



THE ROYAL  
ZOOLOGICAL SOCIETY  
OF SCOTLAND



ANNUAL REVIEW 2015

# RZSS

BRINGING CONSERVATION TO LIFE



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OUR MISSION

Connecting people  
with nature.  
Safeguarding species  
from extinction.

The Budongo Conservation Field Station in Uganda celebrated its 25th anniversary in 2015.

# PRESIDENT'S STATEMENT

- 1 Victoria, the UK's only female polar bear, who arrived at the Highland Wildlife Park in March
- 2 Jayendra and Roberta, our pair of endangered Asiatic lions, were introduced to one another in April

After nearly ten years, it is strange to be writing my final foreword for the Royal Zoological Society of Scotland's Annual Review.

On my first day, I spoke of the privilege I felt to be your President and that sentiment still remains. Therefore, there is a lump in my throat as I pen these words.

There have been some choppy waters in the last decade, but for me these have been well outweighed by the array of highlights, such as the centenaries of the Society and the Zoo, the arrivals of koalas and pandas, the transformation of the Highland Wildlife Park and several significant research and conservation activities, including the Scottish Beaver Trial.

For me, there have been three constants. Firstly, our objectives of conservation, research and education. Even in a decade, the impacts of climate change and habitat erosion have been seen all too clearly, making our work all the more important. We have reached out across Scotland through education, and across the world through exciting initiatives in various continents.

Secondly, there is the respect for and care of our animals. I have always recognised that this is an essential part of our DNA and the exemplary record of animal welfare at RZSS is the perfect riposte to those who would question our activities as a leading zoological organisation.

Finally, and above all, the people. From our Royal Patron Princess Anne, through the executive layers of management, through the long-standing and newest team members – everywhere, I find a commitment to the ideals of RZSS and a determination to do the best for animals, supporters, students and others alike. And that commitment is seen nowhere more clearly than in our members, to whom I offer great thanks for the support and friendship you have given me.

Looking to the future, I encourage trustees, staff and members to retain their passion for our vision and to be ready, on occasion, to take measured risks. Pastel shades rarely make a lasting impression; we have the opportunity to use bold brush strokes on the canvas of Scottish life. And we can be sure that Mr Gillespie, when he embarked on the venture we now call Edinburgh Zoo, had a vision, took risks and persevered with tenacity.

Thank you for the privilege of being your President and my best wishes for the future.

John Spence  
President



# CHAIRMAN'S STATEMENT

Looking back on 2015, the past year has seen a number of key milestones across the Society. It was the 25th anniversary of the Budongo Conservation Field Station (BCFS) in Uganda, which coincided with the ten year anniversary of support from RZSS.

The anniversaries were marked with the inaugural board meeting of BCFS and it was remarkable to reflect on how this project has grown from a purely academic research station to a community led Ugandan NGO supporting scientists and local communities alike.

Without a doubt, one of the major celebratory moments was Arnaud Desbiez of the Giant Armadillo Conservation Project winning a Whitley Fund for Nature Award back in April. The award, which is sometimes nicknamed a 'green Oscar', will enable Arnaud to expand conservation efforts from the Pantanal to the Cerrado biome, a plateau of tropical scrubland, gallery and dry forests.

RZSS is proud to be facilitating an incredible 40 giant panda research projects across the world as a result of the Giant Panda Research Symposium, the multi-disciplinary, global gathering at Edinburgh Zoo in September 2013 which kicked off a five-year programme of integrated research and applied science to make a real difference to the conservation of wild pandas.



By the end of the year, RZSS membership levels were at the highest they have ever been, thanks in no small part to new arrivals in our collections, new births and wonderful, award-winning exhibitions like Dinosaurs Return! We are also grateful for the ever-growing support from our many and varied partners both in the conservation, tourism and corporate worlds.

Significant new arrivals included a pair of endangered snow leopards at the Highland Wildlife Park, plus Victoria, the UK's only female polar bear. At the Zoo, a critically endangered male Sumatran tiger joined our female in the hopes of breeding and contributing to the captive population of this critically endangered species.

RZSS continued to reach out to take conservation and natural education around the many regions of Scotland, reaching more people than ever before. Key to this was the Wild about Scotland bus, our Beyond the Panda outreach programme and the launch of the Conservation Action Team (CAT) for young people.

Finally, I would like to publically extend my thanks to both our outgoing President John Spence for all his commitment and support over the last decade – he will be sorely missed – and to Professor Chris West, our Chief Executive Officer, who has been at the helm of the Society for the past four years. They leave the Society in good shape – financially secure and well placed to tackle the great number of conservation challenges that lie ahead.

Jeremy A Peat  
Chairman



Ruby, the female European wolf, at the Highland Wildlife Park

# CHIEF EXECUTIVE'S STATEMENT

The last year has been an extremely productive one for the Society, with our mission of 'connecting people with nature and safeguarding species from extinction' continuing to be brought to fruition across multiple areas of our conservation work.

RZSS worked in over 20 countries around the world last year, collaborating with conservation organisations, government agencies and local communities. From pine hoverflies, water voles, natterjack toads, wildcats and beavers in Scotland to chimpanzees and forest elephants in Africa. From sand gazelles, Arabian oryx and sand cats in the Middle East to Sumatran tigers, sun bears, Pallas's cats, snow leopards and Himalayan wolves in Asia – RZSS is making a real difference to the future of our natural world both here and overseas. Our contribution spans conservation breeding, species restoration, field work, genetics analysis and veterinary research.

Our education activity and level of engagement went from strength to strength in 2015, thanks to a combination of on-site interpretation at both parks and a range of formal education programmes, plus our new virtual learning environment. We also continued to develop key partnerships across the whole spectrum of our activity, including signing memorandums of understanding with the Royal Botanic Garden Edinburgh and the National Museums Scotland.

Last year saw the roll out of a new brand suite for the Society, with the goal of strengthening the link between our conservation mission and our two visitor attractions. The redesign saw the creation of a brand new conservation logo, as well as a new look for Edinburgh Zoo and the Highland Wildlife Park.

Much has been achieved and so it is with a certain amount of sadness that I write this, my final Chief Executive's statement before I depart in the summer. Whilst I look forward to returning to Australia to be closer to family, I part with fond memories and the conviction that RZSS is set to build an even greater profile on the world stage, whilst also remaining true to its roots as a key player in Scottish conservation.

I have every faith that 2016 will be a great year for the Society. Membership numbers are at the highest level ever and RZSS continues to grow in many ways. At the end of June, Tiger Tracks will open at the Zoo, quadrupling the size of our Sumatran tiger enclosure. The summer months will also see the return of red pandas. Meanwhile, in the Highlands, the successful introduction of polar bears Arktos and Victoria promises so much, as do our new snow leopard pair and our new wolf pack. I wish everyone associated with the Society the very best for the years ahead.

Chris West,  
Chief Executive Officer

A Eurasian beaver in Knapdale,  
Argyll, part of the RZSS and  
Scottish Wildlife Trust-led  
Scottish Beaver Trial



It has been a productive year for our conservation efforts both at home and abroad, with new projects established, existing projects going from strength to strength and a number of key milestones reached, including the 25th anniversary of the Budongo Conservation Field Station.

RZSS works in over 20 countries around the world, and 2015 saw a number of our projects recognised for their achievements in conserving species and habitats, in partnership with national organisations and local communities. The Giant Armadillo Conservation Project manager, Arnaud Desbiez, won the Whitley Fund for Nature award in April 2015. Recognised as a 'green Oscar', this was a credit to Arnaud and amazing acknowledgement for his work in the Pantanal, Brazil.

September jointly saw the celebration of the Budongo Conservation Field Station's 25th anniversary and the tenth anniversary of RZSS's involvement. The station is now highly regarded among the conservation community in Uganda and continues to expertly blend research and conservation, ensuring that the Budongo Forest Reserve becomes a model for tropical rainforest management internationally.

At home, a significant step was made in the restoration of the pine hoverfly, one of our rarest native species which is thought only to exist at three sites across Scotland. RZSS, working in collaboration with conservation organisations and government agencies, is attempting to address this decline by establishing a captive population for future release in Scotland. Wild caught larvae were removed from Finland and transported to Edinburgh Zoo, where the Presentations section is responsible for their husbandry.

Native species conservation activities continued through projects on beavers, Scottish wildcats and water voles. RZSS also fed into the Scottish Code for Conservation Translocations, a project undertaken by the National Species Reintroduction Forum. This will be a vital document to justify and support species restoration in Scotland, and RZSS led a number of workshops to 'test' the code, including one for a proposed natterjack toad translocation in east Scotland.

Within sustainability, April saw the successful retention of ISO 14001 and this was followed by a grant of £8,000 for new electric car charge points in the Zoo car park. In July, Edinburgh Zoo took delivery of 23 new recycling stations for visitor waste segregation and our diversion from landfill now sits at 77%, with our 2016 target of 85% within reach. To help meet the needs and expectations of our visitors, the Interpretation team helped RZSS secure a further £11,000 from Zero Waste Scotland for bin interpretation. We also managed to secure a donation of bins worth £25,000 for catering outlets at both sites.

The WildGenes lab continued to support zoo and field-based projects, with invaluable contributions being made to the Society's Scottish wildcat work. In association with the National Parks Agency of Gabon, WildGenes developed a genetic reference map of African forest elephants within the country. The data and methodologies are currently being transferred to a lab in Gabon and will be used to combat the illegal wildlife trade. WildGenes is also training scientists at the Centre of Molecular Dynamics – Nepal to conduct genetic analysis of the Himalayan wolf using fecal samples collected in remote regions of Nepal. This work, in conjunction with the University of Oxford's WildCRU research unit, aims to understand the genetic basis of wolf populations in the Himalayas – key scientific work to underpin the conservation of these animals and their habitats.

Finally, as part of the Society's cat conservation activities, RZSS staff attended an initial workshop to determine what future Pallas's cat work will be undertaken in Mongolia as part of a recently formed project partnership. For three years, RZSS will work with the Snow Leopard Trust and Nordens Ark to undertake conservation research on Pallas's cats and snow leopards.

RZSS plays a unique role in Scottish conservation, combining cutting edge zoological research with applied science to address key conservation issues. In 2015, a mixture of native species and international conservation initiatives took centre stage, including a new conservation breeding programme for wildcats.

## Conservation genetics

The WildGenes lab continued to focus on the use of genetic data to improve conservation outcomes for endangered species internationally. In addition to the African forest elephant and Himalayan wolf work mentioned on page 7, a diverse range of projects were undertaken.

The Scottish wildcat was a key focus, with the lab running rapid response genetic tests on candidate animals for the conservation breeding programme, part of the multi-partner Scottish Wildcat Action project. The genetic diversity of python populations across South East Asia was also studied to develop tools to aid traceability of snakeskin products.

In arid land conservation, WildGenes continued to work with the Office for Conservation of the Environment – Oman to use genetic analysis to improve sand gazelle and Arabian oryx reintroductions. Evolutionary relationships between global populations of sand cats are also being investigated in conjunction with Al Ain Zoo, Abu Dhabi.

## Veterinary research

The veterinary team contributed their skills to the majority of RZSS species restoration conservation projects in 2015. Health screening was undertaken on Sumatran tigers and sun bears in South East Asia, wild Eurasian beavers on behalf of the Scottish and UK Governments, Scottish wildcats as part of the conservation breeding programme, and pine hoverflies as part of a new reintroduction project. Further screening took place on captive-bred water voles for release projects in England, building upon four years' work on this species and its restoration.

The team also led on a project to health-screen two endemic species: the Gough Island bunting and moorhen, in conjunction with the Moredun Institute. The work was undertaken with the Royal Society for the Protection of Birds as part of their planned work to eradicate mice from a Tristan da Cunha island group in the South Atlantic Ocean.

Two papers with important conservation applications were published on beaver health. RZSS veterinary and conservation staff, in collaboration with European colleagues, established standard haematological and serum biochemistry levels to enable the health of trapped beavers to be assessed against established norms. In addition, the Society published diagnostic methods to screen live beavers for an important parasite. The culmination of several years' work and featuring the laparoscopic skills of Romain Pizzi, these field-applicable techniques will help establish if beavers released from unknown origins are fit to remain in place. While RZSS does not support the illegal release of animals, the large populations of beavers on the Tay and Earn catchments have highlighted the need for a robust test to ensure animals are suitable to remain and do not present a health risk.

## Giant pandas

Although 2015 ended in disappointment in our panda breeding efforts, we continued to make significant and ground-breaking discoveries. RZSS is currently facilitating 40 giant panda-related research projects worldwide through funding, part-funding and collaborations, and our experts are working with nine universities in the UK.

New biomarkers for the stages of a female panda's breeding cycle were discovered and stem cells from our pandas were banked to develop a series of projects linked to panda health and diseases. We also looked into drug resistance in some panda-related parasites, alongside behavioural and cognitive projects that were piloted on our own pair before being further developed with pandas in China.

- 1 RZSS has established a captive population of the pine hoverfly, one of Scotland's rarest native species
- 2 We currently facilitate 40 giant panda-related research projects
- 3 The WildGenes lab runs rapid response genetic tests on candidates for the Scottish wildcat conservation breeding programme



Workshops and collaborations were initiated both in China and in Edinburgh, in particular the Edinburgh Consortium for Giant Panda Conservation and Forest Landscape Restoration. Planning for vet training in China has been undertaken with the first set of projects carried out.

In a year when the wild panda population was estimated to have risen to 1,864 animals – and with our Chinese partners engaged in panda reintroductions both within reserves containing isolated populations and into corridor reserves – there was a growing focus on quality instead of quantity in global panda conservation. This means that, in tandem with large-scale forest restoration, the name of the game is to produce pandas which are genetically sound, physically healthy and mentally fit for the reintroduction programme. The skills and expertise of RZSS's in-house scientific team, alongside the expertise of our partner institutions, will be needed more than ever to secure the future of this charismatic species.



# OUT IN THE FIELD

From Scotland to over 20 countries around the world, there has been much to celebrate in RZSS's groundbreaking work in the field this year.

## Scottish wildcats

RZSS is a partner in Scottish Wildcat Action, leading on conservation breeding for release and wildcat genetics. This year saw the development of off-show enclosures at the Highland Wildlife Park and protocols designed to ensure that cats retain as many wild behaviours as possible as we work towards bolstering the wild population.

RZSS engaged with 27 estates over 600,000 acres to encourage them to support the project and 25 responded positively. As these relationships develop, activities will include monitoring estate land using camera traps, undertaking licensed trapping and, in a few cases, building conservation breeding enclosures.

Of the captive wildcats in UK collections, 66 were genetically tested for hybridisation and 50 reached the conservation breeding programme's threshold, which is based on a combination of genetic testing and pelage scoring. Typically, these captive-bred animals score significantly higher on the test than any of the wild caught animals tested to date, highlighting both the challenges facing the species in the wild and the urgent need for a conservation breeding programme. However, to ensure we have the healthiest possible cats for release, the Society will use a combination of captive and wild caught cats for breeding.

## Eurasian beavers

Our commitment to ongoing monitoring of the Scottish Beaver Trial extended throughout 2015 as we awaited a decision from Scottish Government on the future of beavers in Scotland. The trial animals continued to establish themselves in Knapdale and kits were again spotted.

Elsewhere, extensive fieldwork took place to help establish the Devon Beaver Trial, including health and genetic screening of both beavers that appeared on the river system and those that were part of the official release. RZSS played an active role on the management group – covering the development of monitoring techniques, release site assessment and genetic management – and also advised on proposals for beaver restoration projects in Wales.

Up until December, RZSS advised on beaver management in Tayside under contract to Scottish Natural Heritage, helping develop a pragmatic management system to enable the wider restoration of the species.

## Burma

Through the Karen Wildlife Conservation Initiative, RZSS is ensuring a stable foundation to build conservation capacity in the Karen State, on the east side of Myanmar bordering Thailand.

The project focuses on surveying targeted areas from local villager information and using camera traps to build a more detailed picture of species residing there. Following the results of a survey in early 2015, three further survey locations were identified and camera trap deployment has begun. Field staff were also trained in survey techniques to help ensure consistency and reliability of data collection.

## Budongo Conservation Field Station

Alongside its 25th anniversary celebrations, the Budongo Conservation Field Station (BCFS) held its inaugural board meeting in 2015, with the key focus being a five year strategic plan.

A mid-term project review was conducted for the alternative livelihood scheme, which works with forest edge communities around Budongo Forest (funded by the DARWIN Initiative). Habituation of a second community of chimpanzees in Waibira progressed well during its fifth year and the number of identified and named individuals rose to 85.

Long term monitoring of tree phenology showed an exceptionally high rate of flowering and all 30 transect lines at six sites were visited monthly by the chimps. Tree phenology studies were expanded to include food availability in two different areas and its implication for chimp behaviour and ecology. The total number of habituated chimpanzees monitored daily increased to 750 and the quality and quantity of data collected continues to improve.

- 1 Arnaud Desbiez, Project Manager of the Giant Armadillo Conservation Project, receives a Whitley Award from HRH Princess Anne, RZSS's Royal Patron
- 2 Habituation of a second group of chimpanzees in the Budongo Forest progressed well
- 3 Dave Barclay, Cat Conservation Project Officer, sets up a camera trap as part of our wildcat conservation efforts



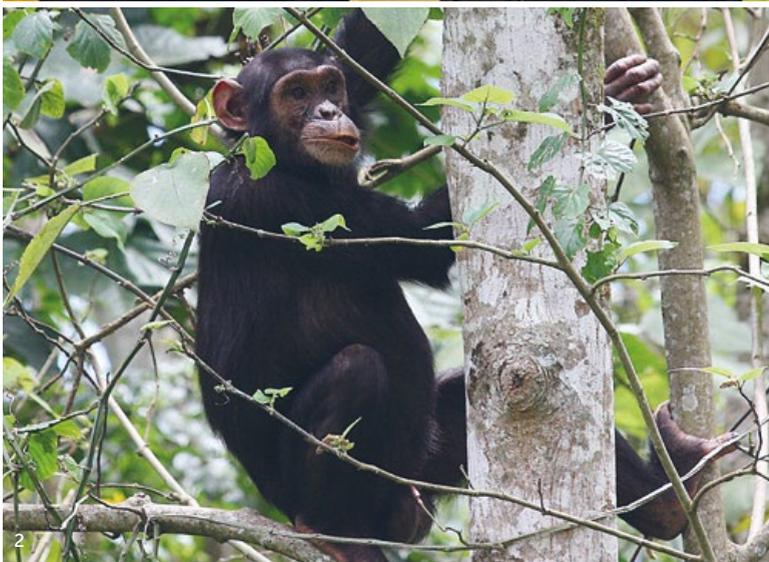
## Giant Armadillo Conservation Project

The first long-term ecological study of giant armadillos to be established, the main goal of the Giant Armadillo Conservation Project remains to investigate the ecology and biology of the species and understand its function in the ecosystem.

Major achievements in 2015 include the capture and release of three new giant armadillos and eight known individuals. An epidemiology study of other armadillo species continued, a xenarthral reproduction study commenced and the first symposium on armadillo epidemiology brought together 30 experts in the field.

Field work also started in the Cerrado, with one site intensively monitored and 20 ranches visited to search for giant armadillos. In this area, a citizen science experiment engaged local populations in the search and a biologist was hired to support project expansion into the Cerrado. Preliminary distribution maps of animals in the area are progressing well and will be added to throughout 2016.

A campaign with the Brazilian Zoo and Aquarium Association (SZB) in Brazilian zoos concluded, with over 100,000 people engaged across 25 participating zoos. Our outreach efforts reached an additional 30 zoos in North America, Europe and Australia.



- 1 Pupils from Innerwick Primary School get hands on with the Wild about Scotland bus
- 2 Meet the native – a participant in our native species lessons
- 3 Brand new interpretation on the Conservation Corridor at Edinburgh Zoo
- 4 The exhibit highlights our local and global role in species conservation
- 5 New RZSS Schools Education Programme

Early 2015 saw a restructure of the Community Conservation department, bringing together Formal Education, Interpretation and Volunteering. A range of new programmes, partnerships and communications activity saw us reach more people than ever before.

This revised staff structure saw the appointment of programme leaders for schools and adult & tertiary education (internal promotions); the Volunteer Coordinator made full time and upgraded; two existing part-time Education Officers made full-time; and an Interpretation Assistant and a second full-time Administrator appointed. In addition, new digital administration systems were also put in place. Collectively, these changes provided the department with a solid base from which to expand.

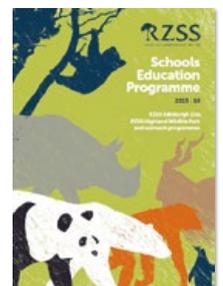
We reviewed and rationalised our formal education offer across both parks and outreach programmes. Our Wild about Scotland bus, supported by Clydesdale Bank, visited 155 schools, engaged with 7,426 pupils and reached 15,279 people overall. Our Beyond the Panda outreach programme engaged with 2,623 pupils through 102 sessions (over 25% up on 2014) and new teacher-led Panda Boxes are now available to schools, accompanied by continued professional development sessions.

Our relationships with the Confucius Institute for Scotland and the Scotland China Education Network became even stronger, with the Edinburgh Confucius Institute providing additional funding for the Beyond the Panda programme. We launched our first suite of one-day adult courses and our Science Summer School celebrated its tenth year with a reunion in the summer.

Our youth programmes expanded, with an Edinburgh Zoo Spring School at Easter being offered alongside our successful Summer School. The weekend Edinburgh Zoo Club was re-launched as the RZSS Conservation Action Team (or CAT), engaging children aged five to 15 in a range of conservation activities and expanding our numbers from 40 to 169. CAT makes use of our new Edinburgh Zoo Wildlife Garden, established this year as part of our overall aim of linking local biodiversity conservation to our global collections.

Our expanded Interpretation team carried out a complete redevelopment of visitor information signage, interpretation and way-finding at the Highland Wildlife Park as part of a Heritage Lottery Fund project, and launched new RZSS-wide signage templates. A number of projects were also completed at the Zoo, including Dinosaurs Return!, a Conservation Corridor to inform visitors about our global work and a series of new walkthrough experiences.

Our new full-time Volunteer Coordinator has started to expand volunteering across RZSS. The initial focus in 2015 was formalising our volunteering resources through the writing of the first RZSS Volunteer Strategy and accompanying policies and protocols. Recruitment of the first new Lesson Assistant Volunteers was carried out and they have been a great help on Edinburgh Zoo education programmes to date.





There was a strong emphasis on communications during 2015. New leaflets were produced for our education programmes, including a new RZSS schools brochure which was sent to every school in Scotland. Digital communications were key, with a revised website, production of promotional films and the launch of an official Twitter feed for the department. Most excitingly, we commissioned our own online virtual learning environment which went live in early 2016; this will enable us to enhance our engagement with learners and wider communities.

A number of key partnerships were developed in 2015. The Zoo is now a centre for Field Studies Council course delivery; our CAT students work towards the John Muir Award; and the Children's University accredit our out-of-school activities. We have developed close links with Scottish Badgers, The Conservation Volunteers, Scottish universities, The European Nature Trust and Marine Conservation Society. RZSS is also delighted to be the education leader for the next EAZA campaign, 'Let It Grow', that promotes local biodiversity in collaboration with botanic gardens and science museums across Europe.

At the end of 2015, our RZSS Community Conservation Strategy was produced and action planning for its delivery will be a key focus in 2016.

From dinosaurs to branded buses, a suite of new websites and a reinvigorated *LifeLinks*, 2015 marked a real step change for RZSS's communications output.

## Marketing

2015 saw the introduction and widespread roll out of a new brand identity for the Society, specifically designed to connect our activities at Edinburgh Zoo and the Highland Wildlife Park with our conservation mission, and to strengthen our place as one of Scotland's leading conservation organisations.

As well as updating the logos of both visitor attractions to feature a gentoo penguin (Edinburgh Zoo) and a polar bear (Highland Wildlife Park), an RZSS Conservation logo was introduced for the first time. The iconic royal crest will be retained for formal occasions, alongside a modern equivalent for promotional materials. Edinburgh Zoo also became RZSS Edinburgh Zoo and the Highland Wildlife Park became RZSS Highland Wildlife Park to highlight their connection to the wider Society.

As a department we strove to increase the breadth and traceability of our campaigns, embracing new channels and making existing channels work harder for us. To mark the arrival of dinosaurs at the Zoo, we embarked on a comprehensive campaign which encompassed everything from cinema and television advertising to outdoor media, extensive partnership activity and targeted digital and print ads. As a whole, the campaign reached over five million individuals, with a similar approach helping Edinburgh Zoo Nights sell over 10,000 tickets across four nights in June.

We worked with Lothian Buses to brand ten buses on the main route out of the city centre. With the strapline, 'See the World at Edinburgh Zoo – travel with Lothian Buses', the objective was to remind people they can experience a whole world of animals on their doorstep.

At the Highland Wildlife Park, a key focus on clarifying our brand proposition was followed by two successful seasonal campaigns majoring on polar bears and snow leopards; collectively they reached over two million people.

## Public relations

A key focus for the year was the ten year anniversary of RZSS's involvement in the Budongo Conservation Field Station, and the 25th anniversary of its inception. Activity ranged from a series of targeted media stories in the national press to LifeLinks features, blog entries and interviews, with the donation of a handmade gift to our Royal Patron a particular highlight.

Other conservation stories were the continued development of RZSS's conservation breeding programme for the Scottish wildcat, promotional work associated with the Scottish Beaver Trial, and the continued achievements of Arnaud Desbiez and the Giant Armadillo Conservation Project team.

There were also huge demands placed on the team by the potential arrival of a panda cub, with communication management and potential scenario planning all undertaken. The focus of giant panda stories remained on scientific messaging, bringing out the wider conservation context alongside the individual story of Tian Tian and Yang Guang.



The arrival of Victoria – the UK’s only female polar bear – at the Highland Wildlife Park was carefully managed to generate positive stories regarding the vital role of captive breeding programmes, whilst other new arrivals to capture column inches included the arrival of Jambi the Sumatran tiger (at Edinburgh Zoo) and Chan and Animesh the snow leopards (at the Park).

Stories of new births, new arrivals and new enclosures continued to be shared and seasonal opportunities and calendar dates like Christmas, Easter and Father’s Day were used to generate softer footfall driving stories. Communications support was also delivered across other areas of the organisation, including education, events and development. In total, our PR activity generated over 15 billion opportunities to see or hear positive stories about RZSS in 2015.

LifeLinks underwent an overhaul to coincide with the RZSS rebrand. The new-look publication increased in length, reduced in paper size and evolved to include an even greater volume of feature stories, independent writers and a focus on key figures behind the scenes at RZSS. Extremely well received, LifeLinks is now mailed to the household of every member twice a year. Elsewhere, internal communications also featured on the radar, with employee consultations and surveys undertaken and recommendations made.

### Online

It was a year of intense development across the RZSS digital estate, resulting in several excellent new platforms from which the Society can create and share even better content.

To coincide with the rebranding work, the RZSS and Highland Wildlife Park websites were redeveloped along with a new website to promote our conservation work. In addition to creating a consistent style across all RZSS sites, this work paves the way for exciting future opportunities, creating a better online experience for our visitors whilst increasing awareness of both the Highland Wildlife Park and our conservation work.

In 2015, RZSS digital revenues increased by 12% to over £2.6m, and we are confident that the new sites will provide an excellent base for further revenue growth. To mark the 25th anniversary of the Budongo Conservation Field Station, a new website was also created to help Dr Fred Babweteera and his team in Uganda raise the profile of their amazing project.

Online channels played an increasingly important role in our marketing strategy, particularly with the Dinosaurs Return!, Edinburgh Zoo Nights and Great Gifts campaigns. In addition to our official communications, we explored routes aimed at encouraging visitors to share their own content online, with the Dinosaurs Return! #SelfieSaurus and Edinburgh Zoo Nights #EZNight campaigns especially effective.

During 2015, regular visitors to our social media pages will have noticed several insightful new blogs appearing. We are very fortunate to have notable contributors from across RZSS providing regular updates on everything from veterinary work to conservation projects and we look forward to sharing lots of great stories as these blogs develop in 2016.

Finally, the dedicated RZSS Twitter and Facebook accounts are fully up-and-running and we encourage our supporters to subscribe for daily updates.

2015 saw a number of new births and arrivals at the Zoo, as well as the launch of the award-winning Dinosaurs Return! exhibit in April and new walkthrough exhibits for our pelicans and lemurs.

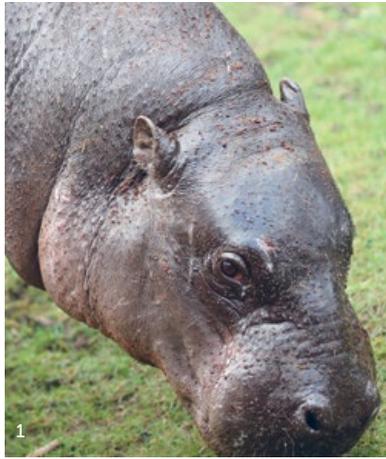


Jambi, a male Sumatran tiger, arrived from Berlin in July



## Our collections

Early in the year we saw a number of births across the collection: a red bellied lemur, rock hyrax, a banteng calf and a number of rainbow lorikeets. As spring broke, douracouli and crowned lemur babies were also born, four swamp wallaby joeys came out of the pouch into the main Wallaby Outback exhibit and 14 gentoo chicks hatched at Penguins Rock. Sadly, the rockhopper penguins did not go on to produce any chicks; however, we have learnt much about their husbandry that will benefit the zoo community in general.



Significantly, the new male Sumatran tiger Jambi arrived in July and, within days, had been introduced to female Baginda. The new pair mixed several times during 2015 and we hope for cubs in 2016. Another successful pairing was a new male and female dik-dik; within two days of their arrival they had bonded and the pair went on to produce the very first dik-dik born at the Zoo.



A female Visayan spotted deer joined our males and, when our adult female hippo Ellen retired to Spain, a new younger female joined male Otto in October.

A male king penguin joined us in October and a pair of white-naped pheasant pigeons arrived to join Brilliant Birds. We also received another larger hairy armadillo to add to the Presentations section, helping us draw attention to the Society's work with giant armadillos in the Pantanal. Finally, we ended the year with the arrival of four Eastern white pelicans, bringing the number of birds in the Pelican Walkthrough to nine.

Departures from the collection included the howler monkey group (so we can concentrate on more endangered primate species) and a number of youngsters born at the Zoo, including the Darwin's rhea hatched and hand reared in 2014, and the endangered Visayan warty pigs.

In order for us to continue with RZSS's overarching Big Cat Strategy, the last remaining Amur leopard, the previous male Sumatran tiger (Tibor) and the last golden cat also left the collection. A new Sumatran tiger development is being developed for summer 2016.

The Steller's sea eagles left in November so that we could refurbish the exhibit for Barbary macaques and Samir, one of the male greater one-horned rhinos, left for Turkey. Our plans for rhinos are still in development, but we will continue with this species and hope to welcome a breeding group at some stage in the future.

Sadly, the dominant male hunting dog Blade had to have his leg amputated in the latter part of 2015. As he is such an important part of the dog group, we wanted to give him the chance to continue to lead the pack, and even with three legs, the early signs are positive.

- 1 Gloria, the new pygmy hippo, arrived in October
- 2 One of the gentoo penguin hatchlings sitting in the nest
- 3 The group of ring-tailed lemurs huddle together in their walkthrough enclosure, which opened in July
- 4 Two of the eastern white pelicans in their walkthrough enclosure, which opened in June
- 5 Dinosaurs Return! was a popular attraction with visitors



### Our enclosures and gardens

2015 saw continued investment in visitor experience and facilities, as well as a phased upgrade of the Mansion House. The main focus for the team was Dinosaurs Return!, which saw a disused area towards the top of the hill transformed into a fully landscaped exhibit. We also future-proofed the area by adding paths and a new high voltage electrical supply.

June saw the opening of a new Pelican Walkthrough enclosure. An immersive experience for our visitors, the enclosure allows them to walk through a quiet garden, with overhanging trees and ponds, to get close to our Eastern white pelicans. The lemur enclosure was revitalised into a walkthrough exhibit thanks to an extension and the addition of a visitor path.

A number of visitor amenities were also refurbished, including the Jungle Café toilets and Mansion House public areas and toilets. Key infrastructure work also took place, including over 200m of main drains being relined and new mains water supplies added to replace older systems. A programme to replace old cold water storage tanks also began and will continue throughout the site.

Another key project was the closure of the old Big Cat Walkway. Whilst long-term plans are still being developed for this space, the area was turned into a Conservation Corridor with a small garden space for visitors to enjoy as they walk up the hill.

### Business operations

The conference and events side of the business benefitted from upgrades to the Mansion House, as well as the introduction of a new Compass General Manager, ending the year on £706,572 (a 16% increase on 2014). The day catering retail spend per head was £3.06, which was an 8% increase on the previous year. Unfortunately, however, ongoing wet weather throughout much of 2015 had a significant impact on visitors to the site, with numbers down 6% on last year at 633,351.

An organisational restructure within the Business Operations department was completed within the first half of the year, whilst a significant new ticketing and reporting system (IVES) was also implemented. A new visitor-focused duty management system was also introduced to the site, enhancing the visitor experience and improving site standards. With a focus on commercial efficiency and service standards, the new structure and ticketing system have already paid dividends, with retail spend per head up on the previous year, income from experiences up 30% and Gift Aid income up 18%. The overall profit per visitor from business operations is up 8% on 2014, despite the fall in paying visitors.

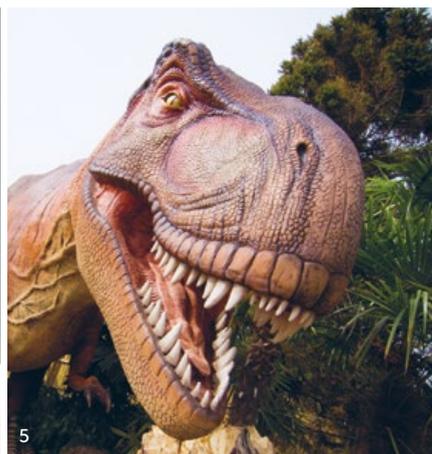
### Events

A major focus for 2015 was the delivery of Dinosaurs Return! Well received by visitors and a key driver of visitation across the peak season, Dinosaurs Return! was a truly immersive experience that saw 14 animatronic dinosaurs arrive at the Zoo for seven months from April 2015. The exhibition received a commendation for Best Event at the Drum Event Awards, and the Zoo as a whole was awarded runner up in the Best Outdoor Attraction category at the Scottish Thistle Awards.

Over the summer, our dinosaur-themed Zoo Nights were a complete sell-out, with over 10,000 tickets sold across four evenings. We delivered a successful Dreamnight event (partnering with the Sick Kids Friends Foundation and CHAS) and hosted the Lady Provost's Sleep-Out. As well as various members' talks and Tribal Elders lectures, thousands of visitors and members engaged with the Zoo through a programme of added-value events including a Bee Festival, Penguin Festival and winter family film screenings.



4



5

# 2015 HIGHLIGHTS

## 1 / January

Panda keeper Michael Livingstone wins Bronze in the Giant Panda Zoo awards and RZSS's work with giant pandas contributes to the Fourth National Giant Panda Survey, which shows an increase in giant pandas in the wild.

## 2 / February

The Wild about Scotland bus, in partnership with Clydesdale Bank, visits the Scottish Parliament.

## 3 / March

Victoria, a new female polar bear, arrives at the Highland Wildlife Park.

## 4 / April

Dinosaurs Return!, a six-month long exhibition, launches at Edinburgh Zoo.

## 5 / May

RZSS signs a memorandum of understanding with the Royal Botanic Garden Edinburgh and National Museums Scotland.

## 6 / June

Jambi, a critically endangered Sumatran tiger, arrives at Edinburgh Zoo to partner with the resident female Baginda.

## 7 / July

Chan and Animesh, a pair of endangered snow leopards, arrive at the Highland Wildlife Park.

## 8 / August

Yang Guang celebrates his 12th birthday with an ice cake.

## 9 / September

RZSS celebrates the 25th anniversary of the Budongo Conservation Field Station, as well as 10 years of RZSS's involvement.

## 10 / October

HRH The Princess Royal delivers the Tribal Elders: Words of Wisdom lecture at Edinburgh Zoo.

## 11 / November

Lynx triplets, born at the Highland Wildlife Park earlier in the year, show interest in the snow leopards next door.

## 12 / December

Edinburgh Zoo hosts a penguin festival, featuring penguin artworks by Ottmar Hörl.





## RZSS HIGHLAND WILDLIFE PARK

There were a number of big arrivals this year, with a high profile species joining the collection, a female polar bear arriving and many new births. Existing infrastructure was improved and an external study suggests the Park has further potential to grow.



Female snow leopard, Animesh



## New arrivals

Perhaps the most significant arrivals during 2015 were an adult female polar bear from Denmark and a pair of endangered snow leopards. The arrival of Victoria the polar bear was the culmination of plans that were put in place a number of years ago and RZSS now devotes more space to polar bears than any other zoo in the world. The construction of a purpose-built female enclosure, far away from our resident males, is designed to mirror wild polar bear breeding behaviour and breeding introductions commenced in spring 2016.

The new enclosure for snow leopards was purpose-built to replicate their natural environment, with a steep cliff face and rugged terrain echoing their hunting grounds in the high mountains of Central Asia. The new enclosure provides our pair with plenty of natural enrichment and room to explore, and we hope to see our snow leopards go on to produce cubs in the very near future.

Elsewhere, a female Bukhara deer arrived to enhance the herd and a breeding male Mishmi takin was brought in to introduce new genes to the group. A new male European grey wolf and a new female wolverine also arrived, and both were paired successfully with their resident opposite numbers.

## Important departures

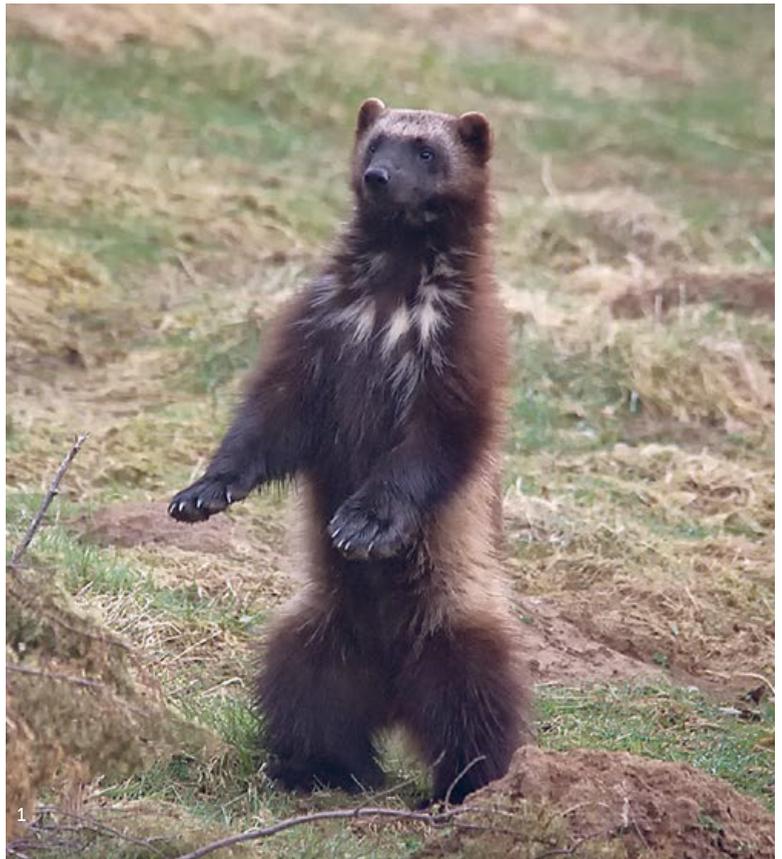
All of the Pallas's cat kittens and red panda kits that were born in 2014 – as well as the tiger cubs from 2013 – left for other collections in accordance with European breeding programme recommendations.

To allow us to restart breeding with a new pair of European wolves (specifically a new unrelated male), three of the four females that were born at the Park in 2012 and 2013 were moved to other UK collections.

## Breeding

Although not a high profile breeding, the hatching and rearing of two Temminck's tragopan chicks was a first for the Park. Two litters of Scottish wildcats were also born, including the first litter sired by our newest male, Zak, who came to the Park from the wild as an abandoned kitten in 2012. A trio of lynx were reared in the presence of their older siblings from 2014, demonstrating that the species appears to be rather more social than previously believed.

Other births included three Japanese macaques; three Przewalski's horses (including two to our 12 year old first time mothers that arrived in 2014); a pair of European elk; and another muskox, although he succumbed later in the year and once again proved that this is a difficult species to breed.



- 1 Tina, a new female wolverine, arrived in February
- 2 A pair of European elk were amongst the new arrivals
- 3 One of three new Japanese macaques
- 4 One of the Scottish wildcat kittens born at the Park



## Visitors, events and new developments

What started out as an extremely testing time for the Park with high winds, relentless rain and heavy snowfall actually resulted in 124,259 visitors during the course of the year, a significant increase on 2014 and much higher than projected.

The Oystercatcher Café was refurbished for 12 weeks at the start of the year and Antlers Café was accredited with a Taste our Best Award from VisitScotland for its home produced menu using local suppliers. Retail also benefitted from supplier changes and a new shop layout. A host of other improvements were added to the Park including new interpretation and directional signage, a new ticketing system, upgrades of the power and water supplies, a new toilet block and an enlarged parking area.

In terms of enclosure development, in 2015 our Property and Estates team focused on new facilities for the snow leopards, female polar bear, Scottish wildcats and cranes.

Looking to the future of the Park, consultants were engaged by the Society to carry out a feasibility study exploring its potential for development. With funding support from Highlands and Islands Enterprise, the aim was to identify and analyse viable, economically sustainable and high quality expansion options for the Park, satisfying the needs of locals and visitors whilst maximising impact on the economic, social and environmental life of Kincaig and the Highlands. Detailed proposals will be developed in 2016; however, the study certainly points to a bright future for the Park.



# GET INVOLVED

Membership continues to go from strength to strength for the Society, with 2015 ending with our highest ever membership number. We were also grateful for the support of an ever-growing number of partners and supporters.

## Our members

It has been a fantastic 12 months for the Society's membership as we ended 2015 with our highest ever membership number of 25,755, including 1,393 life members. In addition, there were 945 Highland Wildlife Park season pass holders at the end of the year.

The introduction of a dedicated face to face membership team, a complete rebuild of our systems and closer integration with the admissions team all played their part in the growth of these numbers. Other focuses were on improvements in strategy, policy and procedures.

Much of 2015 was also spent looking at the development of our membership platform and other ways in which we communicate with our members. Our online Members' Portal continues to be well used, with features including our panda cam, bulletin boards and photo galleries, as well as exclusive discounts and early bird booking opportunities. Our online newsletter is currently received by 13,647 members and adopters, up from 12,647 in 2014.

March also saw the relaunch of *LifeLinks* magazine, which is now posted out to all members twice a year and provides a behind the scenes glimpse of both our parks, regular updates from our domestic and international conservation projects, and all the latest news and views from the world of RZSS.

A members' survey – mailed out alongside the November issue of *LifeLinks* – received a fantastic response, with over 10% of members getting involved and nearly two thirds of people rating their membership as either nine or ten out of ten.

## Development

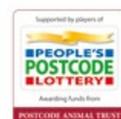
Following a challenging year for the whole fundraising sector, we sought throughout 2015 to develop more engaging and sustainable partnerships with a longer term impact. A total of £2.1m was secured from philanthropic sources across the year from a range of funders and supporters.

We are grateful for the continued support of players of People's Postcode Lottery, which helped us grow our tailored education conservation programmes, increase capacity building within teams and enhance the infrastructure of our animal enclosures.

The year also saw us develop a number of new partnerships. Royal London sponsored Edinburgh Zoo's Pelican Walkthrough and Petroineos supported the RZSS Panda Conservation Programme. We also received support from the Balcombe Trust towards our project to protect and demarcate wildlife sanctuaries in Myanmar.

Support from Clydesdale Bank grew, increasing the impact of our Wild about Scotland programme by welcoming a wider range of participating groups. Baillie Gifford continued to support our ZEST programme, helping us offer vocational work placements to young people.

The Society welcomed 12 new corporate members and maximised opportunities in corporate membership and online giving. Income from Gift Aid reached over £1m – our highest figure yet.



## Corporate partners

Aardvark Travel  
Allied Mobility  
Arnold Clark Automobiles Limited  
Arthur J Gallagher & Co  
Baillie Gifford & Co  
Citroen Edinburgh  
Clydesdale Bank Plc  
Extrordinar Ltd  
Fyffes Plc  
Green Insurance Ltd  
Hope & Glory PR  
IndigoVision Group Plc  
Jaguar Land Rover Limited  
Lothian Buses Limited  
Mango Lily Leisure Ltd  
Mitie Group Plc  
Müller Milk & Ingredients  
NHS Lothian Community  
Equipment Service  
Penicuik Ltd  
Petrolneos Fuels Limited  
Qatar Airways  
Reef One  
The Royal Engineers  
Royal London Mutual Insurance Society  
Tradstocks Thornhill  
Waitrose Ltd  
Wester Ross Fisheries Trust  
Wildlife Surgery Ltd  
The Winnock Hotel

## Trusts, foundations and other charitable organisations

Cruden Foundation Limited  
The Binks Trust  
The Robertson Trust  
The Balcombe Charitable Trust  
People's Postcode Lottery  
The Ettrick Charitable Trust  
The Gordon and Ena Baxter Foundation  
The Russell Trust  
The Ancaster Trust  
Chester Zoo  
Helsinki Zoo  
Association Francaise  
des Parcs Zoologiques  
Whitley Fund for Nature  
Prince Bernhard Nature Fund  
ZooParc De Beauval  
Wroctaw Zoo  
Parc Zoologique CERZA  
Natural Resources Ltd  
Parc Zoologique d'Amnéville  
Quagga Conservation  
Arcus Foundation  
The Balcombe Charitable Trust  
Scotland China Education Network  
Heritage Lottery Fund  
Beauval Zoo  
Cerza Conservation  
Amnville Zoo  
Quagga Dutch Zoo Foundation Fund

## Statutory and grant funders

Heritage Lottery Fund  
The City of Edinburgh Council  
Highlands and Islands Enterprise  
Scottish Enterprise  
Department for Environment,  
Food & Rural Affairs  
The Scottish Government  
Scottish Natural Heritage

## Adopters

We are grateful, as ever, to our animal adopters for their generous support of the Royal Zoological Society of Scotland.

## Platinum adopters

Oxgangs Primary School  
Jackie 'Cobbs' Campbell  
Michelle Fines-Smith  
Maria Frizzoni  
Alun Grassick  
Mr & Mrs Margaret and George Laing  
Ronnie McNab  
Ms Silvia Michell  
Sylvia and Wellie Mitchell  
Alan M Morrison  
David Thom

## Gold adopters

Bruntsfield Primary School  
Rotary Club of Corstorphine  
Ann Aguirre  
AIE/GCP 2015 SUMMIT  
Kirsten Alexander  
Naomi Allen  
Peter & Barbara Barham  
Katie Batte  
Anne-Greth Starck Bondeson  
Dr Dallas Brodie  
Walter Brown  
Rachel Butter  
Robert Chambers  
Janice Ruth Chambers  
Cheeky Monkeys Nursery  
Sharon Cochrane  
The George Hotel  
John G R Crombie  
Carrie Davidson  
Anne Dick  
Samantha Dee Dukelow  
Stephen Edwards  
Ken & Sheila Falconer  
Mark G N Ferguson  
James Fernie –  
In memory of Mrs Dorothy Fernie  
Miss R.A.E Firth  
Dr Margaret Gibbs  
Martin Gibson  
Irene & Rodger Glenfield  
Stephen, Peter and Sarah Glenfield  
Mrs Emily Grassick  
Ruairidh and Eilidh Grassick  
Catherine Gray (née Falconer)  
Michelle Hammond  
Alix Henderson  
Dr Andrew Henderson  
P & K Holmes –  
In memory of Jean Barbour Miller  
Elaine & Larry  
Susan Jacyna  
Christian Johnson-Isaacs –  
In memory of Helen Johnson-Isaacs  
George and Carole Kerr  
Arthur David Lawson  
Katie Logan Anderson  
Alex M MacDonald  
Heather Manning –  
In loving memory of Eileen Cholerton  
Rosemary McBratney  
Nicola McDermid  
John Meikle  
Callum Moore  
Margaret Nelson  
Professor Patricia Peattie  
Robert Thomas Picken  
Miss Linda Profeta  
Hazel Ramsay  
Sandra Ross  
Ian Rushbrook –  
In loving memory of  
Master Monty Salvesen  
Coco Salvesen  
Lesley Simmons  
Mrs Pauline Smith  
John Smith  
Maureen Sommerville  
Peter Stein  
Kirsty Stewart  
Dougal Stott  
Jill Stringer  
Sue Thomason  
Mr Gavin Thomson  
Torphichen Kirk Adventurers  
Malcolm Watson  
James Wheatley  
Derek Wilson  
Carole Wilson  
Jaqueline Wright –  
In loving memory of Peter Falconer  
Joyce Wylie

We would also like to thank our 995 silver adopters and 571 bronze adopters for their continued support.

# FINANCIAL SUMMARY

## Trustees' statement

The group summary financial statements are not the statutory financial statements but a summary of the information derived from the consolidated statement of financial activities and the consolidated balance sheet. The full Annual Report and consolidated financial statements, which were approved by the trustees on 28 April 2016 and will be submitted to OSCAR, 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 (rzss.org.uk).

Signed on behalf of the trustees by:



Jeremy A Peat  
Chairman

## Independent auditors' statement to the members of the Royal Zoological Society of Scotland

We have examined the summarised financial statements of the Royal Zoological Society of Scotland set out below.

### Respective responsibilities of the trustees and the auditors

The trustees are responsible for preparing the summarised financial statements in accordance with applicable United Kingdom law and the recommendations of the Charities SORP.

Our responsibility is to report to you our opinion on the consistency of the summarised financial statements within the Annual Review with the full annual financial statements and trustees' Annual Report. We also read the other information contained in the Annual Review and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised financial statements. The other information comprises only the financial summary.

This statement, including the opinion, has been prepared for and only for the charity's members and trustees as a body and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this statement is shown or into whose hands it may come, save where expressly agreed by our prior consent in writing.

### Basis of opinion

Our examination involved agreeing the balances disclosed in the summary financial information to the full annual financial statements. Our audit report on the Society's full annual financial statements describes the basis of our opinion on those financial statements.

### Opinion

In our opinion the summarised financial statements are consistent with the full financial statements and the trustees' Annual Report of the Royal Zoological Society of Scotland for the year ended 31 December 2015.

Henderson Loggie  
Chartered Accountants and  
Statutory Auditors  
28 April 2016

## The Royal Zoological Society of Scotland Summary consolidated statement of financial activities for the year ended 31 December 2015

	2015	2014 (restated)
	£	£
<b>Income and endowments from:</b>		
Donations and legacies	1,146,763	2,317,398
Charitable activities	10,624,699	9,724,801
Other trading activities	3,192,676	3,243,147
Investments	424,422	433,997
Other	29,682	36,668
<b>Total income and endowments</b>	<b>15,418,242</b>	<b>15,756,011</b>
<b>Expenditure on:</b>		
Raising funds	2,583,844	2,789,794
Charitable activities	12,511,295	11,193,725
<b>Total expenditure</b>	<b>15,095,139</b>	<b>13,983,519</b>
Gains/(losses) on investment assets	(21,441)	24,584
<b>Net income/expenditure</b>	<b>301,662</b>	<b>1,797,076</b>
Transfers between funds	–	–
<b>Other recognised gains/losses</b>		
Gains/(losses) on investment property	(50,000)	–
Actuarial gains/(losses) on defined benefit pension scheme	498,000	(676,000)
Other gains/(losses)	39,675	107,291
<b>Net movement in funds</b>	<b>789,337</b>	<b>1,228,367</b>
<b>Reconciliation of funds</b>		
Total funds brought forward at 1 January 2015	17,411,533	16,183,166
<b>Total funds carried forward at 31 December 2015</b>	<b>18,200,870</b>	<b>17,411,533</b>

## Trading performance

Performance in 2015 was impacted by poor summer weather and a lower level of donations and legacies during the year. The visitor numbers were 6% down at Edinburgh Zoo, but up by 4% at the Highland Wildlife Park. Income decreased by 3% to £15.4m due to lower levels of donations and legacies. Visitor income increased by £0.7m despite the lower visitor numbers.

Costs continued to be well managed in 2015. The increase in expenditure is mainly the result of the Dinosaurs Return! exhibit.

Overall the Society achieved an operating surplus of £0.3m in 2015 (2014 £1.8m). The net surplus for the year was £0.8m (2014 £1.2m) after taking account of investment gains and movement in the valuation of the pension fund.

## Principal income movements (£m)

Income 2014	15.8
Visitors	0.7
Membership	0.1
Donations	- 0.6
Legacies	- 0.6
Income 2015	15.4

## Principal expense movements (£m)

Expenditure 2014	14.0
Animal welfare	0.1
Visitor Experience & Events	0.7
Mission	0.2
Support costs	0.2
Raising funds	- 0.1
Expenditure 2015	15.1

## The Royal Zoological Society of Scotland Summary consolidated balance sheet as at 31 December 2015

	2015 £	2014 (restated) £
<b>Fixed assets</b>	<b>15,766,155</b>	<b>15,563,327</b>
<b>Investments</b>	<b>2,865,946</b>	<b>2,893,257</b>
Current assets		
Stocks	284,305	326,372
Debtors	1,508,380	1,018,957
Cash at bank and in hand	1,628,169	2,131,251
	<u>3,420,854</u>	<u>3,476,580</u>
Creditors: amounts falling due within one year	(2,686,245)	(2,196,925)
<b>Net current assets/(liabilities)</b>	<b>734,609</b>	<b>1,279,655</b>
<b>Total assets less current liabilities</b>	<b>19,366,710</b>	<b>19,736,239</b>
Creditors: amounts falling due after one year	(1,007,040)	(1,504,906)
Defined benefit pension scheme liability	(158,800)	(819,800)
<b>Net assets</b>	<b>18,200,870</b>	<b>17,411,533</b>
Funds		
Unrestricted reserves		
General reserve	8,057,253	7,959,341
Revaluation reserve	6,150,000	6,200,000
Pension reserve	(158,800)	(819,800)
<b>Total unrestricted reserves</b>	<b>14,048,453</b>	<b>13,339,541</b>
Restricted funds	3,795,799	3,710,668
Endowment funds	356,618	361,324
	<u>18,200,870</u>	<u>17,411,533</u>

# OUR PEOPLE AND STRUCTURE

## Our people

This year has been very busy for all our people and their teams, with the achievement of our aims and objectives relying on their dedication and support.

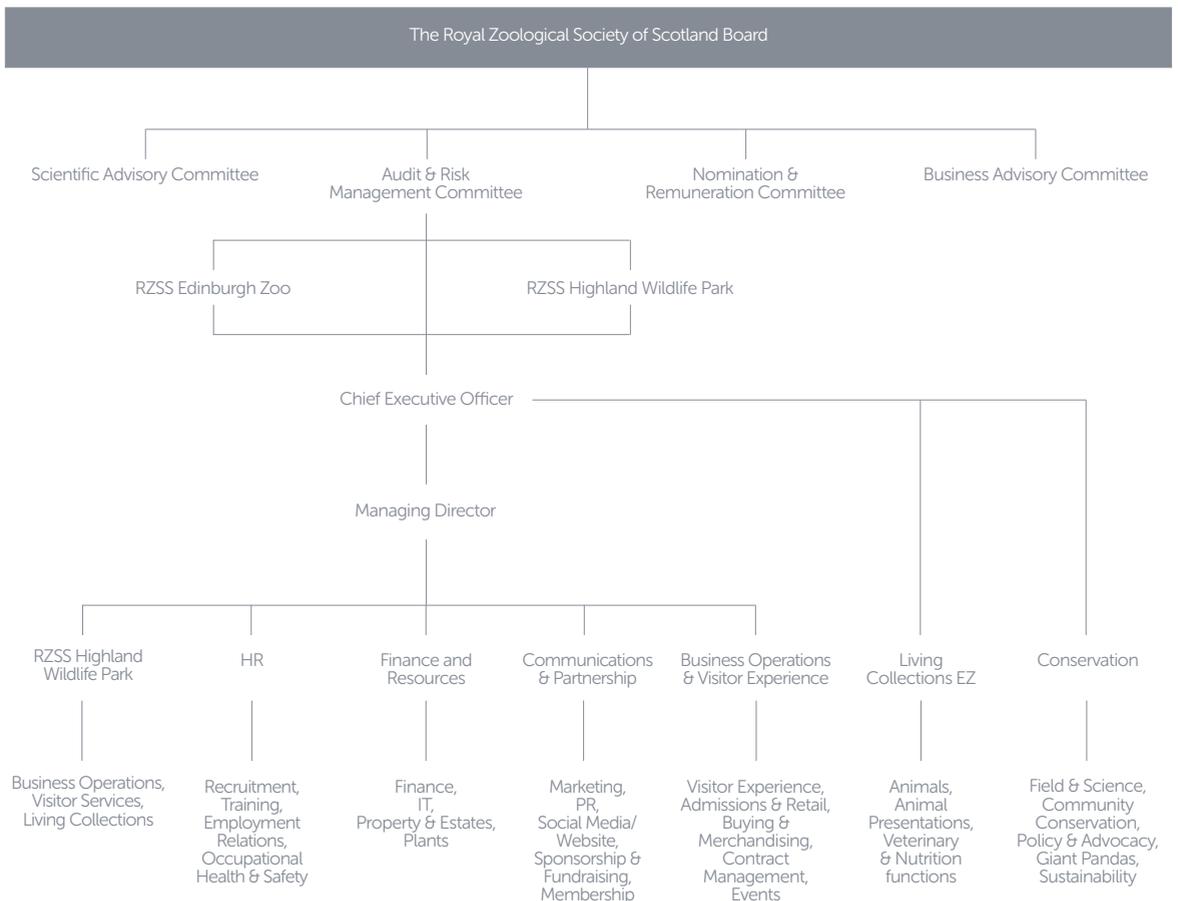
The focus of the Human Resources and Health & Safety teams continued to be on supporting culture change across the organisation. A key initiative was the development of our online Performance Management System (PABLO), which ensures a more holistic approach to the achievement of objectives. The new system combines individual objectives cascading from overall strategic objectives, behavioural competencies and any learning and development needs identified to support individuals.

2015 also looked at improvements in the usage of our information systems. Having implemented a new HR system in 2014, managers and administrators were now able to review and input directly to the system as appropriate. Moving forward, there will be a roll out of the self-service aspect to all employees.

From a headcount of 254 at the start of the year, we reached a seasonal peak of 318. Over the year we undertook 50 recruitment campaigns and we continued to support managers and staff through the restructuring process.

2015 also saw the launch of our annual Individual Development Award Scheme, where individuals apply for funding for personal projects or development, aligned with our mission and vision. Four individuals were successful last year and will feedback on their experiences.

## Society structure (as of last quarter 2015)



# BOARD, FELLOWS AND PATRONS

## President

John Spence  
CBE, DL

## Board

Prof Jeremy A Peat  
OBE, BA, MSc, FRSE (Chair)

George Brechin  
OBE, BSc, CIHM (Vice-Chair)

Prof Colin Galbraith  
BSc, PhD (Vice-Chair)  
(until May 2015)

Sandy Batho  
MA, FCIPD

Prof Mary Bownes  
OBE, DPhil, CBiol, FRSB,  
FRES, FRSE

Peter Budd  
BSc, CEng, MICE, MIStructE, FCIOB

Kerry Falconer  
FIOBS, MBA

John Fitzgerald  
BSc (Hons), Assoc CIPD

Dr Karen Jervis  
BSc, PhD, MBA

Dr Deborah Long  
BA (Hons) PhD, FRSGS  
(Elected May 2015)

Tessa McGregor  
MA

Prof Alan Miller  
BSc, PhD, CPhys, FRSE,  
FIEEE, FOSA, FInstP  
(Elected May 2015)

Dr Thomas Mitchell  
CA (Honorary Treasurer)

Prof Andrea Nolan  
OBE

Christine Patch  
MA, MCIPR  
(until May 2015)

Prof Natalie Waran  
BSc (Hons) PhD

Prof Roger Wheeler  
OBE, FRSE

## Honorary members

HRH The Duke of Edinburgh  
KG, KT

## Royal patron

HRH The Princess Royal  
KG, KT

## Civic patrons

The Rt. Hon. Donald Wilson, Lord  
Lieutenant and Lord Provost of  
the City of Edinburgh

## Patrons

Malcolm Bowie  
Kate Duthie  
Sir Gerald & Lady Elliot  
John Fitzgerald  
Maria Frizzoni  
Alun Grassick  
Jonathan Gray  
Alan & Fiona Morrison  
Jason Ross  
Penny Wotherspoon  
8 Anonymous

## Honorary fellows

Professor Ian Aitken  
OBE

Dr Jean Balfour  
CBE, FIC (FOR), JP, DSc,  
BSc, FIBiol, FRSA, FRSE

Lady Christine Brown

Sir Ewan Brown  
CBE

Keith Chalmers Watson

Roy Dennis  
MBE

Sir Gerald Elliot

Lady Margaret Elliot  
MBE, MA

Henry Elliot  
BA (Hons)

Dr John Francis  
ARCS, PhD, DSc, FRSG, FRSE

Thomas Huxley

Alexander Kerr

Dr Andrew Kitchener  
BSc, PhD

James McCarthy  
BSc (For)

Jimmie MacGregor  
MBE

Dr Peter Maitland  
BSc, PhD, FRSE

Professor Aubrey Manning  
OBE, Dphil RSE

Captain Harald Misund

John Mitchell  
MA (Hons), Cbiol

Robert Ollason  
MBE

Mary Patterson  
DipEd

Dr Miranda Stevenson  
BA, MBA, PhD

Michael Tomkies

Professor Roger Wheeler  
OBE, FRSE

# ANIMAL INVENTORIES

## Key to Inventory

01/01/15	Number of individuals as at 1 January 2015
Births	Number of births/hatches during 2015
Arrivals	Number of animals acquired from other institutions during 2015
D.N.S	Number of neonate animals dying aged 30 days or less during 2015
Deaths	Number of deaths of animals aged more than 30 days during 2015
Dispose	Number of animals moved on to other institutions during 2015
31/12/15	Number of individuals as at 31 December 2015

Animal counts  
males, females, unknown sex

### Breeding programme category (BPC)

ESB	European studbook
EEP	European endangered species programme
ISB	International studbook
*	Managed by RZSS
**	Of conservation concern in Scotland

### IUCN Red List (RL)

[iucnredlist.org](http://iucnredlist.org)

An indicator of global threat status

EX	Extinct	SPECIES UNDER THREAT
EW	Extinct in the wild	
CR	Critically endangered	
EN	Endangered	
VU	Vulnerable	
NT	Near threatened	SPECIES NOT UNDER THREAT
LC	Least concern	
DD	Data deficient	THREAT STATUS UNKNOWN
NE	Not evaluated	
-	Domestic – not applicable	

Please note: The Red List category given is, in most cases, for the species and does not specify the threat category for the subspecies.

# RZSS EDINBURGH ZOO INVENTORY

01/01/2015 Births Arrivals D.N.S Deaths Dispose 31/12/2015 BPC RL

## Mammalia

### Marsupialia

Phascolarctus cinereus adustus	Koala	3.10					3.10	EEP/ ISB	LC
Phalanger gymnotis	Ground cuscus	10.0					10.0		LC
Wallabia bicolor	Swamp wallaby	7.8.0	1.2.4	0.0.2	1.0.0	0.1.0	7.9.2	ESB	LC

### Insectivora

Echinops telfairi	Lesser hedgehog tenrec	3.10	0.0.2		0.0.1		3.11		LC
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### Hyracoidea

Procavia capensis	Rock hyrax	4.4.0	5.3.3	2.0.3	5.2.0		2.5.0	ESB	LC
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### Xenarthra

Chaetophractus villosus	Large hairy armadillo	10.0		10.0			20.0		LC
Tolypeutes matacus	Southern three-banded armadillo	2.2.0	10.0	10.0			2.2.0		NT
Myrmecophaga tridactyla	Giant anteater	11.0					11.0	EEP/ ISB	VU

### Primates

Eulemur coronatus	Crowned lemur	13.0	10.0				23.0	ESB	VU
Eulemur rubriventer	Red-bellied lemur	3.3.0	2.0.0	10.0		12.0	3.1.0	EEP	VU
Lemur catta	Ring-tailed lemur	18.0			11.0		0.7.0	ESB	NT
Nycticebus pygmaeus	Pygmy slow loris	10.0				10.0	0.0.0	EEP	VU
Callimico goeldii	Goeldi's monkey	6.5.0	10.1		10.0		6.5.1	EEP/ ISB	VU
Callithrix pygmaea niveiventris	Eastern pygmy marmoset	4.1.0			0.1.0		4.0.0		LC
Leontopithecus chrysomelas	Golden-headed lion tamarin	0.1.0				0.1.0	0.0.0	EEP/ ISB	EN
Saguinus oedipus	Cotton-top tamarin	11.0	0.1.2	0.1.2			11.0	EEP/ ISB	CR
Sapajus apella apella	Brown capuchin monkey	1817.0					1817.0		LC
Sapajus xanthosternos	Yellow-breasted capuchin monkey	4.5.0					4.5.0	EEP	CR
Saimiri sciureus	Common squirrel monkey	6.34.0	2.2.0			4.10.0	4.26.0	EEP*	LC
Aotus lemurinus griseimembra	Grey-legged douroucouli	3.3.0	0.1.0				3.4.0	ESB	VU
Pithecia pithecia	White-faced saki monkey	3.1.0			10.0		2.1.0	EEP	LC
Alouatta caraya	Black howler monkey	14.0				14.0	0.0.0	ESB/ ISB	LC
Cercopithecus diana	Diana monkey	11.0					11.0	EEP*/ ISB*	VU
Cercopithecus lhoesti	L'Hoest's monkey	2.3.0				0.1.0	2.2.0	EEP*	VU
Macaca sylvanus	Barbary macaque	7.11.0	0.0.1	0.0.1			7.11.0	ESB	EN
Mandrillus leucophaeus	Drill	2.3.0			10.0	0.1.0	12.0	EEP/ ISB	EN
Theropithecus gelada	Gelada baboon	9.13.0	0.0.2	0.0.1			9.13.1	EEP/ ISB	LC
Nomascus gabriellae x leucogenys hybrid	Gibbon	0.1.0					0.1.0		
Nomascus gabriellae	Buff-cheeked gibbon	3.1.1					3.1.1	EEP	EN
Pan troglodytes	Chimpanzee	4.5.0				0.1.0	4.4.0	EEP	EN
Pan troglodytes troglodytes	Central chimpanzee	0.1.0					0.1.0	EEP	EN
Pan troglodytes verus	Western chimpanzee	5.4.0	0.1.0	0.1.0			5.4.0	EEP	EN

### Rodentia

Mus musculus	House mouse	0.0.0	8.16.0				8.16.0		-
Rattus norvegicus domestic	Domestic rat	0.0.4	8.16.0		0.0.2		8.16.2		-
Erethizon dorsatum	North American tree porcupine	11.0		10.0		10.0	11.0		LC
Cavia porcellus	Guinea pig	0.2.0					0.2.0		-
Dasyprocta azarae	Azara's agouti	9.10.0			0.3.0	11.0	8.6.0	ESB	DD

# RZSS EDINBURGH ZOO INVENTORY

		01/01/2015	Births	Arrivals	D.N.S	Deaths	Dispose	31/12/2015	BPC	RL
<b>Carnivora</b>										
<i>Catopuma temminckii tristis</i>	Asiatic golden cat	1.0.0					1.0.0	0.0.0	EEP	NT
<i>Felis silvestris grampia</i>	Scottish wildcat	3.1.0						3.1.0		LC**
<i>Leopardus wiedii</i>	Margay	1.1.0						1.1.0	EEP	NT
<i>Panthera leo persica</i>	Asiatic lion	1.1.0						1.1.0	EEP/ ISB	EN
<i>Panthera pardus orientalis</i>	Amur leopard	1.0.0					1.0.0	0.0.0	EEP/ ISB	CR
<i>Panthera tigris sumatrae</i>	Sumatran tiger	1.1.0		1.0.0			1.0.0	1.1.0	EEP/ ISB	CR
<i>Arctictis binturong</i>	Binturong	1.1.0						1.1.0	ESB	VU
<i>Helogale parvula</i>	Dwarf mongoose	2.4.0	0.0.3		0.0.3	0.1.0		2.3.0		LC
<i>Suricata suricatta</i>	Meerkat	4.9.0	5.7.1		0.0.1		1.7.0	8.9.0		LC
<i>Lycaon pictus</i>	Painted hunting dog	2.3.0				0.2.0		2.1.0	EEP/ ISB	EN
<i>Ailuropoda melanoleuca</i>	Giant panda	1.1.0						1.1.0	ISB	EN
<i>Helarctos malayanus malayanus</i>	Malayan sun bear	2.0.0						2.0.0	ESB	VU
<i>Aonyx cinerea</i>	Oriental short-clawed otter	5.10.0	0.1.1			0.1.1	5.4.0	0.6.0	ISB	VU
<i>Mephitis mephitis</i>	Striped skunk	1.1.0					0.1.0	1.0.0		LC
<b>Perissodactyla</b>										
<i>Equus grevyii</i>	Grevy's zebra	1.3.0		1.1.0				2.4.0	EEP/ ISB	EN
<i>Tapirus indicus</i>	Malayan tapir	2.1.0						2.1.0	EEP/ ISB	EN
<i>Rhinoceros unicornis</i>	Greater one-horned rhinoceros	2.0.0					1.0.0	1.0.0	EEP/ ISB	VU
<b>Artiodactyla</b>										
<i>Potamochoerus porcus</i>	Red river hog	4.2.0	1.2.0		0.2.0		3.0.0	2.2.0	EEP	LC
<i>Sus cebifrons negrinus</i>	Visayan warty pig	6.3.0					1.0.0	5.3.0	EEP	CR
<i>Sus scrofa scrofa kunekune</i>	Kune Kune pig	2.0.0						2.0.0		-
<i>Hexaprotodon liberiensis</i>	Pygmy hippopotamus	1.1.0		0.1.0			0.1.0	1.1.0	EEP/ ISB	EN
<i>Vicugna vicugna</i>	Vicuna	1.2.0						1.2.0	EEP/ ISB	LC
<i>Pudu puda</i>	Southern pudu	2.1.0	0.1.0			0.2.0		2.0.0	EEP/ ISB	VU
<i>Axis kuhlii</i>	Kuhl's hog deer	2.0.0						2.0.0		CR
<i>Rusa alfredi</i>	Visayan spotted deer	2.0.0		0.1.0				2.1.0	ESB/ ISB	EN
<i>Madoqua kirkii</i>	Kirk's dik-dik	1.1.0	0.1.0	1.1.0		1.1.0		1.2.0	ESB	LC
<i>Bos javanicus javanicus</i>	Banteng	2.2.0	2.0.0		1.0.0			3.2.0	EEP/ ISB	EN
<i>Tragelaphus angasii</i>	Lowland nyala	4.5.0	1.0.0		1.0.0			4.5.0	ESB	LC
<i>Tragelaphus imberbis</i>	Lesser kudu	1.3.0	1.1.0		1.0.0	0.1.0		1.3.0	ESB	NT
<i>Capra hircus</i>	Goat	0.0.0		1.4.0				1.4.0		-
<i>Naemorhedus griseus annouxianus</i>	Chinese goral	1.1.0						1.1.0	ESB	VU
<b>Aves</b>										
<b>Rheiformes</b>										
<i>Rhea pennata pennata</i>	Darwin's rhea	6.2.0	4.3.0		1.0.0		4.1.0	5.4.0	ESB	NT
<b>Casuariiformes</b>										
<i>Casuaris casuarius</i>	Southern cassowary	1.1.0						1.1.0	ESB/ ISB	VU
<b>Sphenisciformes</b>										
<i>Aptenodytes patagonica patagonica</i>	King penguin	6.0.0		1.0.0				7.0.0	EEP*	LC
<i>Pygoscelis papua papua</i>	Gentoo penguin	29.37.0	6.10.8	5.7.0	1.0.6	5.8.2	2.4.0	32.42.0	ESB*	NT
<i>Eudyptes moseleyi</i>	Northern rockhopper penguin	15.10.0				2.0.0		13.10.0	EEP	EN

**Galliformes**

<i>Acryllium vulturinum</i>	Vulturine guineafowl	2.30	0.02	0.02	11.0	12.0		LC
<i>Agriocharis ocellata</i>	Ocellated turkey	0.10	1.00			11.0		NT
<i>Gallus gallus gallus</i>	Red junglefowl	1.10				11.0	0.00	LC
<i>Argusianus argus</i>	Great argus pheasant	1.10					11.0	ESB NT

**Anseriformes**

<i>Anas bernieri</i>	Madagascar teal	7.30				10.0	6.30	ISB EN
<i>Anas melleri</i>	Meller's duck	2.10					2.10	EEP EN
<i>Aythya baeri</i>	Baer's pochard	0.00	2.20				2.20	CR
<i>Mergus albellus</i>	Smew	2.40			1.30		1.10	LC

**Ciconiiformes**

<i>Phoenicopterus chilensis</i>	Chilean flamingo	25.120			1.00		24.120	NT
<i>Ciconia nigra</i>	Black stork	2.10				1.00	1.10	ESB LC
<i>Eudocimus ruber</i>	Scarlet ibis	3.30			0.20		3.10	LC
<i>Geronticus eremita</i>	Waldraap ibis	6.80	0.010	0.010	1.00		5.80	EEP CR
<i>Scopus umbretta</i>	Hamerkop	1.10	0.10		1.10		0.10	ESB LC

**Pelecaniformes**

<i>Pelecanus onocrotalus</i>	Eastern white pelican	3.30	1.30				4.60	LC
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**Falconiformes**

<i>Cathartes aura</i>	Turkey vulture	2.00					2.00	LC
<i>Haliaeetus pelagicus pelagicus</i>	Steller's sea eagle	1.10				1.10	0.00	ESB VU
<i>Neophron percnopterus percnopterus</i>	Egyptian vulture	0.20					0.20	EEP EN
<i>Terathopus ecaudatus</i>	Bateleur eagle	0.10					0.10	NT

**Gruiformes**

<i>Balearica regulorum gibbericeps</i>	East African crowned crane	1.10					1.10	EN
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**Columbiformes**

<i>Caloenas nicobarica</i>	Nicobar pigeon	4.10			1.00		3.10	NT
<i>Ducula bicolor</i>	Pied imperial pigeon	2.20					2.20	LC
<i>Gallucolumba crinigera</i>	Mindanao bleeding-heart dove	1.10	1.00		0.10		2.00	ESB VU
<i>Goura victoria victoria</i>	Victoria crowned pigeon	1.10	1.00				2.10	ESB VU
<i>Otidiphaps aruensis</i>	White-naped pheasant-pigeon	0.00	1.10				1.10	VU
<i>Zenaida graysoni</i>	Socorro dove	3.20	3.01	0.01	0.10		6.10	EEP EW

**Psittaciformes**

<i>Trichoglossus moluccanus</i>	Rainbow lorikeet	2.00	4.20	3.60			9.80	-
<i>Ara ararauna</i>	Blue-and-gold macaw	0.20					0.20	LC
<i>Primolius maracana</i>	Illiger's macaw	1.10				1.10	0.00	NT
<i>Ara rubrogenys</i>	Red-fronted macaw	1.10					1.10	EEP* EN
<i>Rhynchopsitta pachyrhyncha pachyrhyncha</i>	Thick-billed parrot	1.20				1.20	0.00	ESB* EN
<i>Amazona amazonica</i>	Orange-winged amazon	1.00				1.00	0.00	LC
<i>Cacatua sulphurea</i>	Lesser sulphur-crested cockatoo	0.10					0.10	CR

**Cuculiformes**

<i>Musophaga rossae</i>	Lady Ross' turaco	1.10				1.10	0.00	LC
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# RZSS EDINBURGH ZOO INVENTORY

01/01/2015 Births Arrivals D.N.S Deaths Dispose 31/12/2015 BPC RL

## Strigiformes

Bubo bengalensis	Bengal eagle owl	0.01					0.01		LC
Bubo bubo	Eurasian eagle owl	0.10					0.10		LC
Bubo scandiacus	Snowy owl	0.00	1.10				1.10		LC
Ptilopsis leucotis	Northern white-faced scops owl	0.10					0.10		LC
Strix aluco	Tawny owl	0.10					0.10		LC
Strix nebulosa	Great grey owl	0.10					0.10		LC

## Coraciiformes

Coracias caudatus	Lilac-breasted roller	0.10					0.10		LC
Bucorvus leadbeateri	Southern ground hornbill	10.0					10.0	ESB	VU

## Passeriformes

Leucopsar rothschildi	Bali starling	13.0					13.0	EEP	CR
Zoothera dohertyi	Chestnut-backed thrush	13.0	2.24	0.04	0.20		3.30	ESB	NT
Dryonastes courtoisi	Blue-crowned laughingthrush	11.0	4.00			0.10	5.00	ESB/ISB	CR
Lonchura oryzivora	Java sparrow	0.018					0.018		VU
Icterus oberi	Montserrat oriole	11.0					11.0		CR

## Reptilia

### Chelonia

Geochelone denticulata	Yellow-footed tortoise	0.05					0.05		VU
Malacochersus tornieri	Pancake tortoise	12.0					12.0	ESB	VU

### Squamata Sauria

Pogona vitticeps	Bearded dragon	11.0	0.20				13.0		NE
Eublepharis macularius	Leopard gecko	0.20					0.20		NE
Tiliqua scincoides	Blue-tongued skink	0.00	0.02				0.02		NE

### Squamata Serpentes

Python regius	Royal python	111					111		LC
Dasypeltis atra	Egg-eating snake	0.04			0.01		0.03		NE
Elaphe guttata	Cornsnake	4.30	0.05			2.20	2.15		LC
Elaphe taeniata freesei	Taiwan beauty snake	2.00			1.00		1.00		NE
Lampropeltis getula californiae	California kingsnake	12.0					12.0		NE
Lampropeltis triangulum nelsoni	Nelson's milksnake	11.0	0.01			0.10	10.1		NE

## Amphibia

### Caeciliidae

Ambystoma mexicanum	Axolotl	0.00	0.02				0.02		CR
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### Dendrobatidae

Dendrobates tinctorius 'azureus'	Blue poison dart frog	13.12			0.03		13.9		LC
Epipedobates tricolor	Phantasmal poison arrow frog	0.05					0.05		EN
Litoria caerulea	White's tree frog	0.05					0.05		LC

### Pisces

Cyprinus carpio carpio	Common carp	51					51		VU
Astyanax mexicanum	Mexican blind cavefish	11					11		NE
Poecilia latipinna	Sailfin molly	84				49	45		NE
Toxotes jaculatrix	Banded archerfish	4					4		NE
Periophthalmus	Mudskipper	2					2		NE
Tetraodon biocellatus	Figure 8 pufferfish	8					8		NE
Tetraodon nigroviridis	Green spotted pufferfish	0					2		NE

**Invertebrata****Arachnida**

Brachypelma boehmei	Mexican fireleg tarantula	1					1		NE
Grammostola rosea	Chilean rose tarantula	1					1		NE
Lasiadora parahybana	Salmon-pink bird-eating tarantula	1					1		NE

**Crustacea**

Coenobita clypeatus	Land hermit crab	2				1		1	NE
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**Insecta**

Gromphadorhina portentosa	Madagascar hissing cockroach	63					7	68		NE
Blaberus cranifer	Death's head cockroach	57						421		NE
Hymenopus coronatus	Pink orchid mantis	7				7		0		NE
Pholeogryllus geertsi	Cave cricket	93						87		NE
Extatosoma tiaratum	Macleay's spectre	74				8	32	6		NE
Eurycantha calcarata	Spiny stick insect	122	39			9	27	34		NE
Heteropteryx dilitata	Jungle nymph	0		4				3		NE
Tirochoidea jianfenglingensis	Giant Asian walkingstick	2	3			2		1		NE
Eudicella spp	African flower beetle	2						0		NE
Mecynorrhina polyphemus	Polyphemus flower beetle	1						46		NE
Pachnoda marginata	Sun beetle	0		10				2		NE
Smaragdesthes africana oertzeni	Purple jewel beetle	0		10				3		NE
Polposipus herculeanus	Fregate Island giant beetle	153				5		34	EEP	CR
Blera fallax	Pine hoverfly	0		35		12		18		NE
Atta cephalotes	Leaf-cutter ant	5000						5000		NE

**Myriapoda**

Archispirostreptus gigas	Giant African millipede	1				1		0		NE
Seychelleptus seychellarum	Seychelles giant millipede	0		6		6		0		NE

**Gastropoda**

Partula affinis	Partula snail	388	428	0	1	184	375	256	EEP/ISB	CR
Partula faba	Partula snail	4	0	0	0	3	0	1	EEP/ISB	EW
Partula mooreana	Partula snail	54	316	0	0	91	0	279	EEP/ISB	EW
Partula suturalis vexillum	Partula snail	122	346	0	2	66	121	279	EEP/ISB	EW
Partula taeniata simulans	Partula snail	135	245	0	0	172	0	208	EEP/ISB	CR
Partula tohiveana	Partula snail	40	255	0	0	28	0	267	EEP/ISB	EW
Achatina fulica	Giant African land snail	35					5	438		NE

**Collection summary**

	Individuals		Taxa	
	Start of year	End of year	Start of year	End of year
Mammalia	398	415	66	63
Aves	281	301	48	45
Reptilia	33	36	10	11
Amphibia	30	25	3	4
Pisces	160	123	6	7
Invertebrata	6315	7455	23	24
TOTAL	7217	8355	156	154

# RZSS HIGHLAND WILDLIFE PARK INVENTORY

01/01/2015 Births Arrivals D.N.S. Deaths Dispose 31/12/2015 BPC RL

## Mammalia

Primata										
Macaca fuscata	Japanese macaque	814.0	2.1.0			0.2.0		1013.0	ISB	LC

## Rodentia

Castor fiber	European beaver	2.0.0				2.0.0		0.0.0		LC**
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## Carnivora

Felis catus	Domestic cat	0.0.0	0.5.0	0.4.0	0.1.0	0.0.0				-
Felis manul	Pallas's cat	14.0	1.0.0			1.3.0	1.1.0		EEP*/ ISB*	NT
Felis silvestris grampia	Scottish wildcat	2.2.0	3.3.0			1.0.0	4.5.0		ESB	LC**
Lynx lynx lynx	Northern lynx	2.2.0	2.1.0				4.3.0		ESB	LC**
Panthera tigris altaica	Amur tiger	3.1.0				2.0.0	1.1.0		EEP/ ISB	EN
Uncia uncia	Snow leopard	0.0.0	1.1.0				1.1.0			EN
Canis lupus lupus	European grey wolf	0.4.0	1.0.0			0.3.0	1.1.0			LC**
Vulpes lagopus	Arctic fox	1.1.0					1.1.0			LC
Ursus maritimus	Polar bear	2.0.0	0.1.0				2.1.0		EEP/ ISB	VU
Gulo gulo gulo	Wolverine	1.0.0	0.1.0				1.1.0		EEP	VU
Ailurus fulgens fulgens	Red panda	2.2.0					1.1.0	1.1.0	EEP/ ISB	EN

## Perissodactyla

Equus caballus przewalskii	Przewalski's horse	2.5.0	1.2.0			1.0.0		2.7.0	EEP/ ISB	EN
Equus kiang holdereri	Eastern kiang	2.4.0	4.0.0	2.0.0	2.0.0	0.1.0	2.3.0		ISB	LC

## Artiodactyla

Camelus bactrianus	Domestic Bactrian camel	12.0						12.0		-
Vicugna vicugna	Vicuna	7.0.0				1.0.0		6.0.0	EEP/ ISB	LC
Alces alces alces	European elk	1.1.0	1.1.0					2.2.0		LC**
Rangifer tarandus fennicus	European forest reindeer	14.0	0.1.0	0.1.0	1.1.0		0.3.0		ESB	LC
Cervus elaphus	Red deer	1327.2	4.2.1.0	0.0.1	7.9.0		10.20.1.1			LC
Cervus elaphus bactrianus	Bukhara deer	3.1.0	1.0.0	0.2.0	0.1.0		4.2.0		ESB	LC
Przewalskium albirostris	White-lipped deer	2.4.0	2.0.0	1.0.0	2.0.0		14.0		ESB	VU
Bison bonasus	European bison (Lowland-Caucasian line)	417.0	2.4.1	1.3.1	0.2.0		516.0		EEP*/ ISB	EN
Bos grunniens	Domestic yak	3.4.0					3.4.0			-
Budorcas taxicolor taxicolor	Mishmi takin	0.5.0	3.0.0	1.1.0	2.0.0	1.1.0	1.5.0		ESB*	VU
Capra falconeri heptneri	Turkmenian markhor	6.7.0	3.1.0			1.1.0	8.7.0		EEP	EN
Hemitragus jemlahicus	Himalayan tahr	513.0	4.6.0	1.5.0	1.0.0	4.7.0	3.7.0			NT
Naemorhedus griseus arnouxiensis	Chinese goral	0.1.0				0.1.0	0.0.0		ESB*	VU
Ovibos moschatus	Muskox	2.1.0	1.0.0			1.0.0	2.1.0		EEP/ ISB	LC

## Aves

### Gruiformes

Grus grus	Common crane	2.0.0				2.0.0	LC**
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### Galliformes

Tetrao urogallus	Capercaillie	12.0			12.0	0.0.0	LC**
Tragopan satyra	Satyr tragopan	12.0	1.0.1	0.0.1		2.2.0	NT
Tragopan temminckii	Temminck's tragopan	11.0	0.2.0			13.0	LC

### Strigiformes

Bubo bubo	Eurasian eagle owl	2.0.0				2.0.0	LC
Bubo scandiacus	Snowy owl	2.2.0	0.0.3	0.0.3	1.0.0	12.0	LC
Strix nebulosa lapponica	Great grey owl	11.0	0.0.1	0.0.1		11.0	LC

## Collection summary

	Individuals		Taxa	
	Start of year	End of year	Start of year	End of year
Mammalia	204	200	27	26
Aves	18	17	7	6
TOTAL	222	217	34	32

## About us

The aims of the Royal Zoological Society of Scotland are to:

Maintain a commercially successful organisation which will enable us to achieve our mission through innovative and dynamic management.

Create for our visitors an exciting and inspiring experience, by ensuring excellence in the presentation of our animals and the highest quality in our visitor facilities and services in a pleasant, safe and stimulating environment.

Value all our staff as our most important resource, regardless of age, gender, race, disability, sexual orientation or beliefs, by encouraging communications and engagement at all levels and by ensuring development through appraisal and learning opportunities in line with our business objectives and the individual's needs.

Support and promote the needs of species conservation in the wild.

Promote through formal, non-formal and informal education activities an understanding of the inter-dependence of all living things and a concern for the fragility of ecosystems and threatened species.

Ensure the highest standards of animal welfare through excellence in animal husbandry and enrichment of the animals' environment.

Maintain groups of species with high conservation and educational importance and participate in managed conservation programmes for threatened species.

Encourage and enable research to increase our knowledge and understanding of animal science, for the benefit of both captive and wild animals.

Strive for environmental sustainability in all our activities and ensure energy efficiency.

## Senior management as of last quarter 2015

Chief Executive Officer  
Chris West

Managing Director  
Barbara Smith

Director of Conservation  
Rob Ogden

Director of Finance  
James Stewart

Director of Human Resources  
Lindsay Macpherson

Director of Giant Panda Project  
Iain Valentine

Director of Community Conservation  
Leigh Morris

Head of Conservation Programmes  
Sarah Robinson

Head of Communications and Partnerships  
Chris Fancy

Head of Business Operations and Visitor Services  
Deborah Newman

Head of Living Collections, Edinburgh Zoo  
Darren McGarry

Head of Living Collections, Highland Wildlife Park  
Douglas Richardson

Head of Business Operations and Visitor Services, Highland Wildlife Park  
Daska Mackintosh

Head of Property and Estates  
Gavin Whigham

## Photography credits

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“Pastel shades rarely  
make a lasting  
impression; we have  
the opportunity  
to use bold brush  
strokes on the canvas  
of Scottish life.”

John Spence  
President

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