 2012 reflecting the work on systems and processes started in 2011. The increases in variable expenditure are due to the growth in visitor numbers and commercial activities. Overall the Society achieved an operating surplus of £1.5m in 2012 (2011 £0.7m deficit). The overall surplus for the year was £2.4m (2011 £1.2m deficit) after taking account of investment gains and movement in the valuation of the pension fund.

### Principal income movements (£m)

<b>Income 2011</b>	<b>9.7</b>
<b>Retail &amp; Catering</b>	<b>1.7</b>
<b>Donations</b>	<b>0.1</b>
<b>Visitor</b>	<b>3.4</b>
<b>Income 2012</b>	<b>14.9</b>

### Principal expense movements (£m)

<b>Expenditure 2011</b>	<b>10.5</b>
<b>Retail &amp; Catering</b>	<b>0.6</b>
<b>Animal Welfare</b>	<b>0.7</b>
<b>Visitor Services</b>	<b>0.7</b>
<b>Marketing</b>	<b>0.2</b>
<b>Support costs</b>	<b>0.8</b>
<b>Expenditure 2012</b>	<b>13.5</b>

## SUMMARY ACCOUNTS 2012

**The Royal Zoological Society of Scotland**  
Consolidated Statement of Financial Activities  
For the year ended 31 December 2012

	2012	2011
	£	£
<b>Incoming Resources</b>		
Incoming resources from generated funds		
Voluntary income	1,067,512	992,276
Activities for generating funds	3,412,675	1,707,956
Investment income	430,167	442,419
	<u>4,910,354</u>	<u>3,142,651</u>
Incoming resources from charitable activities	9,979,479	6,579,615
Other incoming resources	28,373	23,715
<b>Total incoming resources</b>	<u>14,918,206</u>	<u>9,745,981</u>
<b>Resources Expended</b>		
Cost of generating funds		
Voluntary income	305,219	362,376
Fundraising and trading	2,370,236	1,444,535
Investment management costs	5,105	7,513
	<u>2,680,560</u>	<u>1,814,424</u>
Charitable activities	10,404,285	8,272,471
Governance costs	357,674	372,220
<b>Total resources expended</b>	<u>13,442,519</u>	<u>10,459,115</u>
<b>Net incoming/(outgoing) resources before other recognised gains/(losses)</b>	1,475,687	(713,134)
Gains/(losses) on investment assets	167,299	(109,168)
Actuarial gains/(losses) on defined benefit pension scheme	734,000	(370,000)
<b>Net movement in funds</b>	<u>2,376,986</u>	<u>(1,192,302)</u>
Total funds brought forward at 1 January 2012	11,695,340	12,887,642
<b>Total funds carried forward at 31 December 2012</b>	<u>14,072,326</u>	<u>11,695,340</u>

**The Royal Zoological Society of Scotland**

Consolidated Balance Sheet

As at 31 December 2012

	2012	2011
	£	£
<b>Fixed assets</b>	<b>15,468,083</b>	15,229,437
<b>Investments</b>	<b>2,051,138</b>	1,892,198
<b>Current assets</b>		
Stocks	403,120	239,029
Debtors	642,528	514,695
Cash at bank and in hand	1,623,496	370,074
	<b>2,669,144</b>	1,123,798
<b>Creditors: amounts falling due within one year</b>	<b>(2,131,381)</b>	(2,182,350)
<b>Net current assets/(liabilities)</b>	<b>537,763</b>	(1,058,552)
<b>Total assets less current liabilities</b>	<b>18,056,984</b>	16,063,083
<b>Creditors: amounts falling due after one year</b>	<b>(3,490,858)</b>	(2,969,943)
<b>Defined benefit pension scheme liability</b>	<b>(493,800)</b>	(1,397,800)
<b>Net assets</b>	<b>14,072,326</b>	11,695,340
<b>Funds</b>		
Unrestricted reserves		
General reserve	4,949,975	3,348,059
Revaluation reserve	5,750,000	5,750,000
Pension reserve	(493,800)	(1,397,800)
<b>Total unrestricted reserves</b>	<b>10,206,175</b>	7,700,259
Restricted funds	3,504,076	3,650,527
Endowment funds	362,075	344,554
<b>Total reserves</b>	<b>14,072,326</b>	11,695,340

## RZSS TRUSTEE NOMINATIONS 2013

**AT THE AGM IN MAY THERE WILL BE THREE TRUSTEE POSITIONS TO BE FILLED BY ELECTION. FIVE PEOPLE HAVE BEEN NOMINATED AND EACH HAS PROVIDED A SHORT BIOGRAPHY AND SUPPORTING STATEMENT TO INFORM MEMBERS' VOTING AT THE AGM. EACH PERSON WILL BE INVITED TO SPEAK FOR TWO MINUTES IN SUPPORT OF HIS OR HER NOMINATION.**

### Nominees are:

#### George Brechin OBE

##### Biography

A member of RZSS since the early 1990s, George was co-opted onto the Board in January 2012, shortly before he retired after a ten year stint as Chief Executive of NHS Fife.

He is a member of the Board's Audit and Risk Committee, and is an RZSS nominee onto the Council of the Zoological Society of Glasgow and the West of Scotland, where he is Vice-President.

After graduating in Electrical Engineering and Electronics from the University of Glasgow, he worked in the Department of Health in London before moving to Edinburgh in 1988, initially in NHS Lothian then in NHS Fife. He was active in the voluntary sector with local and Scotland-wide bodies. He chaired NHS Scotland's management side for seven years, leading negotiations with trades unions and professional bodies.

Throughout his NHS Scotland career, he worked to strengthen the governance role of Boards, ensuring clear structures for decision-making and financial control. He had a particular focus in NHS Fife on safety and risk management.

He was awarded the OBE in the 2013 New Year Honours List, and on 1 April, UK Ministers appointed him to the Board of the Health and Safety Executive, representing the public interest.

##### Supporting Statement

I believe my experience of governance in a large public sector organisation is helpful on the Board.

I have experience of the need for financial control and working with government.

I have particular interests in risk management and expanding access, and if elected want to support RZSS in both areas.

#### Tessa McGregor

##### Biography

Tessa is an award winning, freelance conservationist and environmental journalist with over 20 years experience working on carnivore/prey species conservation and monitoring and human-wildlife conflict in Europe, Africa, Asia and the Arabian Peninsula. She is a recognised expert on big cat conservation having spent years in the field, undertaking research, consultancy and advocacy.

Tessa has a passionate commitment to resolving human-wildlife conflict issues. Areas of expertise include: wildlife surveying, conservation, human-wildlife conflict resolution, eco-tourism, training and education.

Field work and science are mixed with media: broadcasting for the BBC Natural History Unit, TV and print journalism. Projects include tiger conservation in the Indian subcontinent; snow leopard/mountain ungulate conservation in the Altai Republic; Arabian leopard conservation in Oman/Yemen; wildlife conservation and ecotourism in Asia and Cetacean ecotourism/surveys in the Gulf of Mexico, Oman and Tonga.

Recent media and other projects include reporting live for the BBC Natural History Unit series 'World on the Move' and 'Saving Species', contributing writer to 'Tigers of the World' 2nd Edition and guest lecturer Edinburgh University on the topic of reintroduction of predatory mammals.

Tessa was co-opted to the Board in 2009 and hopes to continue to contribute the the work of the Society.

##### Supporting Statement

If elected to the Society's Board, I would contribute my expertise in wildlife conservation and field research, education, capacity development and media/communication. I would bring my extensive experience of working on in-situ conservation projects in many countries that involve critically endangered species and habitats and great diversity of stakeholders.

## Peter Quinn

### Biography

Currently running his own management consultancy, Peter is an experienced businessman with a passion for natural history and sustainable development.

Trained as a geologist originally, he has spent many years at a senior level in business in Scotland with experience of the energy and construction industries, the manufacturing sector, low carbon consultancy and digital multichannel marketing.

From 2004 to 2010, Peter was Managing Director of sustainable cement manufacturer ScotAsh Ltd, a multi-award winning business that received a Queen's Awards for Innovation and Sustainable Development.

Peter has four degrees – a BSc (Hons) in Geology, an MBA, an MSc in Environmental Technology and an MSc in Wildlife Biology and Conservation Management. His thesis was on the role and relevance of zoos in a modern conservation strategy. He also has a City & Guilds in Wild Animal Management.

He is a past Chair of the UK Business Council for Sustainable Development's Scottish Steering Group and was the inaugural Chairman of Green Business Fife. He is a member of the CBI Scotland Council, a member of the 2020 Climate Group and a special adviser to Business Gateway Fife.

He is currently advising two charitable trusts on strategy and business planning.

### Supporting Statement

Having operated at Board level in the private and charity sectors for over ten years, I have strong commercial and marketing skills, experience of capital projects management, good finance, risk management and strategy development skills and an extensive network of contacts in business and political life.

## Tom Wood

### Biography

Currently Independent Chair of Adult and Child Protection Committees in East and Midlothian.

2008 - 2010: Special Adviser of Early Interventions to Capital City Partnership in Edinburgh.

2005 - 2008: Special Adviser on Alcohol and Drugs to the City of Edinburgh and independent Chair of the Edinburgh Action Team on Alcohol and Drugs.

2006 - 2008: Chair of the Scottish Association of Alcohol and Drug Action Team (SAADAT). Member of SACDM and currently the Chair of The Waverley Care Trust (HIV/Aids Charity) and led the design and implementation of an Early Interventions programme.

Previously one of Scotland's most senior police officers retiring in 2005 as Deputy Chief Constable and Director of Operations Lothian and Borders Police. A graduate of Edinburgh University and FBI Academy in Quantico, Virginia USA.

1994: Appointed Commander of the Royal Norwegian Order of Merit for services to the King of Norway.

1995: Awarded the Queen's Police Medal for distinguished police service.

Fellow of Royal Society of Arts.

Edinburgh based, a writer and broadcaster on social policy.

### Supporting Statement

Widely experienced in public life in Scotland, I believe my particular strengths to lie in leadership, government, public affairs, finance, risk, media, fundraising and human resource management. I believe I could contribute effectively in strengthening RZSS's position as a leading conservation charity whilst delivering an excellent visitor experience.

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## John Wotton OBE

### Biography

John was co-opted to the Board in 2011.

Prior to his 'retirement' he worked in the life sciences industry in the UK and overseas, much of the time at board level. He has also served on Government committees and foreign trade missions.

John is a Fellow of the Institute of Directors and a Member of the Chartered Management Institute. In 2004 he was awarded an OBE for services to healthcare at home and overseas.

Involved with Society since 2004, he is keen to continue his support of the RZSS Board and management, particularly in animal welfare, marketing, visitor attractions, commercial development, financial planning and risk management.

John is a Trustee of the Dartmoor Zoological Park, and a Patron of Keech Cottage Hospice in Bedfordshire. He is a Liveryman in the Worshipful Company of Feltmakers and a Freeman of the City of London.

In his work as a Trustee, John has ensured sufficient time and commitment to the Society to enable it to not only meet its current goals and objectives but also to develop the long term strategy for future generations to learn from and enjoy the facilities of our wonderful Zoo and Highland Wildlife Park.

### Supporting Statement

A successful career in general management at board level in the healthcare industry and government relations internationally enable me to support the Board's work. Experience in commercial development, risk management, corporate governance, capital projects and team building will assist the RZSS in meeting its aims and objectives.

