

CONNECTING THROUGH CONSERVATION



ACKNOWLEDGEMENT OF COUNTRY

As a zookeeper on Cammeraigal Country, I am fortunate every day to walk these sandstone slopes, gaze over saltwater Country, and be nurtured by this land. It is an ongoing source of inspiration, reminding me to protect the natural world for our children and grandchildren, and to leave the world better than I found it.

At Taronga, conservation and reconciliation are intertwined journeys. We are committed to working alongside First Nations people to protect the natural world. We acknowledge the Cammeraigal and Wiradjuri peoples, the Traditional Custodians of the lands on which Taronga Zoo Sydney and Taronga Western Plains Zoo Dubbo are located. We pay our respects to their Elders – past and present – and recognize their enduring connection to land, waterways and community.

All of us at Taronga are grateful for the opportunity to learn from First Nations Australians and be inspired by Country. We honour the deep knowledge and custodianship that First Nations people have provided for thousands of years, nurturing Country and safeguarding its ecosystems - from frogs and platypuses to snails and beyond.

First Nations Australia's cultural and spiritual practices continue to guide us in our shared efforts to protect and conserve Australia's wildlife and environment.

This land always was, and always will be, Aboriginal land.

Penned by Andrew Daly (Bird Unit Supervisor at Taronga Zoo Sydney), with support and knowledge shared from Bill Simpson, Wakka Wakka (Indigenous Education Officer) and Aunty Caroline Glass-Pattinson, Wiradjuri Dungutti.





AUNTY KERRY TOOMEY COLLECTING
CLAY ON CAMMERAIGAL COUNTRY

PHOTO BY JED NIELSEN



SOUTHERN HAIRY-NOSED
WOMBAT JOEY 'YADU' AT
TARONGA ZOO SYDNEY

PHOTO BY JED NIELSEN

SECURING A SHARED FUTURE *for* WILDLIFE AND PEOPLE

At Taronga we believe that together we can find a better and more sustainable way for wildlife and people to share this planet.

Taronga recognises that the planet's biodiversity and ecosystems are essential to the health and prosperity of all species.

At no time in history has this been more evident and urgent, with drought, bushfires, climate change, habitat destruction, ocean acidification and many other crises threatening natural systems and our own future.

Whilst we cannot tackle these challenges alone, Taronga will continue to save species, sustain and rebuild ecosystems, and provide guest experiences and learning opportunities so that we take action together.

We believe that we all have a responsibility to protect the world's precious wildlife and take on new ways of living that have a positive impact on the planet. Not just for us in our lifetimes, but for generations into the future.

Our Zoos create experiences that delight and inspire lasting connections between wildlife and people. We aim to create conservation advocates that value wildlife, speak up for nature and take action to help create a future where both people and wildlife thrive.

Our conservation breeding programs for threatened and priority wildlife represents an increased commitment six Australian and five Sumatran species at risk of extinction.

In the past 12 months alone, Taronga has played a leading role in 23 state and national recovery programs and partnered with 22 organisations working on the frontline of conservation across 14 countries.

Overview

Taronga Conservation Society Australia (Taronga) operates Taronga Zoo Sydney in Sydney and Taronga Western Plains Zoo in Dubbo. Taronga is a leader in the fields of conservation, research, education and environmental sustainability, working across NSW, Australia and the globe.

Taronga is constituted under the Zoological Parks Board Act 1973 as a statutory authority owned by the people of NSW and administered by the Minister for the Environment and Climate Change.

Amended legislation in 1992 defined Taronga's responsibilities in education, conservation, research and recreation (see Appendix 1). A minor amendment to the Act was undertaken in 2008 to formally recognise Taronga Conservation Society Australia as the official name, to better describe the work of the organisation.

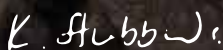
A letter to the Minister

The Hon. Penny Sharpe MLC

Minister for Climate Change, Energy, Environment and Heritage
Parliament House
6 Macquarie St
SYDNEY NSW 2000

Dear Minister,

It is with great pleasure that we present the 51st Annual Report of the Taronga Conservation Society Australia, which includes the statement of accounts, for your presentation to the NSW Parliament. This report covers in full the Taronga Conservation Society Australia's activities for the year ended 30 June 2024 in accordance with Sections 20 and 37 of the Zoological Parks Board Act 1973 (NSW) (as amended) and the Annual Report Statutory Bodies Act 1984 (NSW) (as amended).



Kristin Stubbins AM
Chair



Cameron Kerr AO
Chief Executive



Bradleys Head Rd, Cammeragal Country
PO Box 20, Mosman NSW 2088
Tel: 02 9969 2777
Open 9.30am – 5.00pm (Sep – Apr)
Open 9.30am – 4.30pm (May – Aug)
taronga.org.au



Obley Rd, Wiradjuri Country
PO Box 831, Dubbo NSW 2830
Tel: 02 6881 1400 | Fax: 02 6884 1722
Open: 9.00am – 4.00pm
Open 8.30am – 5.00pm (during school holidays)
taronga.org.au/dubbo

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GREATER ONE-HORNED RHINO 'HARI'
PICTURED AT TARONGA WESTERN
PLAINS ZOO WILL BE MOVING TO
TARONGA ZOO SYDNEY IN THE
COMING YEARS

PHOTO BY RICK STEVENS

CHAIR'S REPORT

As Taronga enters its 108th year, I am thrilled to present my first report as Chair of the Board. Our journey over the past year has been characterised by resilience, growth and innovation as we work to forge lasting connections between people and wildlife.

International visitation has surged, and local and interstate guests have remained highly engaged with both Taronga Zoo Sydney and Taronga Western Plains Zoo Dubbo. New guest experience highlights include Nura Diya Australia and the Amphibian and Reptile Conservation Centre in Sydney, as well as the opening of the Wildlife Hospital Dubbo. These successes emphasise our steadfast commitment to wildlife conservation and environmental sustainability.

We also received a \$20 million grant from the NSW Government's Regional Tourism Activation Fund for the Serengeti Plains Visitor Experience and Eco-Accommodation. This will be supplemented with \$10 million to be raised by Taronga. Expected to be completed in late 2025, this project will enhance the visitor experience and attract more tourists to the Western Plains region.

The revitalised Sky Safari at Taronga Zoo Sydney is set to re-open in 2027. This tourist attraction and transport system will enable accessible movement across the Zoo as well as enhance the overall experience of all visitors.

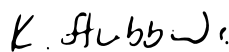
Education is central to our conservation strategy. Across both sites, we continued to deliver inspiring educational experiences for over 90,000 students across multiple disciplines with a focus on STEM, conservation and connection to nature.

Through the Taronga Training Institute, a new partnership with Currumbin Wildlife Sanctuary was established extending our Animal Care and Management course to Southeast Queensland.

Taronga's Youth at the Zoo (YATZ) program has 475 active members who are provided opportunities to gain practical skills and industry experience. This year, we announced a new partnership between the YATZ program and the Jane Goodall Institute's Roots & Shoots program which will bring together like-minded youth to improve the outcomes for wildlife and conservation.

Reflecting on my first year as Taronga's Chair, I am deeply grateful. It has been a privilege to serve and witness our team's remarkable achievements. My heartfelt thanks to our Board members, Environment Ministers, employees, volunteers, students, and the entire Taronga community. Your dedication and passion are the cornerstones of our success.

As we look to the future, I am confident Taronga will continue to lead in conservation, education, and sustainability. Together, we will build on our legacy and create a brighter future for wildlife and our planet.



Kristin Stubbins AM
Taronga Board Chair

“

Reflecting on my first year as Chair, I am deeply grateful. It has been a privilege to serve and witness our team's remarkable achievements.

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TARONGA BOARD CHAIR
KRISTIN STUBBINS MEETING
DINGO 'KEP KEP' AT
TARONGA ZOO SYDNEY
PHOTO BY JED NIELSEN

OUR BOARD

Appointed Board

Section 6 of the Zoological Parks Board Act 1973 (NSW) stipulates the criteria under which the members are appointed to the Board.

The Board met six times during the year and the number of eligible meetings attended by each member is shown in brackets.



Penny Bingham Hall (3/3)

BA (Ind.Des), FAICD, SF(Fin)

Ministerial Appointee. Outgoing Chair of the Taronga Conservation Society Australia Board. Member of the Performance, Audit, Risk and Safety Committee.

Ms Bingham-Hall is a non-executive director of Dexu Property Group, Fortescue Metals Group and Supply Nation. She also chairs Vocus Group and the Advisory Committee of the Climate Governance Initiative, Australia and is Deputy Chair of the Crescent Foundation. Ms Bingham-Hall has extensive experience in the building, construction and property industries and has been a vocal advocate for sustainability, workplace safety and ESG issues for more than a decade. She also spent 10 years as a Director and Deputy Chair of the Tourism and Transport Forum. A member since 2 September 2013. Term expired on 31 December 2023.



Kristin Stubbins AM (6/6)

BComm, BA, FCA

Ministerial Appointee. Incoming Chair of the Taronga Conservation Society Australia Board. Outgoing Chair of the Performance, Audit, Risk and Safety Committee.

Ms Stubbins was appointed a Member of the Order of Australia for services to finance, women and the community in 2023. Her career in finance has spanned over 30 years working with some of Australia's and the world's leading companies and included 20 years as a partner at PwC Australia. She was named as one of the Australian Financial Review's 100 Women of Influence in 2019 in the innovation category. Ms Stubbins has a passion for bringing together groups of people to effect change, often utilising technology, both in the business world and in the community more broadly. In addition to her role on the Taronga Board, she is also currently a board member of Mindgardens (an innovative mental health alliance) and the Co-chair of Women for Change, an organisation that supports women in developing nations to achieve a tertiary education. Kristin is a member of Chief Executive Women. Appointed 1 July 2021. Term expires 30 June 2027.



Laura Berry (5/6)

GradCert, MAICD

Ministerial Appointee. Chair of the Community Engagement and Sustainability Committee.

Ms Berry's career has spanned both private and public sectors over two decades, most recently as the CEO of Indigenous business organisation, Supply Nation where between 2015 and 2022 she led the organisation through a significant period of growth. Ms Berry has extensive experience across stakeholder management, risk mitigation and reputation management and working with Indigenous business and procurement. She is a founding director of the Global Supplier Diversity Alliance, and in 2018, Ms Berry was announced as one of the Australian Financial Review's '100 Women of Influence'. During 2020 she served as a Commissioner for the Prime Minister's National COVID-19 Commission. Laura is an advisory board member of Uniq You and a member of Chief Executive Women. Appointed 26 April 2022. Term expires 31 December 2025.



Jennifer Cowley OAM (5/6)

BA, Dip.Soc.Sci, Dip.Man

Nominated by an organisation involved in providing financial or other support to Taronga Western Plains Zoo. Member of the Wildlife Conservation Committee and Community Engagement and Sustainability Committee.

Ms Cowley has built a career in regional media and community development over many years – she is a journalist, editor and published author of a number of non-fiction and children's books. She has significant experience working with at-risk youth, in the mental health, loss and grief spaces and has been involved with a number of humanitarian projects in Australia and around the world. She has also worked extensively with the remote Aboriginal communities of Central Australia and Western NSW. She is a devoted advocate for regional Australia, its communities and people. In 2019, Ms Cowley was awarded the Order of Australia Medal (OAM) for her services to regional communities through a range of organisations. Appointed 26 April 2022. Term expires 30 June 2025.



Catherine Harris AO PSM (6/6)

B. Com, Hon.DBus

Ministerial Appointee. Member of the Wildlife Conservation Committee and Community Engagement and Sustainability Committee.

Ms Catherine Harris is Chairperson of Harris Farm Markets Pty Ltd. She is on the Board of The Australian School of Business UNSW and GreenCollar Pty Ltd. Until recently, Ms Harris was the Consul General for Bhutan and served as a Board Member of the Australian Ballet. Previous roles have included Federal Director of Affirmative Action and Deputy Chancellor of the University of New South Wales, NRL Commissioner, Trustee of the Sydney Cricket Ground Trust, the Australian Defence Force Academy, the National Gallery of Australia, Museum of Contemporary Art, the Sports Australia Hall of Fame and Chairperson of the Australia Japan Foundation. Ms Harris is an Officer in the Order of Australia and was awarded the Australian Public Service Medal, the Centenary Medal and has an Honorary Doctorate in Business from the University of New South Wales. Appointed 6 June 2022. Term expires 31 December 2025.



Joe David (5/6)

Dip Law

Nominated by an organisation involved in providing financial or other support to Taronga Zoo Sydney and representing Taronga's volunteer community. Member of the Performance, Audit, Risk and Safety Committee and Acting Chair of the Wildlife Conservation Committee.

Mr David is a Special Counsel in the Property and Real Estate practice group of national law firm Corrs Chambers Westgarth. This role follows on from an extensive career in law, in private practice at other national and international law firms. He has also represented many of Australia's leading property developers. Mr David was named in the 2019, 2020, 2021, 2022, 2023 and 2024 editions of Best Lawyers in Australia in Real Estate. He has been an active volunteer at Taronga Zoo Sydney since 2017. Appointed 6 June 2022. Term expires 30 June 2025.



Michael Herring (6/6)

B Comm LLM

Ministerial Appointee. Chair of the Performance, Audit, Risk and Safety Committee.

Mr Herring spent 17 years as an Executive Director of Macquarie Group Limited, 12 years as Group General Counsel and five years as an investment banker with Macquarie Capital. Prior to his role at Macquarie Group, Mr Herring was a corporate partner and a managing partner at King & Wood Mallesons for over 16 years. He is a Director of ASX listed Region Group Limited. Mr Herring has also been a Director and Chairman of The Skin Hospital and a Director of Osteoporosis Australia Limited. Appointed 1 January 2023. Term expires on 31 December 2026.



Richard Kingsford (3/3)

BSc, Dip. Ed, Ph.D

Ministerial Appointee. Chair of the Wildlife Conservation Committee.

Professor Richard Kingsford is a river ecologist and conservation biologist who has worked extensively across the wetlands and rivers of the Murray-Darling Basin and Lake Eyre Basin. He worked for the NSW Government Environment agency from 1986-2004. He also worked with many different communities and governments across this region. His research has influenced the policy and management of rivers in Australia, as well as his involvement on state and federal advisory committees. He also leads a reintroduction for rewilding project, Wild Deserts, in Sturt National Park (NSW), collaborating on the Platypus Conservation Initiative and Red-Listing of Ecosystems. He also researches effective ways of implementing effective conservation actions through developing adaptive management approaches and engagement with communities. Appointed 18 December 2023. Term expires 30 June 2026.



Sarah Norgate (6/6)

BA LLM (UNSW); GradDip Applied Corporate Governance (GIA)

Representing Mosman Council. Member of the Performance, Audit, Risk and Safety Committee.

Ms Norgate has been practising as a commercial and property lawyer in Sydney for many years. She currently manages the in-house legal team at Metcash, Australia's leading wholesale distribution and marketing company supporting food, liquor and hardware independent businesses. Ms Norgate regularly advises on risk and compliance issues, mergers and acquisitions, tendering, contracting, property development and disputes and litigation. Appointed 19 July 2022. Term expires 30 June 2027.



Murray Wood (5/5)

EnvSc&Mgt, MBA

Representing Dubbo Council. Member of the Performance, Audit, Risk and Safety Committee and Community Engagement and Sustainability Committee.

Mr Wood is currently the Chief Executive Officer of Dubbo Regional Council, which has a population of approximately 55,000 people across an area of some 7,500km², and maintains an annual budget of \$230 million. Mr Wood leads an organisation of 538 staff with a wide range of operations and services to the community within the Local Government Area. This role follows on from an extensive career in government at both state and local levels, affording him the opportunity to develop a wealth of industry experience and knowledge across regional NSW in addition to the establishment of national and international networks. Appointed 11 October 2021. Term expires 30 June 2026.



Talal Yassine AM (1/1)

BA, LLB LLM, MBA, FAICD

Ministerial Appointee. Member of the Performance, Audit, Risk and Safety Committee.

Professor Yassine is an experienced business leader, entrepreneur and academic. Currently, he serves as Managing Director of Salaam Wealth, Non-Executive Director of Salaam Finance, Director of Salaam Foundation, Director of the Salaam Institute, Council Member for the Australian Fathering Awards, Committee Member for Powerhouse Parramatta Capital Campaign and Member of the Western Sydney University Foundation Council Board. He also serves as Chairman of First Quay Capital and LandCorp Australia. Previously, he has served on the Board of Australia Post, Sydney Ports, Macquarie University Council and the Western Sydney Area Health Service and the Chairman of the Department of Foreign Affairs and Trade; Council of Australia Arab Relations. Professor Yassine was awarded a Medal of the Order of Australia (OAM) for his service to business and to the community through a range of education, health and multicultural organisations. Appointed 29 April 2024. Term expires 31 December 2026.

Board Member Attendance

	Ordinary Meetings
Penny Bingham-Hall	3 of 3
Kristin Stubbins AM	6 of 6
Laura Berry	5 of 6
Jen Cowley OAM	5 of 6
Joe David	5 of 6
Catherine Harris AO PSM	6 of 6
Michael Herring	6 of 6
Sarah Norgate	6 of 6
Murray Wood	5 of 5
Richard Kingsford	3 of 3
Talal Yassine AM	1 of 1

OUR COMMITTEES

Board Committees

Performance, Audit, Risk and Safety Committee (7)

Monitors financial performance, work health and safety, human resource management, information technology, capital works programs and asset management. Monitors and covers issues relating to internal control systems, risk management systems, financial reporting and other financial responsibilities. Representatives from the NSW Audit Office and internal auditors KPMG attend meetings as required. Consists of selected Board members:

- Ms Kristin Stubbins AM – Outgoing Chair
- Mr Michael Herring – Incoming Chair
- Ms Penny Bingham-Hall
- Mr Joe David
- Mr Murray Wood
- Ms Sarah Norgate
- Prof Talal Yassine AM

Community Engagement and Sustainability Committee (6)

Monitors environmental, social and governance (ESG), environmental sustainability, Taronga Foundation, Commitment to Country, education, guest experience, community programs, communications and tourism development. Consists of selected Board members:

- Ms Laura Berry – Chair
- Ms Jennifer Cowley OAM
- Ms Catherine Harris AO PSM
- Mr Murray Wood

Wildlife Conservation Committee (6)

Monitors the strategic priorities Wildlife Care and Welfare, as well as Conservation Action. This includes husbandry and enrichment, preventative healthcare programs, population management, wildlife rescue and rehabilitation, conservation science and fieldwork, recovery programs, rewilding, conservation partnerships, biosecurity and veterinary services. Consists of selected Board members and external contributors from appropriate specialist fields:

- Prof Richard Kingsford – Incoming Chair
- Mr Joe David – Acting Outgoing Chair
- Ms Jennifer Cowley OAM
- Ms Catherine Harris AO PSM
- Mr Steve Coleman, RSPCA NSW
- Dr Simon Longstaff AO, The Ethics Centre
- Dr Ian Roth PS

Other Committees

Animal Ethics Committee (6)

Statutory committee through which all research projects involving animal research must be approved. Constituted in accordance with the Animal Research Act 1985 and consists of the following representatives:

- Dr Justine O'Brien – Chair
- Dr Monique Van Sluys (Researcher)
- Dr Jo Day (Researcher)
- Dr Frances Hulst (Veterinarian)
- Dr Peter Johnson (Veterinarian)
- Dr Benn Bryant (Veterinarian)
- Mr David Roden (Independent representative)
- Dr Catherine Brett (Animal welfare representative)
- Mr Aaron Purcell (Animal welfare representative)

The Committee reviewed and approved 16 new projects. The Committee also approved 27 ongoing projects and 16 amendment applications.

Science Advisory Council (7)

Brings representatives of Taronga's academic, conservation and community partners to provide subject matter expertise and strategic input into Taronga's conservation science goals, research initiatives, grant opportunities and all matters relating to conservation science at Taronga.

- Prof Richard Kingsford, University of NSW – Chair
- Dr Ian Roth – Deputy Chair
- Pro Deputy Vice Chancellor Lesley Hughes, Macquarie University
- Prof Kathy Belov, University of Sydney
- Dr Rebecca Spindler, Bush Heritage Australia
- Dr Kristofer Helgen, Australian Museum
- Dr Georgina Kelly (government partner)
- Ms Gretel Packer AM (community partner)
- Dr Justine O'Brien (Taronga representative)
- Mr Cameron Kerr AO (Taronga representative)
- Mr Nick Boyle (Taronga representative)

Taronga Animal Welfare Committee

The Committee is charged with guiding Taronga's Animal Welfare Program to ensure the highest possible care for Taronga's Zoo animal populations and to promote continuous improvement in animal welfare. The Committee also monitors welfare process and procedures including animal welfare incident reporting to ensure accountability and transparency is maintained as we enhance Taronga's approach to promoting positive animal welfare outcomes.

- Ms Debra Doolan (NSW Department of Primary Industries)
- Mr Nick De Graaff (Zoo and Aquarium Association)
- Mr Mathew French (WIRES)

Taronga representatives

- Mr Nick Boyle
- Ms Claire Ford
- Dr Kimberly Vinette Herrin
- Dr Alisa Wallace
- Mr Elio Bombonato
- Dr Ben Pitcher
- Ms Michelle Shaw
- Mr Brendan Host
- Ms Andrea Crespo
- Ms Rebecca O'Riordan

Elected Taronga representatives

- Mr Maz Boz
- Ms Laura Minns
- Mr Andrew Kyle
- Mr Glyn Avery
- Ms Roxy Monaghan

Taronga Aboriginal Advisory Group, Cammeraiagal Country

As part of Taronga's commitment to reconciliation, the Taronga Aboriginal Advisory Group (TAAG), was established in 2019 on Cammeraiagal Country. The purpose of the group is to provide strategic advice and support to guide Taronga Zoo Sydney's journey to cultural excellence, building strength in relationships and providing advice, knowledge and truth of Aboriginal Culture at Taronga Zoo Sydney. The Taronga Aboriginal Advisory Group, Cammeraiagal Country includes:

- Prof Dennis Foley – Outgoing Chair
- Ms Roxanne Saunders – Incoming Co-Chair
- Mr Gary Field – Incoming Co-Chair
- Ms Caroline Glass-Pattison
- Mr Shannon Valentine
- Ms Daniella Dickson
- Mr Greg Hodgkinson
- Ms Claire Beattie – TAAG membership on hold for 12 months whilst on secondment to the NSW Department of Communities and Justice.

Taronga Western Plains Zoo's Community consultation is facilitated through local Yarn Ups and Community team representation on relevant community groups. Yarn Ups are facilitated by the Community team and aims to achieve proactive, respectful and authentic consultation with the Aboriginal Elders, Community and relevant groups in Dubbo.

ASIAN ELEPHANTS 'PAK BOON' AND
'TANG MO' ON WORLD ELEPHANT DAY
AT TARONGA ZOO SYDNEY

PHOTO BY TASH SANDERS

CHIEF EXECUTIVE REPORT

At Taronga, our Vision to secure a shared future for wildlife and people is more vibrant than ever. This year, we have solidified our role as a leader in wildlife conservation and education, demonstrating the commitment to our Purpose: *Save Wildlife. Inspire People. Drive Change.*

Taronga is not just keeping pace with the evolving landscape of wildlife conservation, we are defining it by setting new benchmarks for the industry and demonstrating that zoos can be both powerful agents of change as well as centres of excellence in conservation and education.

Taronga Zoo saw significant growth, welcoming over 1.5 million guests this year with new experiences including Nura Diya Australia and nguwing nura – Nocturnal Country contributing to this success. Domestic visitation remained steady, while international guest numbers increased from key markets. Our premier accommodation, The Wildlife Retreat, also saw high occupancy rates. Taronga Western Plains Zoo welcomed nearly 250,000 guests, with 35,000 staying overnight at our award-winning Zoofari Lodge, Savannah Cabins and Billabong Camp.

Successes aligned with our conservation and species restoration efforts included the opening of the Wildlife Hospital at Taronga Western Plains Zoo, as well as significant milestones in our breeding programs for the Bellinger River Turtle, the Regent Honeyeater and the Corroboree Frog species.

Collaborations with the Taronga Aboriginal Advisory Group – Cammeraigal and local Wiradjuri Community highlight our commitment to listening, engaging and embedding First Nations knowledge into our conservation efforts and driving meaningful change for a sustainable future.

We also celebrated the graduation of our first School Based Apprenticeship and Traineeship (SBAT) students and welcomed five new SBATs on Cammeraigal Country.

Taronga's Habitat Positive project represents an ambitious vision for addressing Australia's biodiversity crisis to restore 5,000 hectares of habitat for critically endangered species. This project, which is part of the NSW Koala Strategy, will be the largest Box-Gum Woodlands rewilding effort in Australian history. Taronga's skills and expertise position us uniquely to drive this initiative forward and ensure impactful, sustainable outcomes for Australia's most vulnerable species.

Reflecting on a year of groundbreaking achievements, I'm full of gratitude for those who made these achievements possible. To our extraordinary staff, tireless volunteers, dedicated Board, partners, government agencies and Environment Ministers, your collaboration strengthens our efforts and amplifies our impact.



Cameron Kerr AO

Taronga Chief Executive

A close-up photograph of Taronga CEO Cam Kerr, a man with grey hair wearing a light-colored button-down shirt and a wide-brimmed hat. He is smiling and looking down at a small, black and yellow striped Southern Corroboree Frog that he is holding gently in his gloved hands. The background is a soft-focus green, suggesting a natural habitat.

TARONGA CEO CAM KERR WITH
SOUTHERN CORROBOREE FROG

PHOTO BY GUY DIXON

“

Taronga is not just keeping pace with the evolving landscape of wildlife conservation – we are defining it. We are setting new benchmarks for the industry, demonstrating that zoos can be powerful agents of change and centres of excellence in conservation and education.

”

OUR YEAR IN REVIEW



Impact through Education and Experience



More than

1.8 million

guests visited Taronga Zoo Sydney and Taronga Western Plains Zoo combined



1,048

staff



90,841

students



5.6 million

Australian viewers watched the Taronga documentary 'Who's Who in the Zoo'



Wildlife Care and Welfare

1,510

native animals treated through Taronga's Wildlife Hospitals



1,934

animals released to the wild through Taronga's rehabilitation, rescue or breed for release programs

1,846

animals born across both zoos



Conservation Action

40

conservation projects underway in Australia



69

science projects in progress



13

field grants supporting wildlife across the globe

42

papers by Taronga staff published



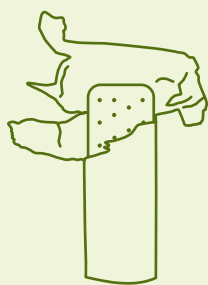


Environmental Leadership

In partnership with
Peters Ice Cream,
Taronga recycled
more than

9,000

ice cream wrappers



1,747kg

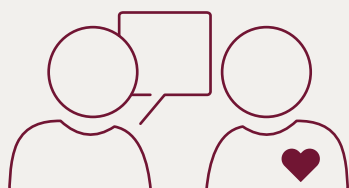
of soft plastics were
recycled in 2023/24



Commitment to Country

17

Indigenous School Based
Apprentices and Trainees
participated in formal
certified training



50



young people
participated in Taronga's
Burbangana and
Walanmarra Programs



Organisational Strength

Celebrated
50 years

of volunteering at Taronga



863,772

followers across
social media

OUR ORGANISATION

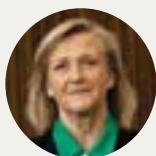
'JANTAN' THE WHITE-HANDED GIBBON AT
TARONGA WESTERN PLAINS ZOO DUBBO

PHOTO BY RICK STEVENS



Minister for Climate Change, Energy, Environment and Heritage

The Hon. Penny Sharpe MLC



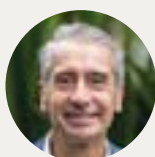
Taronga Conservation Society Australia Board

Outgoing Chair
Penny Bingham-Hall



Taronga Conservation Society Australia Board

Incoming Chair
Kristin Stubbins AM



Chief Executive

Mr Cameron Kerr AO

Executive team



Simon Duffy AM

Executive Director,
Taronga Zoo Sydney



Nick Boyle

Divisional Director,
Welfare, Conservation and Science
until 29 May 2024.
Appointed Interim Executive Director,
Taronga Zoo Sydney on 30 May 2024



Andrew Elphinstone

Interim Divisional Director,
Welfare, Conservation and Science
from 11 June 2024



Narelle Beattie

Divisional Director,
Corporate Services and Governance



Leila Davis

Divisional Director,
Marketing, Communications
and Fundraising



Steve Hinks

Divisional Director,
Taronga Western Plains Zoo



Stuart Marshall

Divisional Director,
People, Culture and Safety

OUR FOOTPRINT

Taronga Zoo, Sydney

Located on the Sydney Harbour foreshore on Cammeragal Country, Taronga Zoo Sydney is a leading conservation organisation and tourism destination.

The Zoo supports breeding programs for critically endangered species such as Northern and Southern Corroboree Frogs, Regent Honeyeater and Christmas Island Blue-tailed Skink. With more than 15 keeper presentations each day, local and international guests develop a deeper understanding of wildlife and are inspired to take action.

Newly opened precincts such as the Amphibian and Reptile Conservation Centre present thoughtfully designed environments that lead in the science of animal welfare and guest experience.

Taronga Zoo Sydney is home to the Taronga Institute of Science & Learning, which provides world-leading conservation education, research and science. Immersive experiences including the Wildlife Retreat at Taronga, Roar and Snore and Twilight at Taronga provide many unique ways for guests to engage with the Zoo.

Taronga Western Plains Zoo, Dubbo

At Taronga Western Plains Zoo, guests observe wildlife in an open range environment. Situated in Dubbo on Wiradjuri Country, the Zoo has a global reputation for rhino breeding programs, as well as caring for other endangered and vulnerable species, including the Sumatran Tiger, Asian Elephant and African Lion. It is also home to the Taronga Wildlife Hospital Dubbo – the only dedicated wildlife hospital west of the Blue Mountains. Popular immersive guest experiences include the Zoofari Lodge, Savannah Cabins and Billabong Camp, overnight offerings which contribute to education and conservation outcomes.

Taronga Sanctuary

Taronga Western Plains Zoo has become a threatened species conservation powerhouse in regional NSW, with four successful breed to release programs operating out of the Taronga Sanctuary, a 110-hectare hub established in 2019. The aim of the Sanctuary is to be an endangered species haven, where animals can live and breed in a wild manner, closely monitored by conservation officers and keepers, before being released to bolster wild populations. The semi-wild habitat is home to populations of Greater Bilbies and Chuditch (also known as Western Quolls), as well as breeding aviaries for Plains-wanderers and Regent Honeyeaters.

Taronga Habitat Positive

Habitat Positive is Taronga's visionary new initiative, aiming to tackle Australia's biodiversity crisis head on. This climate and conservation science-based project aims to revegetate and restore 5,000 hectares of sustainable biodiverse habitat for more than 36 critically endangered and threatened species including the Koala, Platypus, Spotted-tailed Quoll and Regent Honeyeater. The project is seeking to work with First Nations Peoples and deliver long-term opportunities for community-led land management. The project forms part of the NSW Koala Strategy and will be the largest Box-Gum Woodlands rewilding project undertaken in Australian history.

Partners of the frontline

Taronga works closely with the NSW Government, the NSW Department of Climate Change, Energy, the Environment and Water, NSW National Parks and Wildlife Service alongside other government partners to prevent the extinction of native wildlife and to secure resilient ecosystems via recovery programs of numerous species. The threats facing Australia's native animals are complex and the only way we can succeed in preventing species decline is to act together. It is through this combination of knowledge and action that there are glimmers of hope.



New South Wales

Marine turtle natal origins and critical habitat identification
NSW

Regent Honeyeater conservation breeding and translocation
NSW

Conservation breeding and translocation of Greater Bilbies
Taronga Western Plains Zoo

Comparing habitat preferences of Greater Bilby founder groups
Taronga Western Plains Zoo

Conserving Koalas in peri-urban and rural areas
NSW

Northern Corroboree Frog translocations and strategic biobanking
Brindabella Mountains

Threatened frog surveys and reproductive research
NSW Northern Tablelands

Post-fire and post-translocation monitoring of threatened marsupials
Booderee National Park

Southern Corroboree Frog translocations and strategic biobanking
Kosciuszko National Park

Seabirds to Seascapes – Understanding the impact of environmental change on food availability for marine predators to inform ocean policy and conservation strategies
NSW

Shark neurophysiology and deterrents
NSW

Conservation breeding, translocation and health surveillance of the Bellinger River Turtle
NSW

Cowarra Wild Koala Breeding Program
Port Macquarie

Emergency response and resilience framework for the Platypus
NSW

Royal National Park Platypus translocation
NSW

Development of a non-lethal acoustic deterrent system to deter gliders from predating on nesting Regent Honeyeaters
NSW

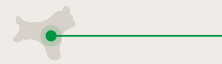
Investigating Plains-wanderer camouflage and visual systems to understand predation risk
NSW

Biobanking to assist with climate-proofing threatened marine forests
NSW

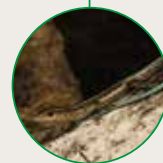
OUR WORK ACROSS AUSTRALIA

Over the past 12 months, Taronga and partner organisations united in the mission to conduct and support effective conservation ensuring species' survival as well as the long-term security of resilient ecosystems.

Taronga's programs and partnerships within Australia have been carefully selected to ensure effective, practical and timely outcomes that address urgent conservation challenges, both now and into the future. Taronga plays a leading role in several national threatened species recovery programs and contributes to 40 conservation and research programs nationally.



Christmas Island reptile conservation planning, breeding and surveillance
Indian Ocean Territory



Collaborative science for monitoring marine megafauna
Northern Territory



Understanding the impact of disease and pollution on Green Turtles and Australian Fur Seals
Australia (nationally)



Australia (Nationally)

Marine turtle natal origins and critical habitat identification
NSW

Regent Honeyeater conservation breeding and translocation
NSW

Conservation breeding and translocation of the Plains-wanderer
Taronga Western Plains Zoo

Conservation breeding and translocation of the Chuditch
Taronga Western Plains Zoo

Conservation breeding and translocation of Greater Bilbies
Taronga Western Plains Zoo

Comparing habitat preferences of Greater Bilby founder groups
Taronga Western Plains Zoo

Forging new strategies for human-Dingo coexistence
Myall Lakes National Park

Conserving Koalas in peri-urban and rural areas
NSW

Northern Corroboree Frog translocations and strategic biobanking
Brindabella Mountains

Threatened frog surveys and reproductive research
NSW Northern Tablelands

Post-fire and post-translocation monitoring of threatened marsupials
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Seabirds to Seascapes – Understanding the impact of environmental change on food availability for marine predators to inform ocean policy and conservation strategies
NSW

Shark neurophysiology and deterrents
NSW

Understanding the impact of disease and pollution on Green Turtles and Australian Fur Seals
Australia (nationally)

Animal welfare and veterinary ethics in wildlife emergency rescue
Australia (nationally)

Christmas Island environmental health monitoring
Indian Ocean Territory

Uluru-Kata Tjuta National Park Mala Census
Northern Territory

Conservation breeding, translocation and health surveillance of the Bellingen River Turtle
NSW

Cowarra Wild Koala Breeding Program
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Royal National Park Platypus translocation
Royal National Park

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Threatened frog surveys and reproductive research
NSW Northern Tablelands



Conservation breeding, translocation and health surveillance of the Bellinger River Turtle
NSW



Conservation breeding and translocation of the Chuditch
Taronga Western Plains Zoo

Investigating Plains-wanderer camouflage and visual systems to understand predation risk
NSW

Vaccination of zoo animals for SARS-CoV-2

Taronga Zoo Sydney and
Taronga Western Plains Zoo

Biodiversity survey and long-term monitoring of Kakadu National Park
Northern Territory

Mosquitoes as a non-invasive tool for obtaining community and population level information of mammals
Australia (nationally)

Christmas Island reptile conservation planning, breeding and surveillance
Indian Ocean Territory

Conservation of Australia's island invertebrates
Norfolk Island

Retrospective and prospective analyses for emerging arboviruses of public health relevance (Japanese and Murray River encephalitis viruses) in NSW wildlife
NSW

Building sustainable rhino insurance populations: embedding reproductive technologies
Taronga Western Plains Zoo

Combatting the illegal trade of Australian wildlife
Australia (nationally)

Collaborative science for monitoring marine megafauna
Northern Territory

Biobanking to assist with climate-proofing threatened marine forests
NSW

Field Grants

Tackling nest predation on Regent Honeyeaters: a new approach for bird conservation globally

Population survey and monitoring of Numbats

Boddington, Western Australia

OUR GLOBAL REACH

Taronga partners with 17 organisations working on the front line of conservation across 14 countries.

From Papua New Guinea to Zambia, and Fiji to Brazil, Taronga works with conservation experts in the field to protect priority species and habitats, facilitate ways that people can live and share environments with wildlife, as well as foster community and government support for conservation. With these close partnerships, we ensure that our contributions have long-term effects and outcomes for biodiversity that are measurable in the wild.

Jane Goodall Institute Australia
Democratic Republic of Congo, Burundi



Elephants for Africa
Installing a solar-powered cluster fence to prevent elephant crop-raiding in a village in Botswana
Botswana

Conservation Partnerships

Save the Bilby Fund
Australia

Department of Biodiversity, Conservation and Attractions (Chuditch)
Australia

International Rhino Foundation
Sumatra, Indonesia

Flora & Fauna International
Vietnam

TRAFFIC
Asia

Cheetah Conservation Botswana
Botswana

Northern Rangelands Trust
Kenya

Jane Goodall Institute Australia
Democratic Republic of Congo, Burundi

Field Grants

New Nature Foundation
Restoring Habitat for Kibale National Park through Invasive Plant Biomass Briquette Production
Uganda

Endangered Wildlife Trust
Using dogs to detect snares and reduce poaching
South Africa

International Crane Foundation
Restoring the Kafue Flats floodplain in Zambia by preventing the return of an invasive plant
Zambia



Elephants for Africa

Installing a solar-powered cluster fence to prevent elephant crop-raiding in a village in Botswana

Botswana

Endangered Wildlife Trust

Protecting threatened species and their habitats in South Africa's Soutpansberg mountains

South Africa

Banda Community Group

Capacity building on family planning for sustainable conservation of Nyungwe National Park

Rwanda

The Soala Foundation

Finding Saola to Save Saola

Vietnam

Taronga's Australian Registry of Wildlife Health

Wildlife health preparedness and response including disease investigations to support One Health programs

Australia

Wildlife Conservation Research Unit Mind the Gap

Protecting a cryptic population of Jaguars in a reserve network in the Cerrado, Brazil

Brazil

Giraffe Conservation Foundation

Africa's wildlife conservation leaders – enhancing capacity, one veterinarian at a time

Namibia

Conservation International

Sea Turtle Conservation in the Nesting Capital of Fiji's Largest Seascape

Fiji

Woodland Park Zoo Applied Land Use

Monitoring Technology for Community-Based Management of the YUS Conservation Area

Papua New Guinea



IMPACT THROUGH EDUCATION *and* EXPERIENCE

Offering inspiring and fun experiences that connect people to wildlife, shaping wildlife friendly attitudes, beliefs and behaviours



'TILLY' THE PLATYPUS SWIMMING IN
NGUWING NURA - NIGHT COUNTRY
AT TARONGA ZOO SYDNEY

PHOTO BY RICK STEVENS



Impact

Community Conservation Programs

Taronga's community conservation programs inspire and motivate individuals, schools and businesses to choose behaviours that support wildlife conservation and environmental sustainability.



Climate Hero

This is a new immersive community conservation campaign for the recently opened Amphibian & Reptile Conservation Centre and is centred around the topic of climate change. Aimed at kids and their families, Climate Hero characters link the adaptations of five reptiles and amphibians to what guests can learn and do to reduce their climate impact around transport, fashion, food, advocacy, and energy in an approach that aims to inspire action without provoking climate fatigue. Guests can make an online pledge for more information to learn how to become a Climate Hero.



ReWild Your Life

The opening of Nura Diya Australia launched a new campaign, ReWild Your Life, focused on protecting the forests by encouraging the use of the Forest Stewardship Council eco-label to ensure the sustainability of paper and wood products. Guests are encouraged to share their love and appreciation of trees, with information provided about how to reduce their forest footprint through wildlife friendly behaviours. Over time, this campaign will continue to develop and provide a platform for Taronga to engage with individuals to support Taronga's Habitat Positive Project.



Fish for Good

Promoting a healthy future for marine life by encouraging sustainable seafood choices. Taronga's Seals for the Wild presentation continues to inspire guests to choose seafood certified by the Marine Stewardship Council (MSC).

Taronga Zoo Sydney's catering partner, Trippas White Group, has extended its Chain of Custody certification for the MSC's eco-label for all of Taronga Zoo Sydney's food and beverage offerings.

This certification means the eco-label can be promoted across all menus, including Me-Gal Restaurant, the Taronga Food Market, N'Gurra Lounge and the Saltwater Bistro (previously known as The View cafe, which was the first cafe to be certified in Australia in 2012).

This certification means guests are assured that the seafood they purchase at Taronga helps support sustainable management of fish stocks, marine ecosystems and fisheries jobs.

Additionally, Taronga Zoo Sydney played host to the Youth Ocean Carnival's Night at the Zoo on World Ocean Day, an event that brought together over 250 future leaders to promote ocean conservation and education.



Litter Free Oceans and Rivers

The Litter Free community has reached 3,000 individuals, schools, and businesses, which are now united to eliminate single-use plastics for the benefit of marine and freshwater species.

The opening of Platypus Rescue HQ in Dubbo, also saw the introduction of a new Litter Free Rivers interactive kiosk, where guests can calculate their annual single-use plastics footprint and are then provided with tips and advice on how to reduce their impact.



KEEPING THE WILD FOR OUR WILDLIFE, TARONGA IS INVOLVED IN RESTORING VITAL HABITAT FOR THE REGENT HONEYEATER AND OTHER THREATENED WOODLAND ANIMALS

PHOTO BY RICK STEVENS



Raise your Palm

Driving the transition towards a responsible palm oil industry, Taronga Zoo Sydney's Tiger Trek raises awareness about the benefits of sustainable palm oil.

The upgraded ranger station and supermarket supported guest learning and behaviour change outcomes. This resulted in over 170,000 emails sent to Australian retailers and manufacturers, encouraging a supply chain transition to 100 percent certified sustainable palm oil.



Beads for Wildlife

This program provides communities living in tandem with wildlife in Northern Kenya with alternative and sustainable income from beadwork sold through Taronga's retail outlets. It also reduces human-induced pressures on wildlife such as poaching and habitat destruction.

This year, Taronga sold 16,000 beaded products across both Zoos, bringing the total to over 125,000 products sold.



They're Calling on You

This year Taronga partnered with Mobile Muster and PhoneCycle, diverting more than 6,000 mobile phones from landfill.

The reused and recycled phones generated over \$100,000, with this income supporting the Jane Goodall Institute Australia's primate conservation work in the Maiko – Tanya Kahuzi-Biega ecosystem in the Democratic Republic of Congo.



Wildlife Witness

Taronga's ongoing partnership with TRAFFIC Southeast Asia supports illegal wildlife trade monitoring, in conjunction with Interpol and local enforcement agencies' confiscation of illegally traded wildlife. In addition, Taronga supports a specialist Wildlife Crime Analyst based in Kuala Lumpur in an effort to tackle the ring leaders in the illegal wildlife trade.



BEHIND THE SCENES WITH THE
TARONGA DOCUMENTARY CREW
FILMING A RING-TAILED LEMUR
PROCEDURE AT TARONGA WILDLIFE
HOSPITAL DUBBO
PHOTO BY JENNIFER STEED

HATCH: Taronga Accelerator Program

The fourth HATCH: Taronga Accelerator Program ran from February to June 2024 and supported thirteen passionate founders leading six innovative sustainability and conservation initiatives. The Groundswell Collective was the 2024 winner of the \$50,000 HATCH grant, with the Tiny Forests Initiative. These are small yet complete ecosystems, consisting of a dense pocket of diverse, native vegetation planted using organic soil remediation and boasts a plethora of environmental and social benefits. The \$5,000 People's Choice Award recipient was Medical Pantry which reduces the healthcare system's environmental footprint by collecting medical supplies that would otherwise go to landfill and re-distributes them to community and wildlife groups in need.

The other four teams included Circular PV Alliance (creating Australia's first solar panel circular economy), Pledge for the Planet (motivating climate action via community and sports events), ZeroTag (refill management platform reducing waste) and Woop Woop for Nature (transforming the way restoration is delivered).

The program was supported by 30 mentors and subject matter experts, including industry professionals and not-for-profit and social enterprise leaders. The judging process was moderated by Cameron Kerr AO, Chief Executive of Taronga, with a highly engaged judging panel including John Preston, Alexandra Holcomb, Andy Marks and Lucy Hughes Turnbull AO. HATCH is proudly supported by BridgeLane Foundation, Wollemi Capital Group, Alexandra Holcomb and Auxilium Foundation.

A six-week online Pre-Accelerator Program also ran from October to November 2023 and supported four budding founders to bring their idea to life. The program was designed to provide support for early-stage start-ups to kickstart their business journey.

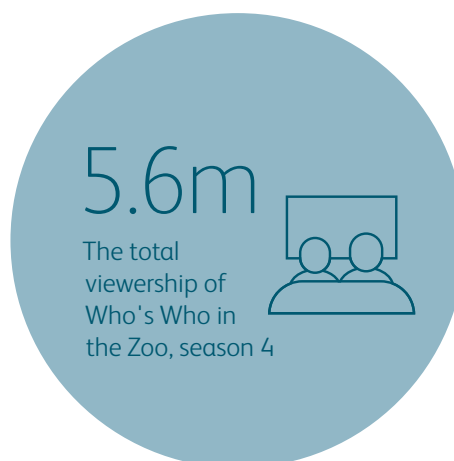
Taronga Documentary: Who's Who in the Zoo

The fourth season of Taronga: Who's Who in the Zoo, delivered in partnership with McAvoy Media, showcased the inner workings of Taronga, highlighting both animal and staff milestones alongside conservation and scientific efforts to a global audience. The 10-episode season, shot at both of Taronga's Zoos as well as in the field, focused on remarkable stories such as the general anaesthetic of Jimiyu the giraffe at Taronga Zoo Sydney and the birth of both Black and White Rhino calves at Taronga Western Plains Zoo.

In addition, the series showcased the breeding success of many critical conservation programs and numerous wildlife rehabilitation stories from Taronga's Wildlife Hospitals. Notably, it highlighted the preparation, process, and successful translocation of 10 platypuses into the Royal National Park.

Locally, the series has received great reviews and has been airing at a family-friendly time on Wednesday nights on Channel 9, with an average of 500-600k viewers per episode. Season four achieved the highest viewership to date, reaching a total of 5.6 million.

Internationally, the series also aired in America on Nat Geo Wild and in 20 European countries. The success of the previous seasons generated interest for a fifth series, which was filmed from January to April 2024 and will air in late 2024.



Education

Education is at the core of Taronga's 360-degree approach to conservation, which targets wildlife as well as habitats and the community.

Taronga offers a range of education and learning programs for primary and secondary school students through to tertiary, vocational and teacher professional development. These programs are delivered on various platforms, including onsite at Taronga's two Zoos, as outreach programs within the community, in other zoos and through digital platforms.

School Education Programs

Taronga's school education programs aim to inspire the next generation of conservationists through curriculum-linked programs developed and delivered by qualified teachers, with several seconded by the NSW Department of Education. Through this partnership, Taronga has direct access to curriculum specialists who are a key part of the consultation and development process of high-quality education experiences and resources. By providing access to incredible wildlife, environments, and conservation experts, learning is brought to life through innovative and enriching opportunities for students.

Excursions

At Taronga, students are empowered to drive environmental change through inspiring educational experiences during self-guided visits or participation in workshops delivered by experienced educators. Immersive workshops support students in deepening their understanding of content across multiple disciplines with a focus on STEM, conservation, and deeply connecting with nature. Wildlife interactions in these workshops give students the opportunity to safely engage with a range of native and exotic species and enhance their knowledge of curriculum content.

ZooSnooz

This overnight experience continues to be considered the 'wildest school camp'. This year 12,356 students embarked on this educational experience, which included exciting night-time discovery walks, early morning tours, behind-the-scenes encounters, and educator-led workshops. At Taronga Zoo Sydney, students can get up close and learn about a range of native wildlife and become advocates for the wild. At Taronga Western Plains Zoo, students are immersed in Billabong Camp, an Australian bush tent site surrounding the waterhole.

Zoomobile & Regional Outreach Education

Zoomobile continues to deliver exciting and enriching educational incursions to students in their schools. This metropolitan and regional outreach program has delivered quality curriculum-based experiences to 8,785 students this year and has had an engagement area extending from the New England region to the North, Greater Western Slopes and Plains to the West, and Far South Coast this year. Regional outreach trips are delivered in partnership with the NSW Department of Education's network of 25 Environmental and Zoo Education Centres and the Animals of the Dreaming program with Uncle Colin Hardy, delivered with the Lake Cowal Conservation Centre.

Project In-Situ

This year, Taronga's project-based conservation education program, Project In-Situ, engaged 799 students across 12 primary and secondary schools from the Northern Beaches, Nepean and Hay Plains regions. The target species for each region were the Little Penguin, Platypus, and Plains-wanderer respectively. Students were led through the design thinking process by Taronga's curriculum specialists, with the support of their classroom teachers to create STEM-based conservation solutions specific to their local context. Working in-situ, students learned about species through practical investigations, experiments and local fieldwork – a key to the framework's 18-year and ongoing success is forging authentic connections to real world leaders in conservation.



TARONGA WESTERN PLAINS
ZOO STAFF IMMERSED IN THE
MINECRAFT EDUCATION PLATFORM

PHOTO BY GUY DIXON

Spotlight

Minecraft Eco Detectives

Eco Detectives is an exciting new learning resource developed for the Minecraft Education gaming platform. Led by Taronga, this educational game and teacher package is the result of two years' development in collaboration with educators and industry experts from Zoos Victoria, Zoos South Australia, Perth Zoo, Auckland Zoo, Microsoft Australia New Zealand, and game developers Team Workbench based in Amsterdam.

In Eco Detectives, players are immersed in unbalanced virtual environments, spanning urban, drylands, woodland and wetland ecosystems, and understand ways to enhance biodiversity. Through a high-quality curriculum-based teaching package, students are guided to build on this experience and act for the wild in the real world, to authentically live their learning.

Community Education Programs

Youth at the Zoo

Taronga's Youth at the Zoo (YATZ) program provides opportunities for young people at Taronga Zoo Sydney and Taronga Western Plains Zoo to participate in a range of onsite activities, gaining practical skills and industry experience while volunteering and interacting with Taronga staff and guests. There are currently 475 active YATZ members who contributed 22,102 hours to the Zoo in volunteer time, equating to 18 full-time staff. In June 2024, an exciting new partnership was announced between YATZ and the Jane Goodall Roots & Shoots program, bringing together like-minded youth to improve the outcomes for wildlife and conservation.

WINGS Program

WINGS is a supported work experience program for adults with intellectual disabilities. Currently, Taronga Zoo Sydney hosts participants from three agencies – Windgap Foundation, Sunnyfield and Avenue Co-working. Groups of five participants and their support team take on regular and adjusted tasks in a real-life work setting in the Zoo. The WINGS participants are supported by experienced staff and build a strong connection to the work they complete and the animals in Taronga's care.

Aged Care and Dementia Program

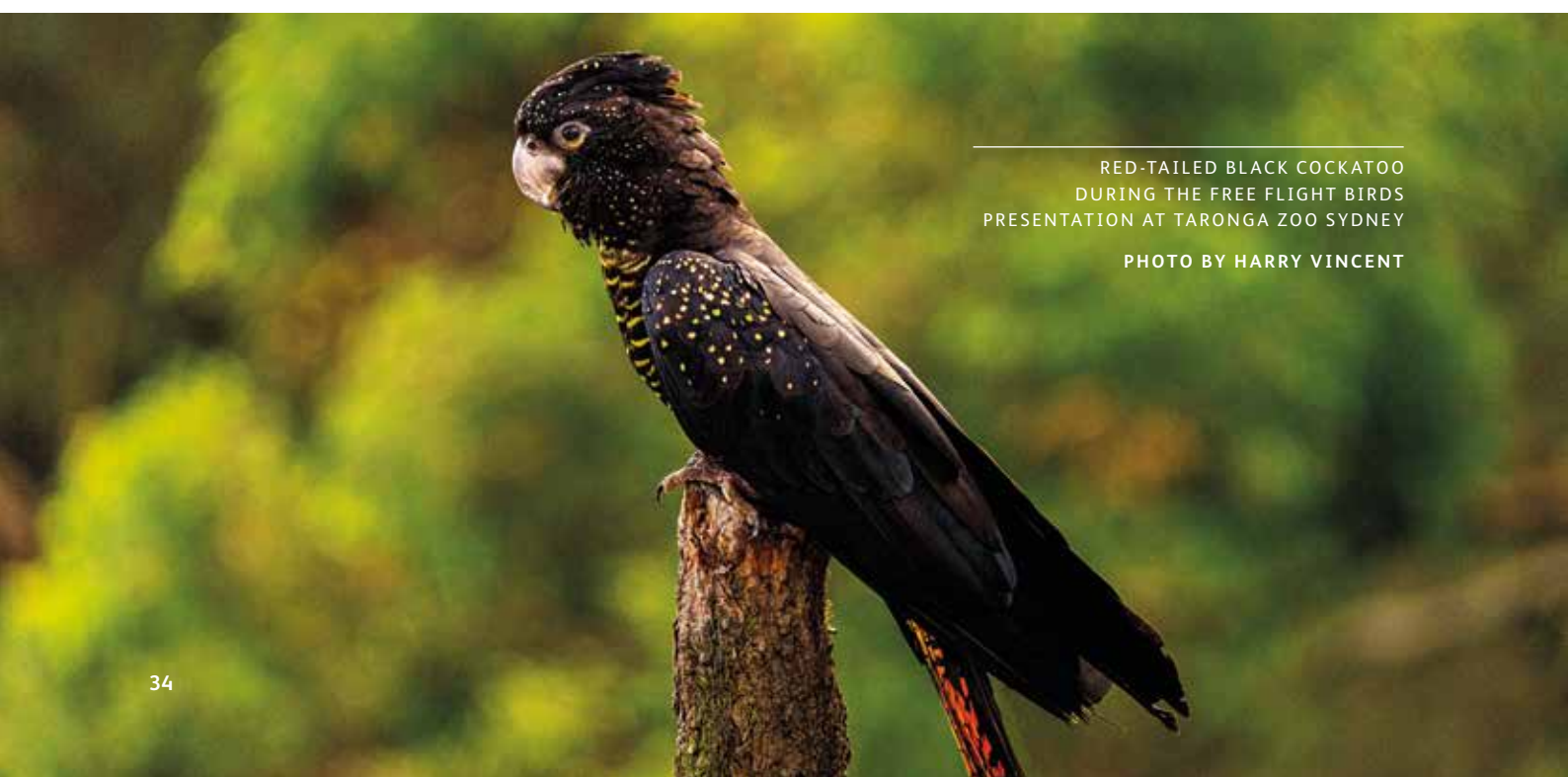
The Community Programs team has continued to provide meaningful experiences for aged-care residents, with the establishment of an on-site program. Participants with dementia from St Luke's Aged Care, The Burger Center and Bolton Clarke Care Participants take part in enrichment building, meet with keepers after the Seals for the Wild and Free Flight Bird presentations, and learn about Taronga's work. The response has been overwhelmingly positive, with this program continuing to grow.

Youth Off The Streets

Over the past year, Taronga has provided a range of highly impactful education programs for Youth Off The Streets. Students at these schools require additional education and social support to achieve their Higher School Certificate and other school-based qualifications. Visiting Taronga Zoo Sydney weekly across a term 75 students from five schools, alongside their teachers and social workers, experienced a variety of activities whilst developing practical skills and building self-confidence. With Zoo staff mentoring, this program strengthens community connections, builds self-awareness and increases communication skills whilst connecting with wildlife and conservation.

Menangle Project

The Menangle Project is facilitated on a rural property in Menangle, south-west of Taronga Zoo Sydney, where up to nine young people live in a specialised facility. Commencing in January 2022, this program was completed in April 2024. This project provided much needed experiences to several young people who were not eligible for referral to the Burbangana Program at Taronga Zoo Sydney. A Taronga urban ecologist and educator taught students practical skills in composting, worm farming, soil quality and veggie gardens. The residents now care for and harvest from their own sustainable veggie patch as well as care for their chickens, providing basic husbandry and enrichment, and collecting eggs each day.



RED-TAILED BLACK COCKATOO
DURING THE FREE FLIGHT BIRDS
PRESENTATION AT TARONGA ZOO SYDNEY

PHOTO BY HARRY VINCENT



DR. JANE GOODALL, A BEACON
OF INSPIRATION TO YOUNG
CONSERVATIONISTS, AT THE TARONGA
INSTITUTE OF SCIENCE & LEARNING
PHOTO BY GRACE BLACK

Taronga Training Institute

The Taronga Training Institute (TTI) is a Registered Training Organisation delivering accredited certificate courses in Animal Care and Management. The Certificate III in Wildlife and Exhibited Animal Care is delivered at five sites nationally: Taronga Zoo Sydney, Taronga Western Plains Zoo, Perth Zoo, Melbourne Zoo and Adelaide Zoo. In early 2024, a new partnership was created with Currumbin Wildlife Sanctuary to offer the course to students in Southeast Queensland.

A new online learning platform, Cloud Assess, was implemented, making training more accessible and engaging for diverse groups. TTI uses a blended approach with hands on practical days being delivered in conjunction with the online experience. In 2025, a new short course will be developed and launched in areas including photography and reptile care.

Taronga – University of Sydney Education Alliance

The Education Alliance with Taronga and the University of Sydney continues to have a global impact by providing training to the next generation of conservationists.

There are currently about 234 domestic and international students studying the Bachelor of Science/Bachelor of Advanced Studies (Taronga Wildlife Conservation) Degree. Taronga also provided training to close to 2,000 university students who were studying different degrees but taking one or more units of study taught by Taronga lecturers.

Students undertaking the degree are given access to Taronga and university experts, researchers, practitioners and dedicated teaching staff, and make use of facilities at the university and across both Zoos. In their fourth year of study, students spend a week immersed in conservation and practicing essential field skills at the Taronga Sanctuary, setting them up for the future career.

The degree has now seen three cohorts of graduating students, with alumni students applying their degree far and wide with careers in ecology, local council policy writing, sustainability, biosecurity and bush regeneration.

Experience

nguwing nura – Nocturnal Country

In October 2023, Taronga Zoo Sydney opened nguwing nura – Nocturnal Country as the final component of its Nura Diya Australia experience. Home to more than 230 animals from 12 species, nguwing nura gives guests an opportunity to come eye-to-eye with unique Australian wildlife normally only seen after dark or in remote parts of Australia, as well as gain a deeper understanding of the relationship and connection between First Nations Cultures and Country.

The name nguwing nura is from Sydney First Language and means ‘Night Country’; these words have been gifted to Taronga through ongoing and respectful consultation with First Nations People, including Taronga’s Aboriginal Advisory Group – Cammeraigal Country, Cammeraigal and First Nations staff.

nguwing nura provides guests with a powerful connection to Taronga’s conservation programs with seven Greater Bilbies and one Chuditch (Western Quoll) taking pride of place in the experience. Taronga has dedicated breeding programs for both species and has been able to return both species to Country where their numbers are low or have become locally extinct.

Platypus Rescue HQ

Taronga Western Plains Zoo in Dubbo is now home to the world’s largest purpose-built Platypus conservation centre, with Platypus Rescue HQ opening on Wiradjuri Country in February 2024.

The state-of-the-art centre can house up to 65 Platypus during severe environmental events such as droughts, bushfires and floods. It combines dedicated rescue and rehabilitation facilities, a research centre to study platypus behaviour and a pre-release with purpose-built Platypus habitat, where guests will be able to see and learn more about this cryptic monotreme for the first time at Taronga Western Plains Zoo.

The Platypus is one of the world’s last remaining monotremes and like many other Australian wildlife, is susceptible to the impacts of climate change and habitat loss. Platypus Rescue HQ allows researchers and staff to refine the conservation strategy for Platypus by filling knowledge gaps across the species’ breeding behaviour, biology and genetics.

ALIVE! Shows

ALIVE! shows have become a standout success during school holidays at Taronga Zoo Sydney, with two daily performances regularly reaching capacity. Each holiday period features a unique show, with themes such as Aussie Animals ALIVE!, Crawly Critters ALIVE!, Reptiles ALIVE!, and Staying ALIVE! These immersive, educational shows blend keeper presentations, live cameras, and captivating visuals on the 15m Centenary Theatre screen, offering behind-the-scenes insights into various species.

A hero in paid marketing campaigns, this initiative has given guests a new reason to visit and has received positive guest feedback and satisfaction.

Twilight at Taronga

Sydney’s summer was once again filled with live music as the Twilight at Taronga 2024 Summer Concert Series returned for its 27th year. Guests enjoyed evening picnics on the lawns of Taronga’s natural amphitheatre, with Sydney Harbour as a stunning backdrop. As the night unfolded, some of Australia’s favourite artists performed while Taronga’s animals settled in for the night.

Twilight featured 15 concerts over five weekends and welcomed more than 24,000 guests through the gates. This year we saw the return of the Lil’ Twilight shows that targeted kids to capture the emerging generation of Twilight fans.

Harbour View Cinema

Across the October long weekend, Taronga’s inaugural Harbour View Cinema offered family favourites, date night, fright night and the perfect girl’s night out movie attracting a new audience to Taronga.

Harbour View Cinema welcomed 3,200 guests across four nights including two sold out screenings. With the breathtaking backdrop of Sydney’s skyline and Sydney Harbour in view, guests enjoyed free Zoo entry after 2pm and as the sun set, found their spot on the Concert Lawns.

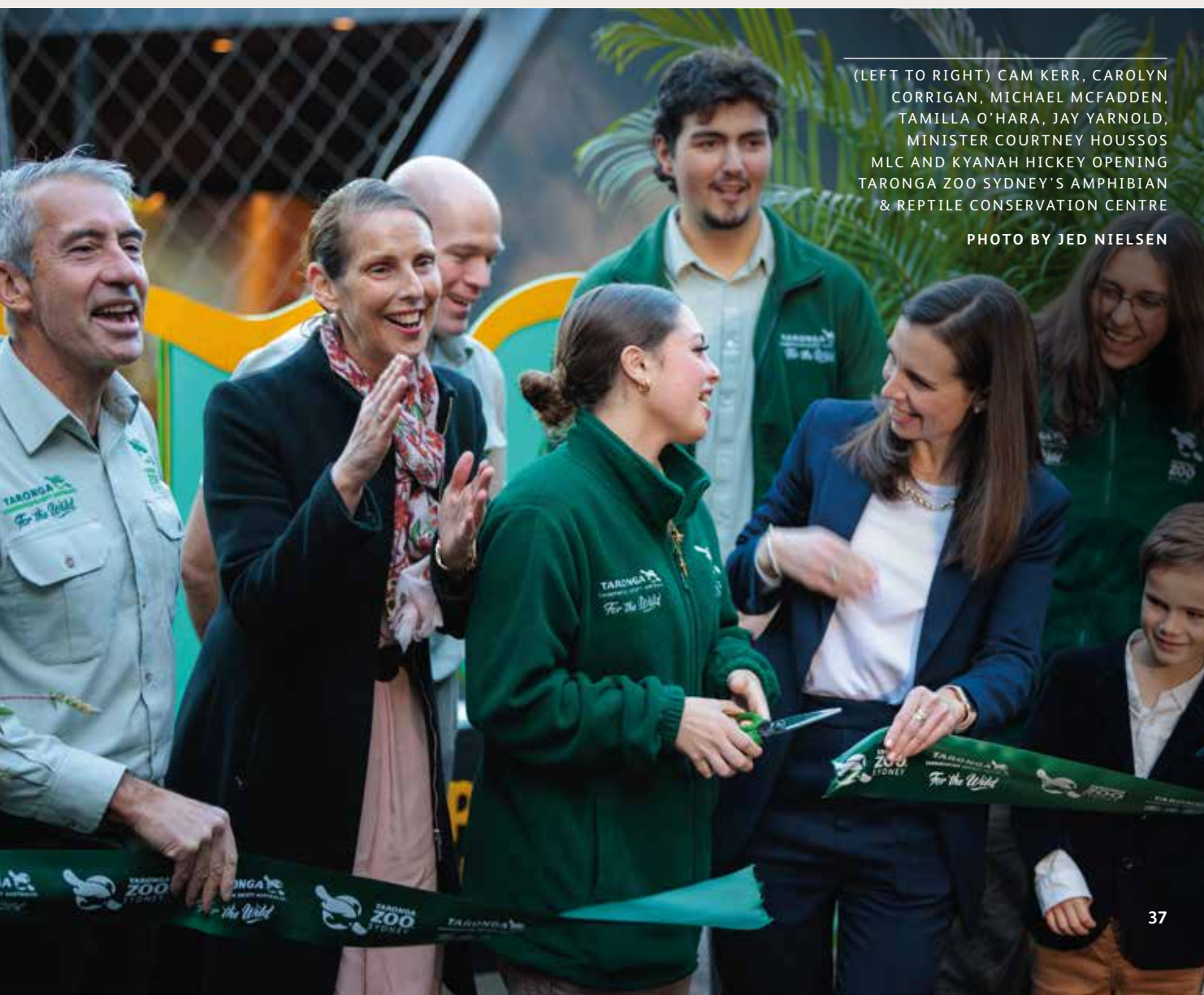
Spotlight

Amphibian & Reptile Conservation Centre

Situated in the heart of Taronga Zoo Sydney, the Amphibian & Reptile Conservation Centre (ARC) which opened in June 2024, is a fantastic new experience designed to bring together wildlife connections and conservation education.

ARC is an immersive, multi-level experience integrated into the iconic landscape, home to 42 remarkable species from the vibrant Eyelash Viper, the impressive Alligator Snapping Turtle and iconic native species, including the Blue Tongue Lizard. Guests can adventure through six immersive zones, each reflecting unique habitats from icy sub-alpine regions to blazing deserts and lush tropical rainforests. On this journey, guests can see five of the seven reptile and amphibian species Taronga experts have helped save from the brink of extinction, including Corroboree Frogs and Bellinger River Snapping Turtles.

The ARC experience has been thoughtfully designed with animal care, education and engagement at its core. Through interactive stations and innovative storytelling, ARC introduces five interactive characters known as the Climate Heroes, who guide guests through a climate-focused journey, highlighting how individual actions can make a significant impact on our environment and climate change.



(LEFT TO RIGHT) CAM KERR, CAROLYN CORRIGAN, MICHAEL MCFADDEN, TAMILLA O'HARA, JAY YARNOLD, MINISTER COURTNEY HOUSSOS MLC AND KYANAH HICKEY OPENING TARONGA ZOO SYDNEY'S AMPHIBIAN & REPTILE CONSERVATION CENTRE

PHOTO BY JED NIELSEN

REMINISCENT OF THE EXPERIENCE OF
UPCOMING SERENGETI PLAINS, WHITE RHINO,
GIRAFFE AND ADDAX GRAZING DURING
SUNRISE OVER THE SAVANNAH AT TARONGA
WESTERN PLAINS ZOO DUBBO

PHOTO BY RICK STEVENS



Building a Zoo for the Future

Taronga continues to deliver several capital projects that will not only transform the facilities for wildlife in our care, but also provide opportunities to expand Taronga's capacity for the treatment and rehabilitation of wildlife as well as deliver our education and conservation programs. The delivery of our current exciting capital projects through their design and construction activities is coupled with a new project launched to produce a long-term masterplan for our sites, providing the opportunity to take a glimpse into the future and imagine Taronga in the year 2050.

Serengeti Plains

In partnership with Dubbo Regional Council, Taronga was successful in receiving a \$20 million grant from the NSW Government's Regional Tourism Activation Fund. This investment will go towards the development of the Taronga Western Plains Zoo's Serengeti Plains Visitor Experience and Eco-Accommodation Projects. This investment is supplemented by a \$10 million investment from Taronga. The project will include a new 55-hectare open range, multi-species exhibit; 20 two-bedroom cabins all with prime exhibit frontage; a large billabong-style pool and recreation area; a restaurant overlooking the exhibit; a bar/casual dining; and a 300 plus seated events space. Subject to development application approval as well as build schedule, we are anticipating the project will be completed in late 2025.

Taronga Wildlife Hospital, Sydney

The construction of the Taronga Wildlife Hospital in Sydney is a key component of the \$80.7 million Wild Futures initiative, which is focused on creating greater capacity for veterinary practitioners, and Taronga's conservation and education programs. Core veterinary treatment rooms, laboratories and wildlife rehabilitation facilities, including a prominent marine wildlife rescue and rehabilitation centre, will be visible to guests from the public plaza and meeting place.

Construction will commence in late 2024, with the hospital's opening in 2026.

Sky Safari Revitalisation

Taronga Zoo Sydney's famous Sky Safari will be transformed into an unforgettable and accessible family experience due to a major investment from the NSW Government. The revitalised Sky Safari will provide accessible and efficient transport across the Zoo, as well as a sensational sightseeing experience over Sydney Harbour. The project will attract new visitors, boost the NSW economy and stimulate travel. The project team submitted the proposed design for the upgrade in 2024. Pending planning approval, construction of the new Sky Safari will begin in late 2025, ahead of a planned opening in 2027-2028.

Education and Experience Snapshot

More than

1,000



guests took part in Taronga's Keeper for a Day program

259



students hosted through Taronga's School Work Experience program



1,300

primary school-aged children participated in Wild Squad Zoo Adventures

STRATEGY



WILDLIFE CARE *and* WELFARE

Global industry leader in wildlife care
and continuous improvement in welfare





PYGMY HIPPO CALF 'LOLOLI'
WITH MUM 'KAMBIRI'
AT TARONGA ZOO SYDNEY
PHOTO BY SCOTT BROWN

Animal Care and Welfare

Welfare

Taronga is committed to providing excellent care, health management, housing and species-appropriate behavioural opportunities that promote positive experiences for all animals in our care. Our dedication to animal welfare, biosecurity management, taking safety seriously, managing impact to the environment and genuinely working for conservation is recognised through the Zoo and Aquarium Association's rigorous accreditation program. This program is acknowledged as best practice in industry against the World Association of Zoos and Aquariums' Animal Welfare Goal, a global benchmark for animal welfare evaluation processes.

The appointment of a dedicated Behavioural Husbandry Supervisor further embeds Taronga's commitment to animal welfare improvement. This role utilises contemporary welfare science to implement environmental enrichment and behavioural processes, thereby increasing opportunities for animals to express meaningful and rewarding behaviours.

Research

Taronga is continually engaging in the latest research to deepen its knowledge and implement new approaches in sustaining and improving animal welfare. Together with Taronga's scientists, population managers, keepers, vets and nutritionists, Taronga's Conservation Behaviour Laboratory works across both Zoos to conduct scientific research and disseminate findings to ensure we remain at the forefront of industry and community standards. Taronga's behavioural husbandry and animal welfare research encompasses all animals in its care, from informing the design of future Zoo experiences to the management of animals bred for release to ensure success in the wild.

Welfare on Display

Over the past year, Taronga has made significant strides in using Artificial Intelligence (AI) to enhance animal welfare and visitor education. The Conservation Behaviour Laboratory continues to develop advanced tools and algorithms to track and understand the daily lives of individual animals.

A major highlight is the multimedia visitor experience located across from the Savannah habitat, showcasing the Zoo's AI insights as well as the importance of understanding behaviour for welfare. When surveyed about the impact of this experience, 99 percent of visitors reported increased understanding.

Taronga also announced a joint Master of Philosophy (MPhil) program with the University of New South Wales, set to further our research into AI for animal welfare over the next three years. This ongoing work underscores Taronga's commitment to both scientific advancement and public education, ensuring the welfare of the animals in our care remains a top priority.

Elephant Migration

In April 2024, Taronga Zoo Sydney announced the plan to farewell two female Asian Elephants and welcome a Greater One-horned Rhino and Water Buffalo in a multi-species habitat. The Asian Elephants will move to a new home at Monarto Safari Park in South Australia, to help establish a new large social herd. This provides a great opportunity to continue the Asian Elephant conservation and breeding program in Australia, bringing together multiple individuals from zoos across Australasia to increase the social herd dynamic. This newly formed herd will continue the incredible educational and conservation conversations with the public about this endangered species. We anticipate the move to take place in the second half of 2025.



MEERKATS ON THE LOOKOUT AT
THE WATERHOLE AT TARONGA
WESTERN PLAINS ZOO DUBBO

PHOTO BY SHALLON MCREADDIE



Taronga Wildlife Health and Rehabilitation

Taronga Wildlife Hospitals

Taronga's Veterinary teams are committed to providing the highest standard of healthcare for the animals and wildlife in their care. They respond swiftly to wildlife crises and share their expertise nationwide to improve wildlife crisis management knowledge and capabilities. Taronga places great emphasis on a comprehensive veterinary health program, which is essential for upholding best-practice animal welfare, biosecurity, conservation, and scientific initiatives.

The Wildlife Hospitals in Sydney and Dubbo prioritise animal health and wellbeing through a preventive medicine calendar. They develop and implement programs for quarantine, vaccination, and disease surveillance. Regular health assessments are conducted at various stages of an animal's life, with a particular focus on critical phases such as growth and ageing. Additionally, Taronga offers consultancy services to support other zoos, wildlife organisations, and welfare agencies.

Wildlife Rehabilitation

Taronga's two Wildlife Hospitals received 1,500 sick, injured or orphaned native animals for treatment and rehabilitation in the last year.

Birds of prey are often presented for treatment at Taronga Wildlife Hospital Sydney, with seven Powerful Owls received for care this year. These birds are a threatened species that are closely monitored in the wild. An adult female Powerful Owl was found with concussion inside a primary school classroom and was successfully rescued, treated, leg banded and released at the nest site. She was of great interest to the school community enabling conversations about preservation of Powerful Owl habitat.

Rare seabirds continue to be frequent admissions to the Taronga Wildlife Hospital Sydney. In April 2024, following severe storms, a Westland Petrel, Grey-faced Petrel and a White-necked Petrel were blown ashore requiring treatment and care. These birds are pelagic, spending their lives at sea and only coming to land to breed.

In conjunction with the Australian Bird and Bat Banding Scheme, 52 birds from 21 species were leg banded and released, enabling post-release monitoring and data collection on survival and movement patterns. A recorded long-term recovery was a Tawny Frogmouth that was found 19 years and eight months after being banded at Taronga Zoo Sydney.

Taronga Wildlife Hospital staff in Dubbo hand-raised 14 orphaned native animals, including echidnas, kangaroos, wallabies, Sugar Gliders and Brush-tailed Possums. Orphaned joeys require specialised care for many months to ensure optimal growth and development, and teach them life skills necessary to survive and thrive in the wild.

	Taronga Wildlife Hospital, Sydney	Taronga Wildlife Hospital, Dubbo
Mammals	291	227
Birds	497	310
Amphibians	6	8
Reptiles	77	94
Fish	0	0
Total	871	639



'SHIKAMOO' THE CHIMPANZEE UNDER GENERAL ANAESTHESIA FOR A ROUTINE HEALTH CHECK AT TARONGA WILDLIFE HOSPITAL SYDNEY

PHOTO BY JED NIELSEN

Spotlight

Chimpanzee Health Checks

In March 2024, the 21-member Chimpanzee community at Taronga Zoo Sydney, including two infants, underwent detailed health assessments as part of dedicated preventative healthcare program.

Given the complex social dynamics of the community, along with their classification as a dangerous animal, the procedure took months of planning and required coordination from the Veterinary and Keeping teams with support from across the Zoo. This included conditioning the Chimpanzees to accept hand injections to allow for non-stressful general anaesthesia prior to their transfer to the hospital.

Each animal received a full physical examination, the program presenting the first opportunity to closely examine the two new infants in the group. By performing these scheduled examinations, the Veterinary team can closely monitor the health status of each individual animal, ensuring proactive care and maximising welfare.



'JR' THE CRITICALLY ENDANGERED
LONG-BEAKED ECHIDNA

PHOTO BY HARRY VINCENT

Training in Wildlife Rehabilitation

Taronga is the leading provider of veterinary services in wildlife rescue and rehabilitation in NSW and continues to expand its offerings in wildlife education. Education and knowledge sharing is a crucial strategy to improve both Taronga's and the nation's capacity to respond to wildlife crises through wildlife first aid.

Veterinary Professional Training in Wildlife

Taronga offers Veterinary Professional Training in Wildlife Treatment and Care. With a strategic priority to increase capacity and assist wildlife in need, Taronga renewed partnerships with Zoos Victoria and Currumbin Wildlife Sanctuary to deliver workshops interstate in addition to its local offering. This hybrid program, combining online and face-to-face training, focuses on building the confidence, knowledge and skills required for the triage, first aid, treatment and care of native Australian species.

Developed in collaboration with the NSW Department of Climate Change, Energy, the Environment and Water, NSW National Parks and Wildlife Service, and the University of Sydney's Koala Health Hub, the course is endorsed and accredited by the Australian Veterinary Association and the Veterinary Nurses Council of Australia. Since 2020, 1,909 vet professionals have completed the online component, with 1,422 receiving subsidies from the Federal Government or the NSW Government's Koala Strategy.

Wildlife First Response for Firefighters Practical Workshop

A four-day workshop in June 2024 trained NSW firefighters on how to respond to wildlife during and after a bushfire. The practical training was an extension of the online course developed in 2021 and focussed on assessing, capturing, transporting and reporting of injured wildlife. There were 82 attendees across the four days and the feedback was overwhelmingly positive.

The workshop focussed on providing the attendees with various scenarios where they had to decide what steps to take – whether to assess and report or request approval for capture and transport. Feedback collected on the course was very positive – with 81 out of 82 participants 'very satisfied' with the course and learning outcomes.

Taronga Wildlife Hospital Research

Taronga collaborates with university and industry partners to conduct research aimed at enhancing wildlife welfare and conservation. Through the opportunistic sampling program, Wildlife Hospital teams collect numerous samples annually, while Taronga staff also lead diverse research projects. These projects utilise samples from Taronga's animal population and wildlife admitted to our care. Examples of these studies include: developing a genetics management plan for the in-situ Regent Honeyeater breeding program; investigating the microbiome and genetics of Little Penguins; understanding the prevalence of arboviruses including Japanese encephalitis in wildlife; sequencing the genome of the last remaining Long-beaked Echidna in zoo care; using marine turtle microbiomes as indicators of antibiotic resistance in the marine system; investigating the absorption, metabolism, and efficacy of medicines for Koalas; understanding the significance of full-spectrum lighting for Australian native mammals in a nocturnal house; and developing a non-invasive approach for obtaining the population genetics of Koalas using invertebrate-derived DNA (iDNA) from mosquitoes.

Wildlife Care and Welfare Snapshot

Taronga's Significant Births



1,159 animals born at
Taronga Zoo Sydney

358* Northern Corroboree Frog

20* Southern Corroboree Frog

671* Booroolong Frog

47 Bellinger River Turtle

18 Little Penguin

1 Fiordland Penguin

1 Glossy Black Cockatoo

32 Regent Honeyeater

2 Short-beaked Echidna

1 Southern Hairy-nosed Wombat

2 Koala

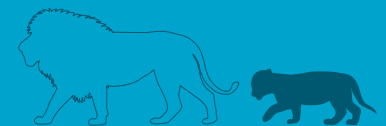
1 Long-nosed Fur Seal

2 Red Panda

2 Chimpanzee

1 Pygmy Hippopotamus

*Frogs births only include metamorphosed individuals



80 animals born at
Taronga Western Plains Zoo

41 Regent Honeyeater

26 Chuditch

2 Greater Bilby

2 Quokka

6 Meerkat

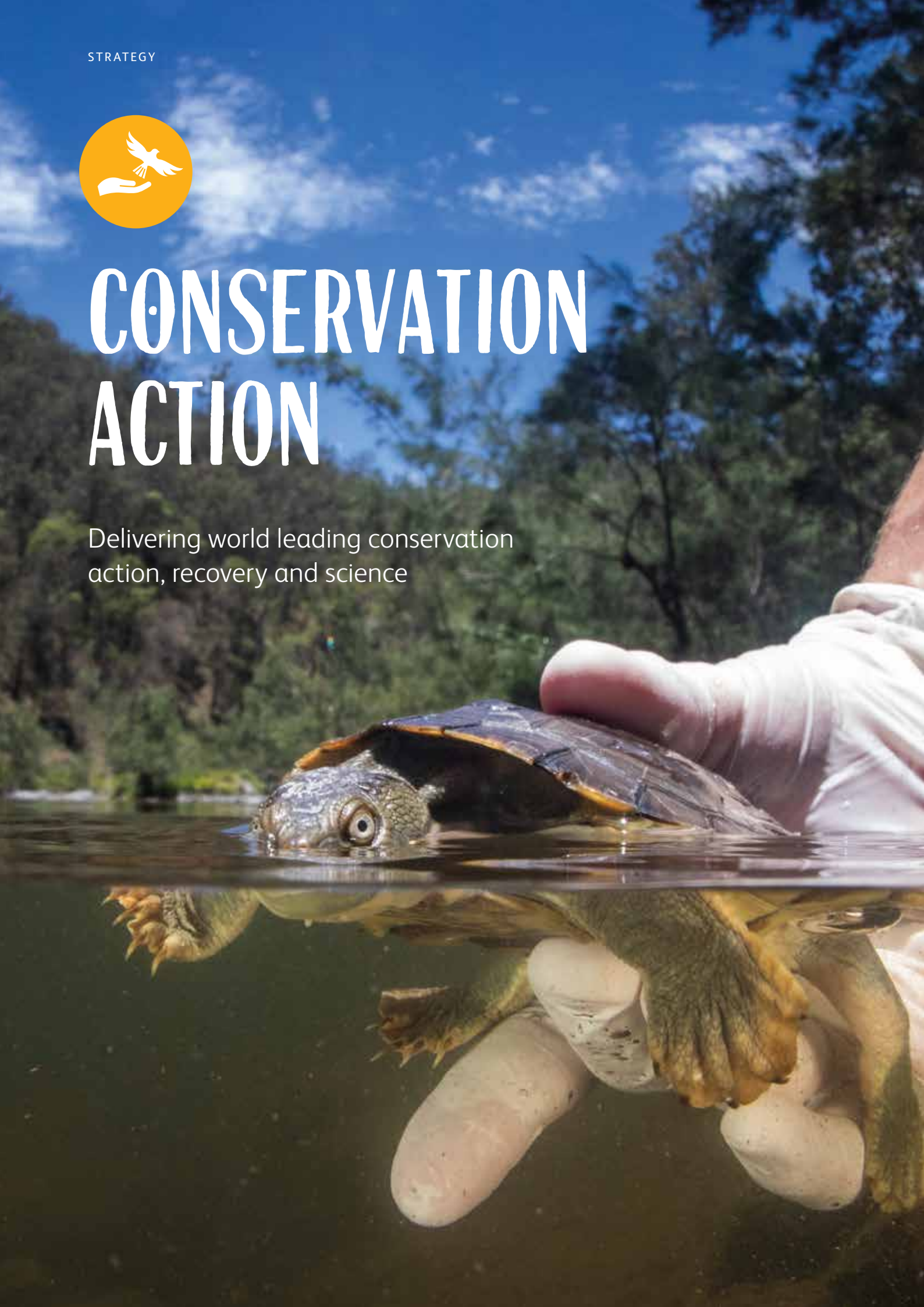
3 African Lion

STRATEGY



CONSERVATION ACTION

Delivering world leading conservation
action, recovery and science





ONE OF 97 BELLINGER RIVER TURTLES RELEASED
INTO THE BELLINGER RIVER, THANKS TO SAVING
OUR SPECIES, TARONGA CONSERVATION SOCIETY
AUSTRALIA AND SYMBIO WILDLIFE PARK

PHOTO BY ALEX PIKE, DCCEEW



CONSERVATION ACTION

Conservation Science and Recovery

Taronga's conservation science programs work to address a range of key threats which impact a diverse range of species, with a focus on some of the most critically endangered species in Australia and around the world.

With support from the Taronga Foundation and other funding bodies, Taronga drives wildlife conservation initiatives that ensure the long-term security of wildlife in suitable ecosystems and habitats.

Over the past 12 months, Taronga scientists, conservation officers and partner organisations have conducted multidisciplinary programs under a unified mission of increasing understanding and protection of wildlife through investigation, evidence-based application and communication of science to the community.

In the Water

Marine Turtle Research

Taronga's scientists have partnered with NSW National Parks and Wildlife Service and the Sydney Institute of Marine Sciences to assess the movement and habitat use of free-ranging marine turtles. Through satellite tracking and diet analysis, this project will help identify biologically important areas for marine turtles and inform regional conservation priorities for these threatened species.

In June 2024, the team successfully attached satellite trackers to two Loggerhead Turtles in Forster and one Green Turtle found in the shallow waters of Coffs Harbour Marina. To date, all three turtles have remained in the local area where they were caught, providing much needed scientific data to support the notion that NSW is an important foraging ground for marine turtles. Additional fieldtrips to satellite track Green, Hawksbill and Loggerhead turtles will be conducted over the next three years, with aims to compare movement, diet and natal origins with pre-existing data from stranded marine animals.

CryoDiversity Bank

Working with local and global partners, Taronga scientists have continued to apply biobanking (cryopreservation of living cells) as a strategy to support genetic and conservation management goals across a range of species.

During 2023/24, Taronga staff and collaborators from the University of Wollongong conducted experiments to maximise the tolerance of frog sperm samples to cryopreservation and cryopreserved 89 sperm samples from 56 frogs across four of Taronga's conservation breeding programs: Booroolong Frogs, Yellow-spotted Bell Frogs, and Southern and Northern Corroboree Frogs. These include samples collected shortly after euthanasia (due to advanced age) of two of the remaining critically endangered Yellow-spotted Bell Frog founder males; one of which never produced young via natural mating whilst in Taronga's care. Findings were published in the journal *Animals* as part of a Special Edition on *Reproductive Biology and Assisted Reproductive Technologies in Amphibians*.

In 2024, Taronga scientists also performed a reproductive health check on an adult chimpanzee. The sample indicated the male has good reproductive potential with cryopreserved samples now stored in Taronga's CryoDiversity Bank, ready for future use in reproductive procedures if needed in the future.

Reef Recovery

Taronga continues to lead cryopreservation and biobanking efforts to secure the genetic diversity of corals from the Great Barrier Reef as part of the Australian Government's Reef Restoration and Adaptation Program. In 2023/24, Taronga scientists cryopreserved 560 samples from 78 coral colonies, representing 11 species of reef-building coral from the Bindal and Manbarra Sea Countries. This brings the total number of coral species represented in Taronga's CryoDiversity Bank to 32.

Following the on-Country spawning on Woppaburra sea Country in 2022, a Biobanking Cultural Safety event was held at Taronga in September 2023 to discuss the enduring nature of the biobanked coral spawn as part of Woppaburra Country and governance procedures within Taronga to facilitate future access. The outcomes and discussion points from this event will provide a framework for culturally safe biobanking practices for Great Barrier Reef corals more broadly, in consultation with Traditional Owner representatives from all sea Countries on which Taronga works.

Australian Shark Incident Database

Taronga has been the trusted custodian of the Australian Shark Incident Database for over 50 years and remains the most comprehensive dataset of shark bite incidents in Australia. The dataset is curated in partnership with state fisheries agencies and was made publicly available through open access platform GitHub in 2022. The accessibility and impact of this comprehensive dataset has increased significantly since becoming open source with over 29,000 individual views and 12,000 downloads.

Since June 2023, there have been 16 shark bites recorded in Australian waters. Three incidents have been provoked, and 13 classified as unprovoked, including two fatalities, both in South Australia. New South Wales started the calendar year with a high-profile incident in Sydney Harbour and Taronga was called upon to provide expert advice on national ABC radio and in the Washington Post. The reputation of the dataset lends itself to Taronga experts being regularly called upon by media and news organisations to provide commentary on attacks and share important perspectives on the conservation of sharks.

Making the Waves Safe

In an effort to make waves safe, Taronga scientists are involved in an Australian Research Council funded project with Macquarie University and other partners which aims to investigate the effects of pulsed electric fields on shark physiology and behaviour, develop novel electronic pulse waveforms that maximise the deterrent effect on shark species, and deliver innovative improvements in electronic shark deterrent technology that will save the lives of humans and sharks.

Researchers have identified and refined four novel electronic waveforms that cause muscle twitching in sharks. Tests measuring behavioural responses to weak forms of these waves, simulating what a shark would feel from distance, have shown sharks are not attracted to these waves. Studies on wild White Sharks, suggest a deterrent effect from strong forms. This project has contributed to Taronga's knowledge of phylogenetic differences in shark physiology and provided a base for the development of new shark deterrents. Next steps include further testing of these waveforms on wild White Sharks and Tiger Sharks.

Bellinger River Turtles

As part of the bushfire rehabilitation recovery efforts, Taronga secured Federal Government funding to expand the holding facilities for this critically endangered freshwater turtle. The facilities are complete, and all turtles, juveniles and adults have been transferred to their new tanks. The new facilities have expanded Taronga's breeding and holding capacity by approximately 400 percent, which translates into the ability, if required by the Recovery team, to release approximately 150 turtles per year.

In the last breeding season, 41 young turtles successfully hatched. In December 2023, the most recent release event, 97 one to three-year-old Bellinger River Turtles were released to the Bellinger River. Overall, 179 young turtles have been released to date.



PLATYPUS RESCUE HQ AT TARONGA
WESTERN PLAINS ZOO DUBBO

PHOTO BY RICK STEVENS

Spotlight

Platypus

Platypus conservation has achieved significant program milestones. In February 2024, Platypus Rescue HQ was officially opened at Taronga Western Plains Zoo, the world's largest platypus conservation centre. Boasting a catchment scale rescue facility for 60 Platypus, a dedicated research and breeding centre, a predator-proof aquatic sanctuary, and an immersive guest experience with a platypus on display for the first time in Dubbo, this is a game-changing facility for the future of the platypus. An ex-situ breeding population has been established at Platypus Rescue HQ, monitored by a dedicated team of scientists, including a newly created research biologist position, as well as PhD and Masters students.

The five-year research program is in partnership with the University of New South Wales and San Diego Zoo Wildlife Alliance and aims to fill knowledge gaps in reproduction, as well as responses and resilience of platypus to ongoing threats such as drought. The work will include research across both zoos as well as a significant in-situ wild research component across NSW.

Last year, the first translocation of platypus in NSW was successfully undertaken in Sydney's Royal National Park, a re-introduction that saw the return of the species to an area of local extinction. Follow-up surveys in May 2024 saw the re-capture of one adult female in good condition, as well as a juvenile female platypus, the first evidence of breeding in the park for over 50 years. This milestone represents a comeback for the species and the ecosystem health of the park. Taronga and partners will continue to monitor and manage this population over the coming years.



Seabirds to Seascapes

Seabirds to Seascapes seeks to understand how coastal restoration influences marine species and broader biodiversity. Taronga's contribution to this NSW Environmental Trust major project will explore the population genetics of Little Penguins and identify their foraging hotspots. Little is known about the status of penguins in NSW and their vulnerability to the impacts of a rapidly changing marine environment.

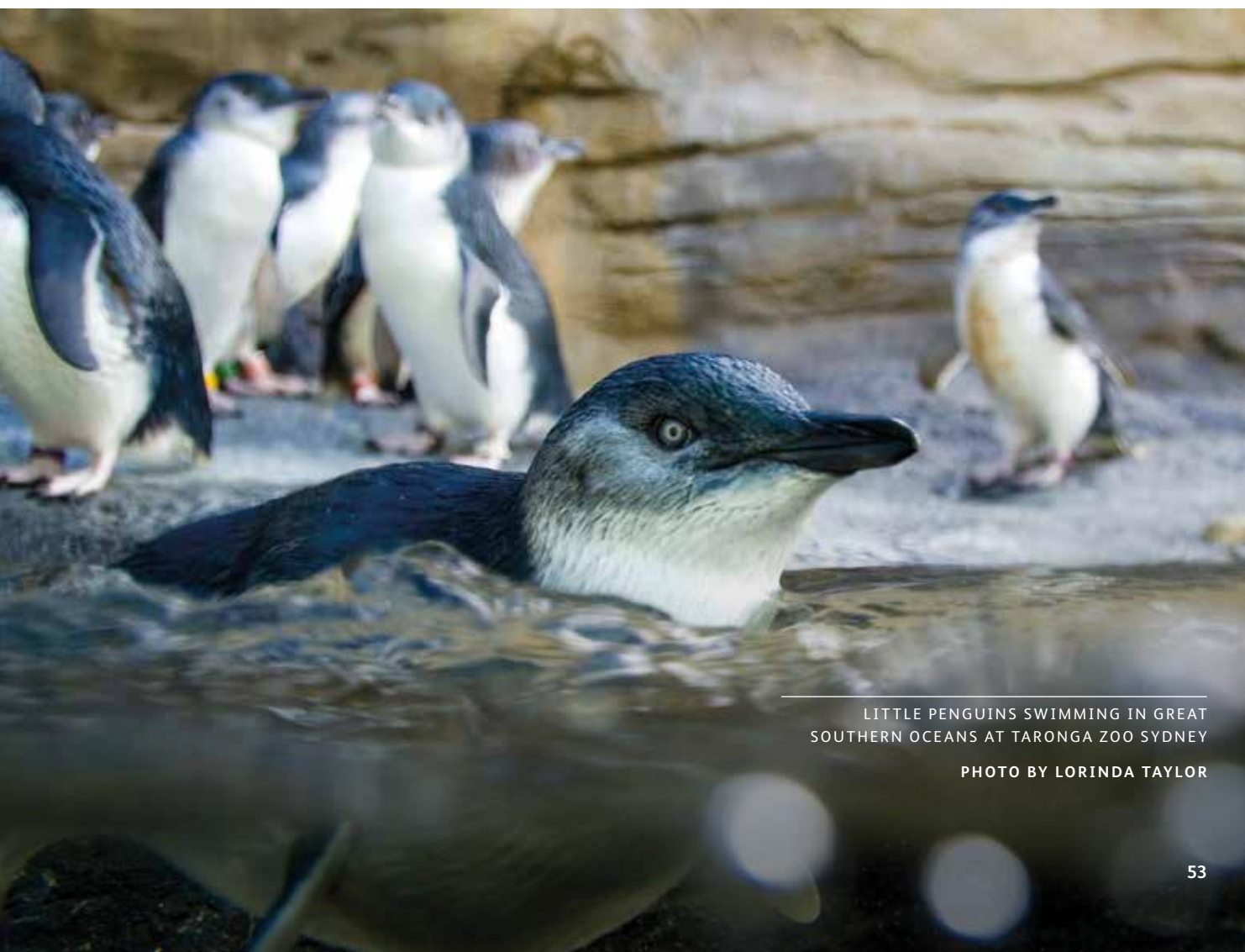
During the 2023 – 2024 breeding seasons, foraging movements of 38 Little Penguins have been tracked from four colonies, providing insights into Biologically Important Areas for Little Penguins in NSW.

Similarly, the recovering populations of fur seals in NSW are still poorly understood. The project will assess the state's population and gather data on habitat preference. To date, Taronga's scientists have tracked five New Zealand fur seals post rehabilitation and release. One was rehabilitated by Taronga, two were rehabilitated by Sea World and two were rehabilitated by Dolphin Marine Conservation Park. The tracking data demonstrates the success and conservation value of seal rescue and rehabilitation programs.

38



Little Penguins
have been tracked
from four colonies



LITTLE PENGUINS SWIMMING IN GREAT
SOUTHERN OCEANS AT TARONGA ZOO SYDNEY

PHOTO BY LORINDA TAYLOR

On the Land

Regent Honeyeater

As part of the National Monitoring Program for the Regent Honeyeaters, a breeding aggregation was observed in Capertee National Park in September 2023, with over 20 wild birds and seven active nests, at different stages (from nest building to nests with chicks about to fledge). This breeding aggregation was very important because it was the only Regent Honeyeater breeding event to be observed in the wild across the species range during the 2023 breeding season.

In early November 2023, 14 (six male and eight female) birds were released in Capertee National Park. Only five males were heavy enough to be fitted with VHF transmitters and could be closely tracked during the post-release monitoring. The birds were released along the Capertee River, not far from some of the breeding wild birds. The breeding aggregation dispersed by early December, when all Regent Honeyeaters left the National Park, including the released birds. Of the birds released in Tomalpin Woodlands/NSW in 2021 and 2022, six have been recently observed, over 12 months since their release.

Greater Bilby

Since its establishment in 2018, the Greater Bilby conservation breeding population in the Taronga Sanctuary at Taronga Western Plains Zoo has flourished. Despite contending with the impacts of climate change through drought and record rainfall, the population has grown significantly. To date, 156 joeys born within the Sanctuary have been identified and all Bilbies are in excellent condition.

Bilbies from the Taronga Sanctuary have assisted in the reintroduction of the species to two conservation sites where the Greater Bilby had become extinct – Wild Deserts in Sturt National Park in western NSW and Australia Wildlife Conservancy's 'Newhaven' site in the Northern Territory. The Taronga Sanctuary remains a significant stronghold for conservation efforts for Greater Bilbies and, working with partners, Taronga has received indicative requests from a further two sites to supply Sanctuary-born Bilbies to reintroduce this species to areas they are considered locally extinct and support the reinforcement of a recently reintroduced population at third site.

Chuditch

Since Taronga established a new conservation breed for release program in 2022 for the Chuditch, also known as Western Quoll, Taronga has supported reintroduction efforts for Chuditch at three additional conservation sites across mainland Australia.

Taronga has formed strong partnerships with agencies including the Australian Wildlife Conservancy and South Australia's Department of Environment and Water and has also contributed to contemporary genetics research for this species through the supply of samples and shared knowledge. Taronga has already received requests from multiple sites to supply Chuditch bred in 2024, demonstrating the significant value this program holds for conservation of this species.

CHUDITCH IN A BURROW AT
TARONGA WESTERN PLAINS ZOO
PHOTO BY MORRIGAN GUINANE





UNIT SUPERVISOR
ANDREW DALY HOLDING A
CRITICALLY ENDANGERED
NORFOLK ISLAND SNAIL
PHOTO BY HARRY VINCENT

Norfolk Island Snails

Over the last year, the Norfolk Island Snail conservation program continued to contribute new information on these elusive invertebrates. Through careful data recording and behaviour observations, life history parameters such as longevity, growth and birth intervals continue to unfold. The adjustments to the husbandry proved very successful and the ex-situ population is thriving with over 300 snails being born and surviving.

In collaboration with project's partners, Taronga will lead the feasibility analysis to release the snails on Norfolk Island.

Corroboree Frog

Both the Southern and Northern Corroboree Frogs are critically endangered and were greatly impacted by the 2019/20 Black Summer bushfires throughout south-eastern Australia. During the past year, 903 Southern Corroboree Frog eggs were released into newly refurbished exclosures in Kosciuszko National Park. For the Northern Corroboree Frog, 210 fertile eggs were released in Brindabella National Park. An additional 148 Northern Corroboree Frog eggs were collected from wild nests to further build the genetic diversity within the insurance colony. Following the establishment of the insurance colony of the Northern Corroboree Frog Fiery Range's population, over 400 tadpoles and juveniles were produced.

Booroolong Frog

The Booroolong Frog is restricted to New South Wales and North-eastern Victoria, predominantly along the Western-flowing streams of the Great Dividing Range. The 2018-2020 drought severely impacted the habitat for this species within its northern range where several streams completely dried up. Sixty frogs were collected from drying habitats across the known range of the northern populations in 2019/20 and brought to Taronga Zoo Sydney for holding and breeding.

Habitat conditions recently improved, which allowed for a trial translocation to inform long-term re-establishment and range extension of the Northern Booroolong Frog. After the successful release of 638 juvenile Booroolong Frogs in March 2023, a further release of 656 juvenile frogs was undertaken in February 2024. Both releases were along a section of Mulla Creek in Northwestern New South Wales. Post-release surveys suggest survivorship is high. Subsequent post-release monitoring will further inform survival and dispersal across the catchment. Approximately 141 frogs remain within the breeding program and are closely genetically managed by studbook to ensure maximum genetic diversity and demographic stability are maintained.

BLUE-TAILED SKINK IN THE WILD
PHOTO BY MICHAEL MCFADDEN



Koala Conservation and Partnerships

In March 2021, Taronga entered a partnership with Koala Conservation Australia to develop a world first ex-situ Koala conservation breed-for-release program at a new, purpose-built facility in Port Macquarie, 'Guulaba'. The facility has now been completed and the first founding Koala have entered the program.

In 2023, Taronga entered into an agreement with the University of Newcastle and NSW National Parks and Wildlife Service to deliver a Koala translocation and research project which will deliver key actions under the NSW Koala Strategy. The understanding of existing populations, habitat suitability, disease profiles and genetics is a major determinant of both translocation necessity and success. Taronga has now identified three low Koala density candidate sites that are currently undergoing population monitoring and habitat assessment to inform translocation action. A dedicated PhD student has been engaged and Koalas bred within the conservation breeding program will be supplied to facilitate translocations.

Christmas Island Reptiles

The Christmas Island Blue-tailed Skink and Lister's Gecko are reptiles endemic to Christmas Island, and are considered extinct in the wild primarily due to the impact of the invasive Wolf Snake. Fortunately, some of the last remaining individuals were collected 15 years ago by Parks Australia and a highly successful conservation breeding program was established on Christmas Island, with a secondary population at Taronga Zoo Sydney. Since then, the program has expanded from a single ex-situ population to multiple sub-populations incorporating intensively managed ex-situ populations, predator excluded fenced site populations and free-living Cocos (Keeling) Island populations.

This year, Taronga took the lead in facilitating the development of a Metapopulation Plan that ensures these populations work together in an integrated and efficient manner to increase resilience to detrimental events, maximise genetic diversity retention and effectively manage disease impacts. A program of metapopulation management was identified as a key goal of the IUCN Species Survival Commission Conservation Planning Specialist Group Christmas Island Reptile Workshop and Conservation Plan.

The release of 850 Blue-tailed Skinks to the Cocos (Keeling) Islands, including 425 Taronga-bred animals, has resulted in a thriving population that now exceeds 8,000 individuals, and a similar approach is now being planned for Lister's Gecko.

Dingo

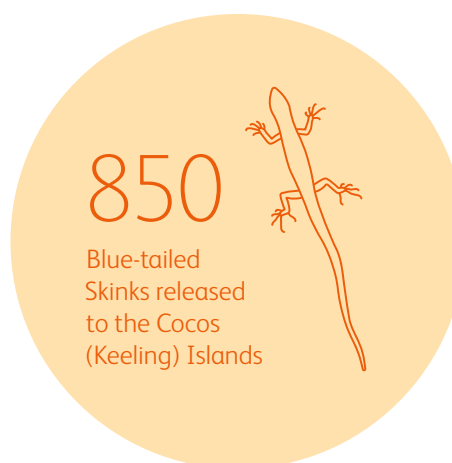
As Australia's apex terrestrial predator, Dingoes are culturally and ecologically important, but they can also impact human safety, livestock and, in some circumstances, they may also be identified among threats to endangered native species.

The Myall Lakes Dingo/Dapin Project is a collaboration between Taronga and the University of NSW working closely with NSW National Parks and Wildlife Service and Mid Coast Council to balance these impacts and implement evidence-based conservation management. The project also works with local Traditional Owners to gain insights into the Dingoes, their importance, and represent First Nations Peoples' views and knowledge in research and management.

This year, the team has continued to monitor several Dingo packs using tracking collars and camera-traps across urban and natural landscapes.

Results from three consecutive annual population surveys have shown a stable Dingo population, with higher densities closer to urban areas.

Frequent consultation with managers and other stakeholders combined with integration of research knowledge into Mid Coast Council's formal Dingo management procedure, have collectively resulted in reductions in human-Dingo conflict reports and a reduced use of lethal control. Further research outputs have highlighted the role of Dingoes in suppressing invasive foxes. The project currently supports four PhDs and two Honours students, all focused on Dingo ecology underpinning conservation management.



Conservation Partnerships

Taronga is developing strategic partnerships with like-minded organisations to support in-situ conservation initiatives for vital wildlife, habitat, and communities across the globe. These partners share common, long-term conservation goals and are delivering high-impact research and conservation initiatives in the field.

Long standing partners included the Jane Goodall Institute, International Rhino Foundation, the Northern Rangelands Trust and TRAFFIC. In 2023 partners also included Flora & Fauna International, Cheetah Conservation Botswana, the WA Department of Biodiversity, Conservation & Attractions (Chuditch) and Save The Bilby Fund.

More than

320

animals were
examined by the
Australian Registry
of Wildlife Health



Taronga Habitat Positive

Taronga is continuing to progress its most ambitious conservation project to date – Habitat Positive to restore more than 5,000 hectares of Box-gum Woodland to create climate resilient habitat for more than 36 threatened species, including Koala, in the NSW Northern Tablelands as part of the project's first stage.

Habitat Positive is adopting a 360-degree approach seeking to collaborate with First Nations Peoples and communities to implement ecosystem restoration which both supports regional economies and creates naturally biodiverse carbon sinks.

Habitat Positive incorporates cutting-edge climate-based technology partnering with the NSW Department of Climate Change, Energy, the Environment and Water's Science Economics and Insights Division to ensure target sites maximise climate resilience. Feasibility studies, strategic planning and cross-sector collaboration is integral for governance and verification for this multi-decade project to implement significant rewilding sanctuaries to scale.

The NSW Government's \$16 million seed funding commitment, as part of the NSW Koala Strategy, will be similarly supported by like-minded organisations and donors wanting to demonstrate leadership to protecting Australia's unique biodiversity.

CHEETAH AT TARONGA WESTERN
PLAINS ZOO DUBBO

PHOTO BY HARRY VINCENT



KEEPER SCOTT BROWN
RELEASING A TAGGED WILD KOALA
AS PART OF NSW KOALA STRATEGY

PHOTO BY JED NIELSEN

Spotlight

NSW Koala Strategy Population Monitoring Program: Koala Capture and Veterinary Processing Project

A key action under the NSW Koala Strategy is to identify fundamental drivers that influence Koala fitness, reproduction, and survival. Six priority ‘sentinel’ Koala populations across NSW have been identified for detailed studies to provide a deeper understanding of the mechanisms underpinning population change. Demographic, genetic, health, disease, and ecological data will be collected. The NSW Koala Strategy aims to deliver advances in population demographic and environmental knowledge that will inform future Koala management and conservation in NSW.

The NSW Department of Climate Change, Energy, the Environment and Water engaged Taronga to plan and implement the Koala Capture and Veterinary Processing Project. Key deliverables include the safe capture of 50-60 Koala per site, chemical restraint, health assessment, collection of genetic and disease samples, collection of morphometric data, fitting of tracking devices, and data collection. The Taronga team comprises a veterinarian, veterinary nurse, project coordinator, Koala catchers, and ground crew. Across this time, field trips have been completed at four sites, with 209 Koalas processed and 127 trackers deployed to provide real-time movement data on how Koalas use their habitat.

Spotlight

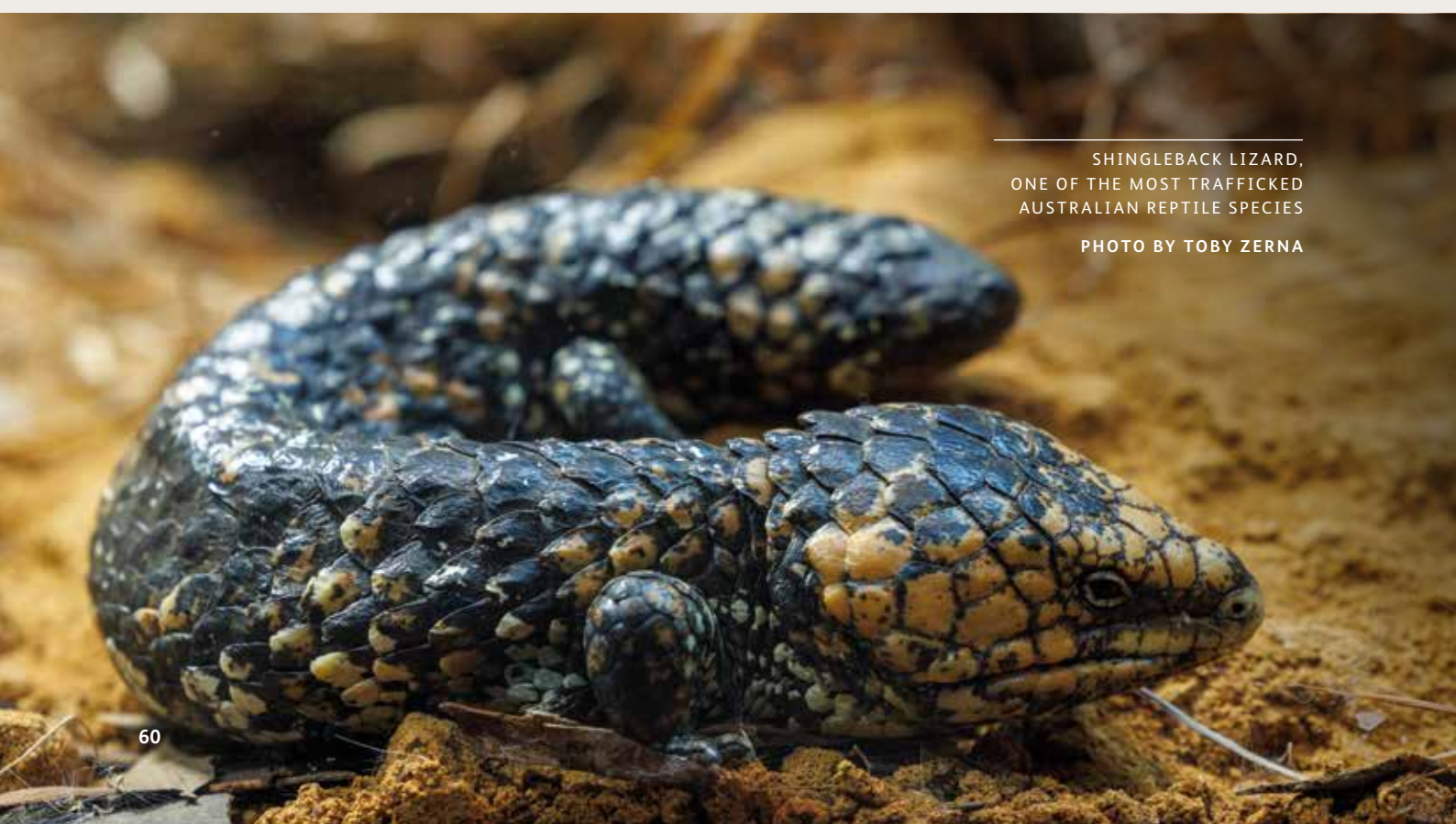
Wildlife Forensics

The forensics program partnered with the Commonwealth Department of Climate Change, Energy, Environment and Water to trial Taronga's innovative, collaborative research tools. Taronga scientists and vets joined Federal investigators at the front line of illegal wildlife trade confiscations to test the power of the technology in real world scenarios. Between August and December 2023, Taronga received over 100 individual lizards that had been seized in postal pathways in attempt to be smuggled out of the country illegally. The concealed species included Shingleback and Blue-tongue lizards, Geckos and endangered Spiney-tailed Skinks. Each consignment was processed through the airport-based Rapiscan RTT x-ray machines to test the newly developed image detection algorithm. This algorithm has a detection accuracy of more than 80 percent and provides authorities and Taronga with crucial information about the number and species that are concealed prior to opening the parcel, meaning the team can be prepared to handle, treat and process the animals efficiently.

On arrival at Taronga's Wildlife Hospital at Taronga Zoo Sydney, parcels are opened and evidence is collected. Vets and investigators carefully reveal hidden lizards hidden in soft toys, chip and chocolate packets and even printers.

Taronga herpetology experts are on hand to provide identification and expert statements as well as handling skills. Animals are weighed and then scanned using the pXRF – a portable, hand-held x-ray device that can measure the elements in the scales of the lizards. Using machine learning models, and exciting new developments in the real-time capabilities, these elements are used to determine the origin of the animals with more than 75 percent accuracy within a matter of minutes.

Being able to provide information on the origin of the animals to the authorities helps inform details of the case, including if wild poaching or backyard breeding is the source of the criminal activity. All this information has been provided to the Federal Government, alongside expert statements. During this time several arrests have been made and the volume of seized parcels has reduced. Building on the capabilities of this technology and work with the University of NSW, we aim to provide information on geographic origin, which is the first stepping-stone to potential repatriation of these animals to the wild. The successful roll-out of the end-to-end trial of Taronga's new innovative technologies opens up possibilities of investigating the power of these tools in combating the illegal trade of other species impacted by the trade.



SHINGLEBACK LIZARD,
ONE OF THE MOST TRAFFICKED
AUSTRALIAN REPTILE SPECIES

PHOTO BY TOBY ZERNA

The Australian Registry of Wildlife Health

Taronga operates the Australian Registry of Wildlife Health to address the needs of wildlife managers, agriculture, and public health. The Registry is supported through agreements with NSW Department of Primary Industries, and NSW Department of Climate Change, Energy, the Environment and Water. The Registry is further supported by Parks Australia to promote and protect wildlife health and welfare across Commonwealth managed National Parks.

Throughout the year, the Registry examined more than 320 animals, representing 117 unusual or mass mortality events, and provided more than 1,700 samples for notifiable animal disease exclusion. In addition to this diagnostic service for free-ranging wildlife, Taronga's Registry delivers training to build capacity to detect and mitigate wildlife disease and conducts research to better understand the ecology of newly discovered and known agents.

The Registry seeks to achieve early detection, diagnosis, risk-assessment and intervention in emergent wildlife disease, prior to potential spill-over to new hosts or environments, to optimise conservation and biosecurity outcomes.

Registry priorities for next year include the delivery of an improved, secure, spatial, data and digital asset management system, and continued enhancement of diagnostic capacity in Australian wildlife.

Conservation in Action Snapshot

656



Booroolong Frogs were released to the wild



97

Bellinger River Turtles released

14

Regent Honeyeaters released



560



samples from 78 coral colonies were cryo-preserved

Over

8,000



Blue-tailed Skinks are thriving on Christmas Island

STRATEGY



ENVIRONMENTAL LEADERSHIP

Lead environmental sustainability
and climate change action



THE RHINOCEROS IGUANA IN
TARONGA ZOO SYDNEY'S AMPHIBIAN
& REPTILE CONSERVATION CENTRE IS
A CLIMATE HERO

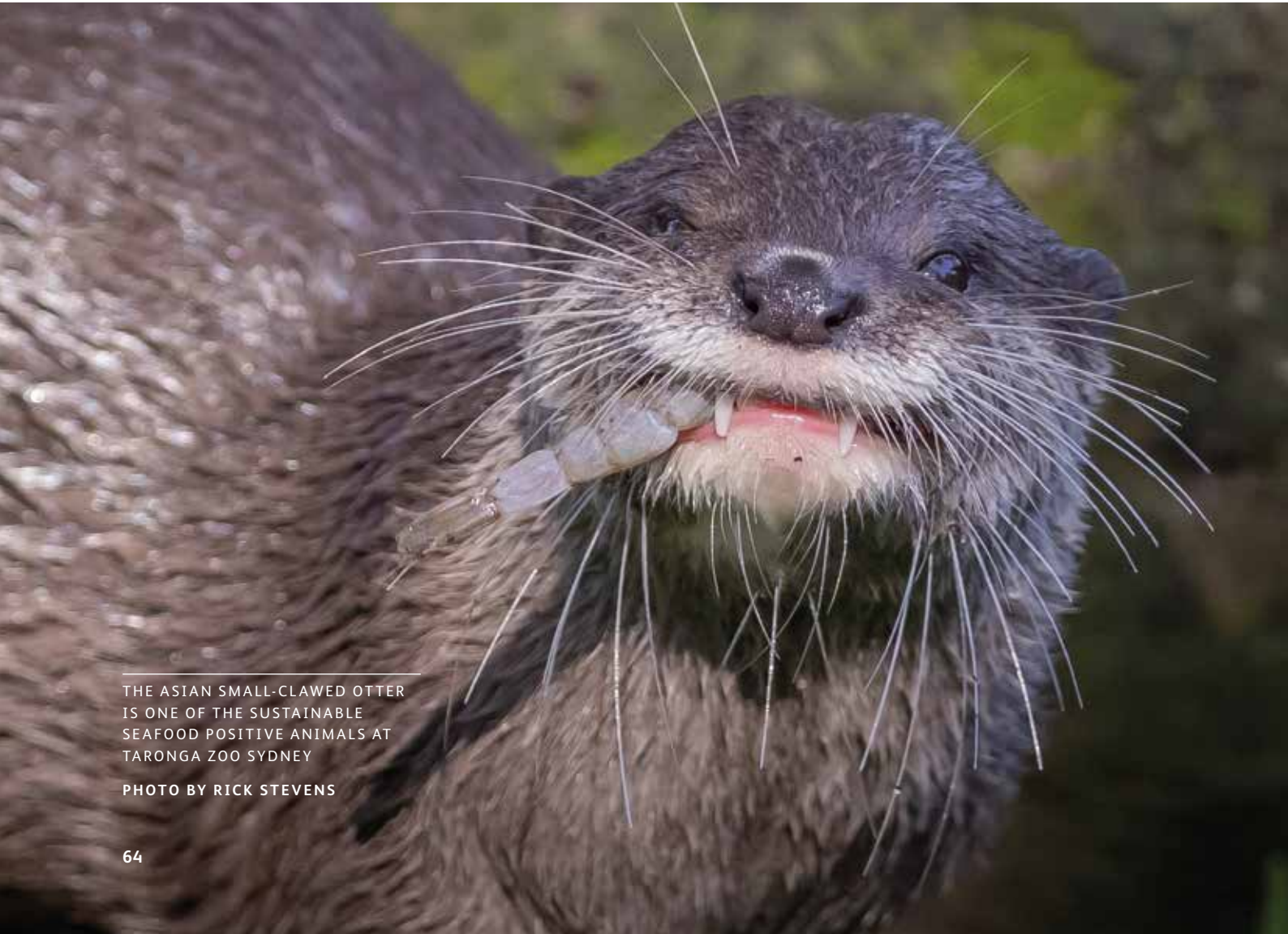
PHOTO BY TOBY ZERNA



Taronga's Sustainability Strategy 2021–2025

Taronga is committed to the following sustainability targets:

Target	Status	
100 percent renewable electricity before 2030		Already achieved. Taronga is powered by 100 percent renewable electricity
Net Zero by 2030 with 70 percent reduction in absolute emissions, based on 2018/19 levels.		On track. Taronga reduced carbon emissions by 35 percent in 2022/23
Zero net increase in water use from 2025 (excluding recycled or reclaimed water)		On track. This target starts from 2025. Taronga has fixed water leaks and is saving 16 Olympic sized swimming pools water per year
Divert 90 percent operational waste from landfill by 2025, with a focus on Circular Economy initiatives		Within reach. Taronga diverted 72 percent of waste from landfill in 2023/24



THE ASIAN SMALL-CLAWED OTTER
IS ONE OF THE SUSTAINABLE
SEAFOOD POSITIVE ANIMALS AT
TARONGA ZOO SYDNEY

PHOTO BY RICK STEVENS

Climate and Energy

In 2022, Taronga Zoo Sydney and Taronga Western Plains Zoo became the first Zoos in NSW to be powered by 100 percent renewable electricity. By making the switch, Taronga is directly supporting the transition to clean energy, which is a significant step towards helping secure a future for wildlife.

By partnering with Red Energy as its renewable electricity provider, Taronga is directly supporting clean electricity generation from a solar farm on Wiradjuri Country near Taronga Western Plains Zoo.

Reducing our Carbon Emissions

Taronga has a strong public ambition of reaching Net Zero by 2030 with a 70 percent reduction in absolute emissions, based on 2018/19 levels. This target includes scope 1, 2 and 3 emissions. We are on track to meet this target, making the switch to 100 percent renewables and reducing our carbon emissions by 35 percent.

Taronga is certified carbon neutral under the Commonwealth Government's Climate Active scheme. To reach Net Zero by 2030, We have developed a Climate and Water Sustainability Strategy which focuses on the largest remaining scope three emissions, from food and beverage, animal feed and construction.

Taronga is making progress in electrifying fleet through:

- Replacing the majority of passenger vehicles with electric vehicles. Once this process is complete Taronga will be six years ahead of the NSW Government 2030 target and saving approximately three tonnes of carbon emissions each year.
- Starting the process of electrifying our commercial vehicles making Taronga a leader in this space.
- Increasing electric vehicle charging infrastructure at both Zoos. In 2023/24 we increased our backbone infrastructure to complement the existing 22kw chargers, with an additional \$170k of funding from the NSW Government secured further increase capacity.

Carbon Offset Strategy

Leveraging Australia's Emissions Reduction Fund, Taronga offset 100 percent of carbon emissions in 2022/23, using Australian carbon credits with Aboriginal co-benefits.

Taronga purchased high quality carbon offsets from the Jawoyn Fire Project in the Northern Territory. This is a First Nations-led project which has been approved by the Australian Government. This project reduces wildfires and greenhouse gas emissions through strategic, controlled savanna burning, and also delivers significant social, cultural and economic benefits.

Climate Risk Register

Following a Climate Change Risk Assessment facilitated by the DCCEEW Climate Risk Ready program in 2021, Taronga treats climate change-related risks by integrating them into the Enterprise Risk Register and identifying causes, consequences and mitigation strategies. Key climate risks include extreme weather events, bushfire and water scarcity which have various potential negative impacts on health and safety, assets, animal welfare and continuity of operations. Board oversight of climate change risk mitigation is assisted by Board Committees – Community Engagement and Sustainability Committee and the Performance, Audit, Risk and Safety Committee.

Circular Economy

Taronga has set an ambitious target to divert 90 percent of operational waste from landfill by 2025, with a focus on Circular Economy initiatives. In 2023/24, 975 tonnes of operational waste was diverted from landfill, equating to a diversion rate of 72 percent.

This diversion rate is lower than previous years due to initiatives in NSW which change the approach to waste including the ban on plastics and packaged food and drinks. Taronga is working with the NSW Environment Protection Authority and the supply chain to explore options to improve waste diversion of integrated packaging.

Waste Strategy

To achieve the ambitious 90 percent diversion of operational waste from landfill by 2025, Taronga manages 25 different waste streams including soft plastics recycling.

Soft Plastics Recycling

Since its inception in October 2022, 3,364 kilograms of soft plastics, and more than 60 kilograms of hard plastic have been recycled. 1,747 kilograms of soft plastics were recycled in 2023/24. Taronga's recycling partner Plasmar collects plastics and creates civil and agricultural products that Taronga can buy back and use, creating a circular economy.

Through an innovative corporate partnership with Peters Ice Cream, Taronga collects ice cream wrappers which are then recycled through Plasmar. In 2023/24 we recycled more than 9,000 ice cream wrappers.



Return and Earn

Taronga is a supporter of the NSW Government's Return and Earn Container Deposit program. Introduced in December 2017, this is the state's largest litter mitigation program. Taronga Zoo Sydney was one of the first sites for installation of the reverse vending Tomra kiosk for local communities to use, return their beverage containers and redeem their deposit. Taronga have also installed four smaller donation reverse vending machines across Taronga Zoo Sydney, where guests can choose to donate their deposit to Taronga Conservation Society Australia.

In 2023/24, nearly 1.5 million containers were recycled through Return and Earn machines at Taronga.

Circular Economy Action Plan

To increase the use of recycled materials at Taronga, Taronga received \$290,000 of grant funding in 2023/24 from NSW Department of Climate Change, Energy, the Environment and Water.

This funding will:

- Support a requirement under the NSW Waste and Sustainable Materials Strategy 2041 for government agencies to preference recycled content in purchasing, on an 'if not, why not' basis.
- Help Taronga develop an action plan to understand our current state and the measures that can be taken to improve our circularity and uptake of recycled materials.



'EVE' THE LONG-NOSED FUR SEAL WAS
BORN TO MUM 'KEKE' ON CHRISTMAS EVE
AT TARONGA ZOO SYDNEY

PHOTO BY JED NIELSEN



Water

Taronga has a strong public commitment to have zero net increase in water use from 2025, excluding recycled or reclaimed water. To help Taronga meet this target, we undertook a water audit and savings process.

Water Audit

Taronga collaborated with Sydney Water to identify, prioritise, and achieve large-scale, cost-effective savings to water usage. Initial investigations found that Taronga's average water usage was higher than benchmarks for similar sized properties.

A remote monitoring system was installed to main water meters, which enabled real-time visibility of behaviour. With the benefit of this insight, usage could be directly correlated to operational activities and leaks could be better identified.

The data was added into planning and prioritisation of maintenance works and, as a result, Taronga Zoo Sydney is now saving nearly 40 million litres of water per year. This is the equivalent of 16 Olympic sized swimming pools or \$115,000 savings per year.

One Fish Two Fish

Taronga invests in ocean health projects that increase fish populations worldwide.

Seafood Positive and the OneFishTwoFish program had a great first year partnering with several restaurants and supermarkets in Melbourne, raising over \$20,000 for marine conservation.

With these funds, SeaGen Aquaculture grew 10,000 native Angasi oysters and 1 million baby Australian Blue Mussels. These baby shellfish were donated to The Nature Conservancy's Reef Builder program to be deployed onto carefully positioned artificial reefs in Port Phillip Bay. The donation is also being used to establish a kelp nursery to help outplant thousands of baby kelps to restore underwater kelp forests.

Environmental Action

Sustainable and Ethical Procurement

Taronga is committed to the environment as well as the broader community and, as a government agency, is also aligned to the NSW Procurement Framework. This means the purchasing of goods and services for Taronga should not cause harm to the environment or negatively impact Taronga's supply chain.

Taronga demonstrates this commitment by having clear guidelines like the sustainability and ethical framework for its staff and business partners to understand how to purchase and contract goods and services in an environmentally sustainable and ethical fashion.

A strong focus is placed on Taronga's business partners to demonstrate a similar commitment by having open dialogue on important matters such as modern slavery, single use plastics and landfill diversion. Sustainable and Ethical Procurement cannot be achieved by Taronga alone. Taronga relies on its partners to do the right thing and committing to meaningful environmental targets in supplier contracts is the way Taronga ensures minimum environmental impact.

Sustainability Scorecard 2.0

Taronga's ongoing commitment to sustainability extends both to its own operations as well as its broader partnerships. Committed to aligning with like-minded organisations, Taronga is working with these partners on their own sustainability goals. In 2019, Taronga launched its first formal Sustainability Scorecard Framework, developed as part of our previous Strategic Plan. Since that time, Taronga has been able to work with both new and existing partners to see significant changes to sustainability practices.

This collaborative approach has seen Taronga engage with its partners to rework internal practices, review supply chain and procurement processes, increase organisational awareness of key sustainability issues and prioritise future actions. This year, Taronga utilised the data collected from the initial Framework to build on and improve the process which has culminated in the released of Taronga's Sustainability Scorecard Framework 2.0. This new process has been integrated into Taronga's workflows and will continue to be improved through an iterative process.



'RACHEL' THE RETICULATED PYTHON AT
TARONGA ZOO SYDNEY'S ARC IS A CLIMATE
HERO FOR SUSTAINABLE FASHION

PHOTO BY TOBY ZERNA

Climate Heroes

Taronga recognises that climate change is one of the biggest threats to biodiversity, human health and wellbeing, as well as economic prosperity in Australia and the world. We believe that shared and urgent climate change action at local, national and international levels is a moral imperative.

Taronga is working to be a leader in sustainable practices, to provide information on ecosystem health, climate change impacts, as well as to highlight the united role individuals, businesses and countries can play transitioning to clean energy.

The new Amphibian and Reptile Conservation Centre guest journey highlights climate change and commitment to creating hope by empowering tangible actions. Aimed at kids and their families, Climate Hero characters have been created that link the adaptations of five reptiles and amphibians to what guests can learn and do to reduce their climate impact on transport, fashion, food, advocacy, and energy.

The experience is culminated through a multi-user interactive game experience where guests become one of the climate hero characters to undertake a climate related challenge. Guests can also make an online pledge for more information on how to become a climate hero.

Environmental Leadership Snapshot

100%

renewable energy



40 million

litres of water is being saved per year.
This is the equivalent of 16
Olympic sized swimming pools



Saving

3 tonnes

of carbon emissions p.a.
by electrifying our vehicles



975

tonnes of operational
waste diverted from landfill



Finalist

in the 2023 Banksia
NSW Sustainability Awards



COMMITTING TO COUNTRY

Committing to and embedding a way
of working that respects and includes
Indigenous Peoples, Culture and Place

COMMUNITY AND CULTURAL TEAM EDUCATORS
ON WIRADJURI COUNTRY. FROM LEFT TO
RIGHT: JARRED CLARK, TERRISSA MCEWAN,
JAIDYN CHAPMAN, LEANNE SUTCLIFFE
PHILLIPPE BELL, TELEISHA FAY-BROOK
AND KIRSTY DUNDAS-HARGRAVES

PHOTO BY GUY DIXON





Commitment to Country

In a time of rapid environmental change, Taronga's commitment to education, wildlife, conservation and science has never been more critical.

As a conservation community, we are committed to the ongoing process of reconciliation within our field; to respect, connect, consult and be led by the complex and vital knowledge of First Nations Peoples as we urgently work to safeguard the future of our planet.

Taronga Aboriginal Advisory Group, Cammeraigal Country

Through ongoing meaningful consultation with Taronga's Aboriginal Advisory Group (TAAG), Cammeraigal Country, Taronga continues to strengthen connections, trust and partnerships with First Nations Peoples and Communities. Over the last 12 months, the TAAG continued to provide Taronga with Cultural guidance and support across all areas of the organisation, with a focus on Cultural Safety, employment and traineeship opportunities for Indigenous young people and the embedding of Cultural protocol and practice in multiple areas across the organisation. With a changeover in late 2023, the TAAG thanked founding members for their ongoing contribution and support and welcomed three new members to the group, supporting the continuation of representing diversity in Country, Community and expertise within the group.

Yarn Up, Wiradjuri Country

Supporting Taronga's commitment to work respectfully and meaningfully with Country, Community and Culture in Dubbo, guidance and leadership in this area continues to be facilitated by First Nations staff working and living on Wiradjuri Country. Through deep listening and learning from Taronga's people, who hold strong connections and relationships with the Traditional Custodians, Elders and Community in the local area, ongoing consultation has been provided across multiple areas at Taronga Western Plains Zoo. Community Yarn Ups, Elders Day and Cultural Events have provided ongoing opportunities to deepen Taronga's relationships and connections with Community. The next stage in this consultation is to formally establish a Tubba-gah Wiradjuri Advisory Group designed with Community to support Taronga's Commitment to Country.

Burbangana Program

The Burbangana Program, a Sydney language word meaning 'take my hand and help me up', has been running since 2008 as a long-term partnership with the NSW Department of Community and Justice Metro ISS Unit, charged with foster care of young people.

Children and teens aged nine to 18 years are referred to the therapeutic and aspiration-building program, where they engage in Zoo-related learning and develop life skills.

Students build long-term relationships with staff through education, science, and Culture, developing the students' sense of worth and self-confidence. Over the last 12 months, a total of 30 placements occurred with 80 percent of students choosing to return across multiple terms.

Walanmarra Program

Walanmarra at Taronga Western Plains Zoo is the sister program to Burbangana and is a Wiradjuri word that means 'to make strong now'. It provides opportunities for Indigenous children living in out-of-home care to participate in a range of activities on Wiradjuri Country while being mentored by Taronga's First Nations staff. The program builds confidence and strength in each young person through deepening their connection to Culture and Country.

Over the last 12 months, this successful partnership program with the NSW Department of Community and Justice Services has had more than 20 placements from local Dubbo Primary Schools. Each child attended one day a week throughout the school term to work alongside Taronga staff, youth mentors and Community members to develop life skills, self-determination and a sense of pride in their Culture.



STUDENT KYANNA HALL
HOLDING A SPOTTED PYTHON ON
WIRADJURI COUNTRY

PHOTO BY GUY DIXON

Sydney Red Gum

The Sydney Red Gum, Growth and Development Program, launched in July 2022, is for 18 to 25-year-olds. It evolved from the Burbangana Program and provides continued support and opportunities for young people who are no longer eligible for the Burbangana Program and are transitioning to adult living. This initiative provides support, mentoring and skill development in a safe environment, ensuring each young person can continue to think positively about their future while building their life skills.

The outcomes range from therapeutic experiences to vocational pathways and training, depending on the individual needs and aspirations of each student. From July 2023 to June 2024, 28 placements transpired with 62 percent of students choosing to return across multiple terms, with multiple students engaging in employment, volunteering and vocational education pathways throughout their program. In June 2024, the term culminated with an excursion to Oz Harvest Refettorio Restaurant, a social impact project bringing nourishing meals to those in need.

Birrany and Mulungan Business

The Birrany and Mulungan Business Program in partnership with NSW Office of Regional Youth and Transport for NSW was a highly impactful Cultural program delivered at Taronga Western Plains Zoo, Wiradjuri Country. 160 High School students enrolled in this program, with 134 successfully graduating and 65 transitioning into youth volunteering opportunities.

This unique program, built on proven models and pedagogies, use the combination of an immersive Zoo experience, supportive blame free environment, and positive Cultural mentoring to address and reframe young peoples' relationship with education, Country and Culture. Participants of the program graduate with opportunities in pathways to employment or further training, an increased engagement with school education and momentum to overcome the patterns of disadvantage.



(FROM LEFT TO RIGHT) MURAT DIZDAR, SECRETARY OF THE NSW DEPARTMENT OF EDUCATION WITH SBAT GRADUATES LAVESA KETCHELL-HANKIN, KYANAH HICKEY AND TESSA HONER WITH PRUE CAR, DEPUTY PREMIER, MINISTER FOR EDUCATION AND EARLY LEARNING.

PHOTO BY JED NIELSEN

Spotlight

Inaugural SBATs Graduates

Taronga's SBATs program recently celebrated a huge milestone in the program with three Taronga Zoo Sydney students graduating from the program. These three students are Taronga's first SBATs and have now successfully completed the Certificate III Tourism Qualification. A special graduation day was held to celebrate this huge success with over 80 special guests attending including family members, Department of Education staff, representatives from Training Services NSW, Elsa Dixon Aboriginal Employment Grants, new SBATs students and the Taronga staff who have mentored them throughout their course.

This was a very special day that not only highlighted the importance of these traineeships in the lives of First Nations youth but also the role that Taronga does and can continue to play in empowering young people in a safe and supportive environment. Taronga is extremely proud of these students and will continue to support their career pathways through ongoing training and employment opportunities at Taronga Zoo Sydney.



School Based Apprenticeship and Trainees (SBATS)

Five new School Based Apprenticeships and Traineeships (SBATS) were inducted on Cammeraigal Country in February. Four of these new trainees are undertaking a Certificate III in Tourism and one an apprenticeship in Electrotechnology.

These new trainees have been working alongside Taronga staff one day a week while also being mentored by the Community Education team to successfully complete their course work over a two-year period.

Other highlights of the SBATS program include the progression of other Tourism students into the area of retail, providing them with valuable and relevant skills for their units of work, and developing their animal handling and presenting skills through supporting the Community Zoomobile team in delivering workshops across Sydney.

Training and Employment

Indigenous training and employment opportunities have continued to be a strong focus for Taronga with an increase in Targeted and Identified roles across both sites. Fifty-seven Indigenous staff are currently employed on Cammeraigal and Wiradjuri Country, including four new School Based Trainees, one Apprentice and two Trainee Wildlife Keepers. Two identified contract positions were converted to ongoing roles providing stability and employment security for long term staff that deliver Cultural programs, and an Indigenous Education Officer joined the Community and Cultural team in a newly created position. Ongoing consultation with Taronga Aboriginal Advisory Group, Cammeraigal Country and Tubba-gah Wiradjuri Community, will support Taronga in continuing to develop and implement roles for First Nations Peoples throughout all levels and grades within the organisation.

Reconciliation Week

The 2024 National Reconciliation Week theme, 'Now More Than Ever', provided opportunities on Cammeraigal and Wiradjuri Countries for Taronga's people to reflect on ways to positively contribute to true reconciliation. Throughout the week special events were held and resources were shared, with over 200 staff, students and volunteers coming together to listen and learn about and the role they can play in journey towards reconciliation and Taronga's Commitment to Country. The next stage in supporting this is through the development of a Cultural Ways of Working framework. This framework will provide staff with an increase in Cultural understanding, knowledge, respect and safety.

NAIDOC Week

The NAIDOC Week 2023 theme 'For our Elders' provided the opportunity for staff and guests on Cammeraigal and Wiradjuri Country to come together and celebrate First Nations Peoples and Cultures, recognising the important role of Elders and Traditional Custodians in Community. With the opening of a beautiful Cultural Circle in Nura Diya, Cammeraigal Country in Sydney, guests participated in Cultural Workshops throughout the July School holidays. At Taronga Western Plains Zoo, Wiradjuri Country, staff and Community came together for a special Flag Raising Ceremony, an Elders Lunch and Community Family Fun Day. Mr Colin Hardy OAM and the Animals of the Dreaming Zoomobile program impacted hundreds of children throughout NSW, celebrating Indigenous Cultures through storytelling, song and wildlife.

Supply Nation Partnership

Taronga is a proud member of Supply Nation, an Indigenous supplier advocacy organisation. Taronga recognises that \$1 spent with an Indigenous supplier leads to \$4.41 of social return. This means that by having Taronga partner directly with a Supply Nation business, a greater impact to the Indigenous community is achieved. Indigenous businesses are also 100 times more likely to employ other Indigenous businesses. Taronga is actively looking to engage with Indigenous suppliers in a variety of categories at both Zoos.

Conservation and Science

Taronga's Science and Conservation teams partner with First Nations Peoples to integrate cultural processes and knowledge into our programs. Taronga's teams are committed to listening, learning and working with Community to keep building relationships and continue action on the reconciliation journey that underpins so many of our conservation priorities.





CORAL SPAWNING EVENT BEFORE
COLLECTION ON THE SEA COUNTRY

PHOTO BY GARY CRANITCH

Culturally-safe Biobanking: Consultation with Traditional Custodians, Great Barrier Reef

Consultations with the Indigenous Partnerships Team of the Reef Restoration and Adaptation Program (RRAP) and the Taronga Aboriginal Advisory Group (TAAG), Cammeraigal Country, continue to guide our collaborations with First Nations Peoples on coral conservation work. This work involves the transfer of corals from Sea Country to cooperative 'Seed Banks', also known as Taronga's CryoDiversity Bank, on Cammeraigal and Wiradjuri Country.

A Biobanking Cultural Safety event was held at Taronga on 14 September 2023, which included a Welcome to Country and Smoking Ceremony by Rowena Welsh-Jarratt, representative of Gujaga Foundation & Metropolitan Local Aboriginal Land Council. Participants included Woppaburra Traditional Custodians & TUMRA, Australian Institute of Marine Science (Indigenous Partnerships team), Gamay Rangers, La Perouse Local Aboriginal Land Council, Taronga Cultural Programs team, and the RRAP-Taronga Cryopreservation team.

During discussions after the Cultural Safety event, the Gamay Rangers of La Perouse Local Aboriginal Land Council agreed to be the Cultural Custodians of cryopreserved coral samples from Woppaburra Country. Ongoing consultation with Traditional Custodians from sea and land Country is crucial to ensure the cultural safety of samples at the CryoDiversity Bank and to progress Traditional Owner-led coral restoration work.

“

Through deep listening and learning from Taronga's people, ongoing consultation has been provided across multiple areas at Taronga Western Plains Zoo Dubbo.

”

Commitment to Country Snapshot

11.1%



of employees
at Dubbo identify
as Indigenous

243



students participated
in Community Programs
over the year

3



School Based
Apprenticeship and
Trainees (SBATs)
graduated

3

new members were welcomed
to the Taronga Aboriginal
Advisory Group (TAAG)



ORGANISATIONAL STRENGTH

TARONGA
CONSERVATION SOCIETY
Wildlife

Enhance our reputation,
financial position
and organisational
effectiveness



TARONGA WILDLIFE SOCIETY AUSTRALIA Wildlife Hospital

MEMBERS OF THE TARONGA WILDLIFE
HOSPITAL SYDNEY TEAM. FROM LEFT TO RIGHT:
FRONT ROW, SARAH MALE, FRANCES HULST,
GILLIAN DEVANEY, ELIZABETH MCCONNELL,
LIZ ARTHUR. MIDDLE ROW: JESS MCCRAY,
TAMMY HADENHAM, DEB COLLINS, CLAIRE
NELSON, RHIANN DAVIE. BACK ROW:
LIBBY HALL AND NATALIE MILLER

PHOTO BY JED NIELSEN



Financial Strength

Admissions

Taronga Zoo Sydney

Taronga Zoo Sydney delivered strong visitation numbers throughout the year, welcoming more than 1.5 million guests. This represents significant growth from 2022/23, with new experiences such as the opening of the Amphibian & Reptile Conservation Centre, providing guests with new and exciting reasons to visit. Domestic visitation remained steady, with a growth in international guests from several key markets.

Zoo Friends visitation remained strong and consistent throughout the year. In 2023/24, Taronga's Zoos welcomed over 19,000 new Zoo Friends members and welcomed back nearly 29,000 existing or reactivated members. Member engagement continued to be a focus with the introduction of exclusive Early Opening events across the year and the relaunch of the highly successful Zoo Friends Calendar at both Zoos.

The Wildlife Retreat at Taronga, our premier on-site accommodation, has seen a significant increase in occupancy rates, providing guests with immersive wildlife experiences and promoting conservation awareness of Taronga's impact on protecting and saving wildlife. A commitment to delivering exceptional service and a distinctive offering have contributed to maintaining consistently high Net Promoter Scores as well as Google and Trip Advisor rankings.

Taronga Zoo Sydney's retail offerings including animal encounters have been exceptionally popular, with merchandise sales showing good growth. The introduction of new, eco-friendly product lines and several educational animal encounters has enhanced our guest experience, fostering a deeper connection with wildlife. These initiatives have not only boosted revenue but also reinforced Taronga's commitment to sustainability and conservation education.

Taronga Zoo Sydney has continued to host a variety of corporate and private events, including conferences, weddings and community events. Events held at Taronga Zoo Sydney including at onsite restaurant Me-Gal have seen consistently high guest satisfaction scores, highlighting the quality of food, professionalism of staff and the seamless execution of events throughout the year.

Taronga Western Plains Zoo

Taronga Western Plains Zoo experienced a challenging year for admissions, with winter and summer school holiday periods heavily weather affected. The increased cost of living had a big impact on the family market.

Across the year, the Zoo welcomed nearly 250,000 guests, with 35,000 staying overnight.

A highlight of the year was the opening of Platypus Rescue HQ in February 2024, which assisted to drive visitation from Regional NSW, particularly Dubbo and Central West NSW, during the final quarter of the year. The new experience also motivated Zoo Friends visitation. Across the year, 60,000 Zoo Friend visits were recorded.

Retail, Catering and Tours and Encounters all experienced solid results, with all channels exceeding targets. Lion Pride Lands Patrol was a star performer for Tours and Encounters, returning after a hiatus whilst the pride grew to eight with the addition of three cubs.

Both food and beverage outlets (Café Wild and Waterhole Café) went from strength to strength during the year. The Café Wild rebrand and physical changes to the indoor and outdoor dining experience resulted in increased sales and dwell time at the café leading to the offering being more sought out as a breakfast, lunch and coffee destination for Dubbo locals.

It was a successful year for events with the second year of the Halloween-themed Boo at the Zoo attracting a huge crowd of over 1,000 guests. This was followed by the success of a brand-new dining event, Ragu at the Zoo featuring NSW Tourism Award winning chef Stefano Marvello, who led cooking workshops and delivered gourmet Italian dining experiences across three sold out events.



AFRICAN LIONESSE 'IMANI' IN
FRONT OF THE LION PRIDE LANDS
PATROL TRUCK

PHOTO BY RICK STEVENS

Taronga's Financial Model

Taronga is a NSW Government Agency constituted under the Zoological Parks Board Act 1973. Taronga is a self-funded agency, not-for-profit organisation and a Public Non-Financial Corporation. Taronga's financial model self-generates over 85 percent of its operating revenues through its Zoo Admissions, Accommodation, Retail stores, Education Programs and donations through the Taronga Foundation. Any operational surplus is held in reserves and invested in Taronga's conservation projects and capital infrastructure with no dividends distributed.

Taronga received a recurrent grant of \$16.9 million during the year from the NSW Government, which is allocated to asset maintenance and social policy programs. All other NSW Government funding is project specific and relates mainly to capital works or conservation programs.

Strength from our People

Our People Matter: Engagement and Culture

Our people are at the heart of everything that we do. Their passion drives our vision to deliver a shared future for wildlife and people and inspires future generations. Through the annual People Matter Employee Survey, we delve deeply into the experiences and thoughts of our workforce, ensuring their voices are heard and understood.

Employee engagement remains strong at 72 percent. Taronga's workforce is committed to Taronga's values and diversity, takes pride in their work and feel personally accomplished through the work they perform. The results support our continued focus on building leadership capability, keeping our people safe, supporting wellbeing at work and exploring new ways of working including strengthening our internal communications.

Through facilitated focus groups and open dialogue, listening to over 100 voices across both Zoos, we continue building a positive and respectful workplace where everyone feels valued, safe and a sense of belonging.

In February 2024, Taronga's updated Code of Conduct was launched. This Code is a cornerstone of our culture – one that enables us to be a workplace where everyone can thrive and do their best work. As part of the review and in collaboration with Taronga's First Nations partners, we included Indigenous thinking, practice and cultural safety into the Code.

TARONGA INSTITUTE OF SCIENCE
& LEARNING KEEPER TARYN
WILLIAMS CLOW WORKING WITH
RED KANGAROOS

PHOTO BY GUY DIXON





Find Your Calling at Taronga

Taronga's ability to attract and retain high-quality, skilled people is essential to Taronga's success. Key to this is maintaining Taronga as an employer of choice and having robust merit-based recruitment practices and processes.

A new recruitment applicant system was implemented as part of our people digitisation strategy, which included reviewing and updating the recruitment process so that diversity and inclusion are considered at key stages in the process.

A new careers site and job advertisements was launched centred on a new employment value proposition, "Find your calling at Taronga."

At Taronga, we want to build the next generation of conservation warriors. We are participating in the NSW Government's 1,000 NSW Public Sector Apprentices and Trainees Program and successfully received support for a carpenter and two veterinary nurses.

Learning and Development

Taronga continues to nurture and develop our people, ensuring they have the skills and knowledge to do their jobs.

A new learning management system was introduced as part of our people digitalisation strategy, offering more opportunities and access to training and eLearning programs. Taronga also launched a new Code of Conduct, public interest disclosure, and safety eLearning modules across the organisation.

In a significant collaboration with Ms Felicity Ryan of Big River Connections, Taronga introduced tailored courses designed to cultivate Aboriginal cultural awareness and cultural confidence among our people. This customised two-day course draws on Taronga's previous experience and was specifically designed with Taronga's people in mind.

Furthermore, Taronga partnered with Accellier to deliver the Certificate IV in Training & Assessment program. Twelve people embarked on an 11-week course to become qualified trainers at the Taronga Training Institute (TTI) providing benefit to current and future students.

Through the Mr Len Bleasel AM Scholarships Program, 43 people were awarded a scholarship in 2023 – the highest number of staff supported professional development in a single year.

Developing our Future Leaders

Taronga is committed to developing a strong pipeline of emerging and future people leaders. In collaboration with the University of Technology Sydney, Taronga is delivering the Graduate Certificate of Executive Business Practice. The 12 participants are anticipated to complete their study and graduate in 2025.

Taronga thanks Mr Len Bleasel for his commitment to funding the development of our leaders and employees in collaboration with Taronga.

Employee Recognition

Taronga proudly celebrated the exemplary long service of 51 employees who reached significant milestones in their Taronga career. Among these employees were 20 people who have dedicated a decade of service, 22 who had committed 15 years, four who reached 20 years, and two who reached 25 years.

Taronga celebrated with great enthusiasm and gratitude two people who have dedicated 30 years of service and one who reached an impressive 35 years of service.

The Values Awards, a popular initiative that allows employees to nominate their colleagues who exemplify Taronga's core values, continued to be a success. With over 1,000 nominations received since the program's relaunch, it is clear that Taronga's employees value and appreciate the chance to acknowledge their peers' contributions.

In November 2023, the Taronga community came together to recognise the outstanding achievements across several award categories, recognising the impactful work our people do in securing a shared future for wildlife and people.

Workforce Diversity and Multicultural Themes

Taronga is committed to being a diverse workplace and fostering a culture of belonging and inclusion for everyone. Yabun, NAIDOC Week, National Reconciliation Week, National Sorry Day, International Women's Day, and Mardi Gras were some of the celebrations to promote inclusion for Taronga's people and a greater understanding of our diverse community.

Taronga continues its support for women in leadership and senior positions. This year, 68.4 percent of our workforce is comprised of women, with women making up 57 percent of leadership and manager positions. Further demonstrating Taronga's commitment to gender equality, 75 percent of our emerging leader's program are women.

In Taronga's journey of Reconciliation, Taronga has listened and learnt from Indigenous Peoples and Communities that conservation is Country.

Taronga supported teams through The Voice to Parliament referendum with information and yarns before and after the vote and published Commitment to Country resources, including a Connecting to Country eLearning. Taronga is proud of its diverse workforce which is represented by 5.4 percent First Nations Peoples.

Taronga is continuing to build and grow its School-based Apprenticeship and Traineeship program, targeting Indigenous young people. Three individuals have graduated and all three will be remaining with Taronga in 2024. Six individuals are progressing to a final year and five new starters will begin in 2024 including the first apprentice. There are now 17 Indigenous young people employed across our two Zoos.

“

Taronga continues to strive for safe, inclusive and accessible environments for all community members.

”

Disability Inclusion Action Plan

The NSW public sector has set a target to increase the representation of people with disabilities to 5.6 percent by 2025. Taronga continues to make progress, with 2.6 percent of employees disclosing a disability, while supporting volunteers, students and guests by removing social and physical barriers impacting accessibility across our Zoos.

Dreamnight at Taronga

Originating in 1996 at Rotterdam Zoo, Dreamnight is an annual night of wholesome celebration providing an opportunity for families of sick or disadvantaged children to venture through a zoo after hours and take in the incredible sights and sounds of awe-inspiring animals and their diverse habitats. Every year, an estimated 260 zoos across 37 different countries take part in the heartwarming evening.

The aim of the event is to give families the chance to experience the magic of the zoo, helping them in their healing process and providing a wonderful and positive experience for them to look forward to during the festive season.

In 2023, Taronga celebrated its 15th consecutive year partaking in Dreamnight. It's known to the Taronga community as one of the greatest nights in the Taronga calendar. Staff members from all departments took the opportunity to volunteer after hours and experience the joyful evening.

Assistance Animals

Taronga continues to strive for safe, inclusive and accessible environments for all community members. After consulting with key bodies in 2022/23, we began welcoming Assistance Dogs in July 2023 which led to an increase in guests visiting the Zoo accompanied by an Assistance Dog.

To ensure the safety of guests, assistance animals, and Taronga's wildlife, the Taronga Zoo Sydney provides a map detailing areas to assistance animals. These pathways and guidelines are available on Taronga's website. Additionally, Taronga collaborates with representatives from Guide Dogs NSW/ACT and celebrated International Guide Dog Day in April 2024.



GUEST INGRID BARNES WITH HER
ASSISTANCE ANIMAL ENJOYING
TARONGA ZOO SYDNEY
PHOTO BY JEN STEED





THREE OF TARONGA'S LONG SERVING
VOLUNTEERS ROSEMARY DUNN,
LORRAINE MOUSSEY AND GLORIA
BRADLEY WITH CAM KERR

PHOTO BY GRACE BLACK

Spotlight

Celebrating 50 Years of Volunteering

Taronga proudly celebrated the 50th anniversary of our Volunteer Program in 2024. This milestone was marked during National Volunteer Week, the theme of which was "Something for Everyone", highlighting that there is a place for everyone in the world of volunteering. This is in keeping with Taronga's commitment to providing opportunities for all volunteers, whether they are passionate about wildlife conservation, education or simply want to make a positive impact.

Volunteering at Taronga Zoo Sydney began in 1974, and at Taronga Western Plains Zoo in 1985. Over the past half-century, volunteers have played an integral role at Taronga supporting our teams to improve animal welfare, to engage with and educate students and guests and to create positive and lasting memories that they pass on to their families and friends, ultimately sharing Taronga's conservation, science and education initiatives and projects.

Volunteers

Taronga is committed to supporting volunteering in Australia, welcoming over 600 people who volunteer across our two Zoos. Taronga continues to enhance the experience for its volunteers by developing systems and resources, including the launch of the Volunteer Knowledge Library, providing volunteers and volunteer coordinators easy to access, valuable resources for their roles at Taronga.

Safety Culture

Taronga has made significant strides in strengthening our proactive safety culture and leadership, highlighting our steadfast commitment to the safety and well-being of our people.

Our leadership teams played a crucial role in driving a safety-first mindset across all levels. This year, we reinforced our safety leadership initiatives, emphasising the role of Managers and Supervisors in promoting and modelling safe behaviours. Regular safety briefings and shared learnings of hazards and incidents have equipped our leaders with the necessary tools to foster a proactive safety culture. As we look ahead, we aim to further empower our leaders with advanced training in risk management and initiative-taking safety strategies, ensuring they are well-equipped to lead by example in every safety endeavour.

Active engagement among employees is pivotal to our safety culture. Safety is a core organisational value, with employee participation integral to our collective commitment. Employees actively participate in emergency drills and workplace inspections and serve on WHS committees. They are empowered to review incidents for learning opportunities, promoting a culture of continuous improvement.

Taronga prioritises psychological safety, encouraging open communication about psychosocial risks such as workplace stress and harassment. This approach ensures every team member feels empowered to contribute to and uphold our safety standards. Taronga will continue to nurture this safety culture through targeted workshops and forums that strengthen ownership and proactive risk management across all levels of our organisation.

Taronga's dedication to safety culture and leadership has fostered a collaborative and supportive work environment. By continuously improving and embedding safety into every aspect of the Zoo's operations, Taronga's commitment to creating a workplace where safety is a priority and a shared responsibility drives organisational success is reinforced.

Health and Safety Initiatives

Taronga has dedicated itself to enhancing our health and safety initiatives, guided by unwavering commitment to staff's wellbeing. Investing in our team's capabilities has been pivotal. Taronga has focused on high-risk compliance training, covering areas such as risk management, emergency procedures, electrical safety, mental health first aid, compassion fatigue training as well as bullying and harassment prevention. These comprehensive programs not only impart essential safety skills but also empower our teams to confidently navigate diverse workplace challenges.

Taronga's approach to health surveillance extends beyond routine checks. Taronga conducts audiometric testing to safeguard hearing, noise level surveys to ensure comfortable work environments and zoonotic disease serology to monitor potential health risks. These initiatives are proactive steps towards maintaining a safe and healthy workplace.

Taronga's dedication to safety is evident in the tangible improvements of our safety lead indicator metrics. Emergency drill efficiency rose by 39 percent, workplace inspections increased by 68 percent, and safety interactions improved by 24 percent. These metrics underscore our ongoing commitment to rigorous safety standards and continuous improvement across all facets of the Zoo operations.

Information Management and Technology

In the 2023/24 period, Taronga's Information Technology program has been instrumental in achieving strategic goals and bolstering business operations. This has been accomplished by improving technology systems and infrastructure to meet the organisation's growing needs. The digital strategy of Taronga, which is built on four strategic technology pillars – customer service, business processes, data insights and resilient governance has led to numerous accomplishments.

One of Taronga's notable accomplishments has been the development of Taronga's Digital Experience Strategy. This strategy is poised to steer essential technology investments to create a robust eCommerce technology framework. Furthermore, we have established substantial technology infrastructure for the Platypus Rescue HQ precinct at Taronga Western Plains Zoo, as well as the Tiger Trek and Amphibian & Reptile Conservation Centre experiences at Taronga Zoo Sydney.

In Taronga's efforts to bolster our operations, eLearning and recruitment modules were introduced. Additionally, we have launched Education Microsites to reinforce Taronga's Act for the Wild campaigns. These strides reflect our commitment to leveraging technology for operational excellence and strategic growth.

Taronga continues its journey towards enhancing cyber resilience to safeguard data and systems from potential threats. As part of its Cyber Security Enhancement Initiative, Taronga have adopted the NSW Cyber Security policy controls.

Taronga Foundation

The Taronga Foundation was privileged to receive support throughout the year, generating total income of \$21.7 million.

These funds were generously provided by individuals through direct marketing, regular giving, trusts and foundations, corporate partners and individual supporters who kindly remembered Taronga in their Will. Funds raised throughout the year supported field conservation programs, zoo-based breed-for-release conservation programs, education and research projects.

The focus remained on securing the final philanthropic pledges required to enable the completion of the Wild Futures project, the building of two state-of-the-art veterinary teaching hospitals at Taronga Zoo Sydney and Taronga Western Plains Zoo. Whilst the Wildlife Hospital is completed and operational at Taronga Western Plains Zoo, works for the Wildlife Hospital at Taronga Zoo Sydney will begin in 2024. Though 2023/24 was a challenging year economically across the country, Taronga is heartened by the support of the community who gave generously to ensure that wildlife is protected and habitats are restored.

Corporate Partnerships

The Taronga Foundation secured approximately \$5 million in financial support from corporate partners to fund Taronga's critical conservation work during the financial year. This included more than \$3.4 million in cash contributions and more than \$1.4 million of in-kind support providing significant savings in the operation of both Zoos. The success of Taronga's Corporate Partnerships program is attributed to over 55 partners, many of which have made long-standing investments with Taronga and whose ongoing support has been integral to the financial sustainability of the organisation. Additionally, Taronga engaged various new corporate partners throughout the year including Dettol, joining the likes of Red Energy and Peters Ice Cream as a strategic partner of Taronga's conservation efforts.

Philanthropy

The Taronga Foundation received generous generous gifts over \$4.3 million from our dedicated philanthropists supporting a wide breadth of projects and programs locally and internationally.

Reflecting on a year of extraordinary achievements, Taronga and its supporters celebrated the grand opening of the Amphibian & Reptile Conservation Centre, a key facility for education, advocacy, and field conservation programs. This new habitat forms the second of three parts of Taronga's Wild Futures initiative which will have lasting impacts on Taronga's wildlife rehabilitation and recovery work.

Thanks to the ongoing support of Taronga donors, the Taronga Hatch Accelerator program fostered another successful round of innovative environmental initiatives. The unveiling of Platypus HQ at Taronga Western Plains Zoo also marked a significant advancement in rescuing, rehabilitating and researching this unique species. All of these programs were brought to life thanks to Taronga's generous philanthropic supporters.

Collaborations with foundations and supporters have been truly rewarding as we forge new, groundbreaking initiatives. Taronga extends a heartfelt thank you to our donors and patrons whose contributions have profoundly impacted wildlife and the environment through passionately implemented science-based programs.

Gifts in Wills

The Taronga Foundation is grateful to the generous supporters who included a gift in their Will; this generosity contributed over \$3.7 million in support of Taronga's conservation work. These estates help continue critical conservation work in keeping with the donors' intentions on leaving a legacy to of positive impact on wildlife.

Individual Supporters

Taronga's individual giving programs raised more than \$2.7 million from new and existing supporters. Programs include quarterly appeals, Zoo Parent animal adoptions and ongoing donations from Taronga Wildlife Defenders. These positive results in a difficult and uncertain economic time are testament to the trust in Taronga from its supporters.



GUEST AT ZOOFARI GALA 2023



Spotlight

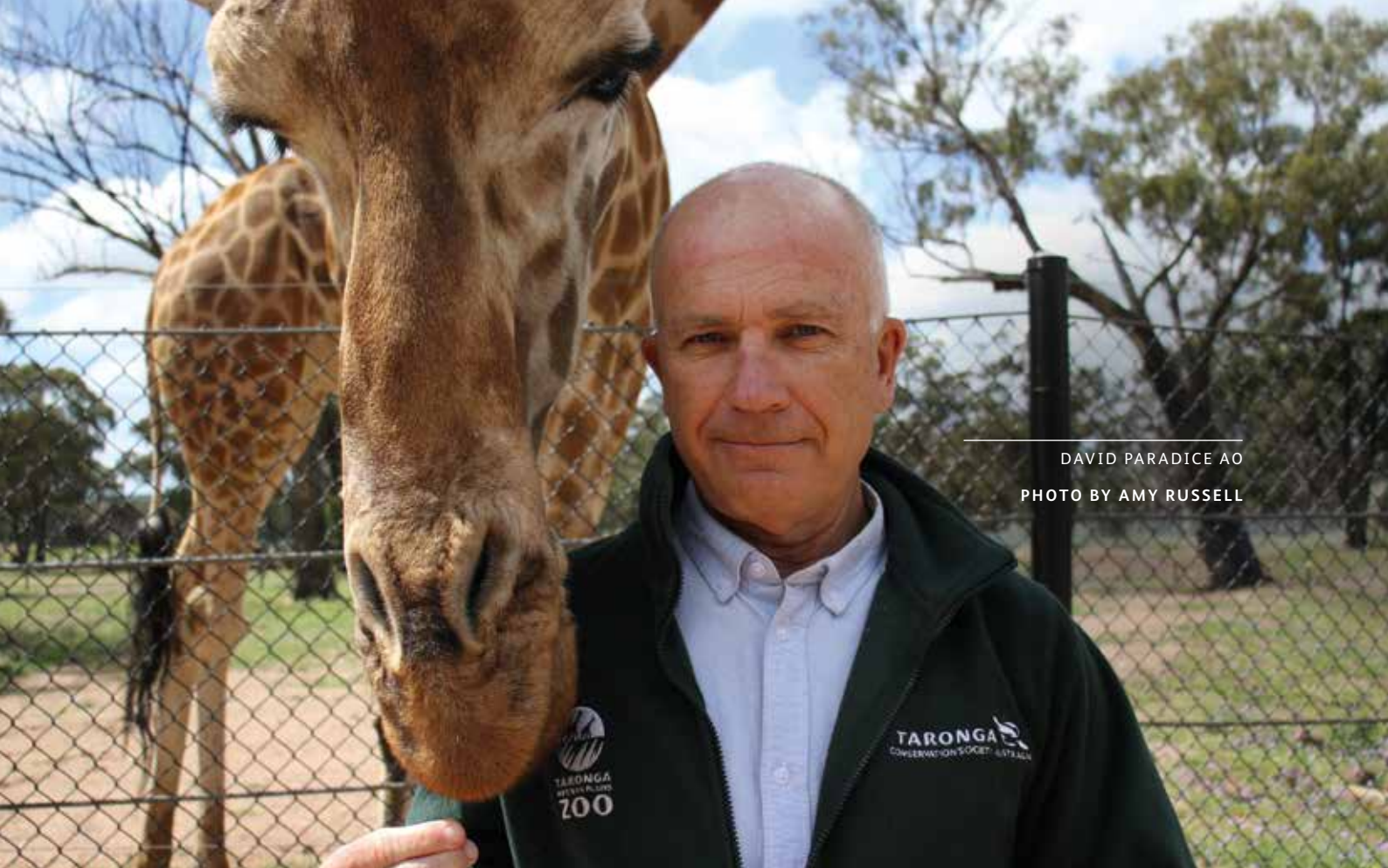
Zoofari Gala

The Zoofari Gala 2023 was a resounding success, marked by an unforgettable evening in a custom-built marquee on the Taronga Concert Lawns. Zoofari Gala returned to the marquee for the first time since 2016 and welcomed 317 guests.

The gala's fundraising was focused on the construction and ongoing operations of Taronga's Wildlife Hospitals raising over \$500,000. From the moment guests arrived, they embarked on a journey through the grounds of Taronga, engaging with Taronga's dedicated experts in conservation and science.

Zoofari attendees learned about Taronga's education programs, including an Acknowledgement of Country presented by two students from Taronga's School-based Apprenticeship and Traineeship.

Guests encountered animals up close and heard about Taronga's efforts to future-proofing wildlife. Together, these elements showcased Taronga's position as a world-leader in wildlife conservation, earning the guests' trust and support.



DAVID PARADICE AO

PHOTO BY AMY RUSSELL

The Taronga Foundation Chair's Report

As I reflect on the past year, I feel immense pride and gratitude for the remarkable progress we have achieved in supporting wildlife and preserving our natural habitats. Our collective efforts have led to significant advancements in Taronga's conservation initiatives and I am delighted to share some of the highlights.

A standout moment was the opening of Platypus Rescue HQ in Dubbo. This world-leading centre is dedicated to the research, rehabilitation and conservation of this iconic and elusive species. We also continued our work in the wild in partnership with UNSW Science, WWF Australia, and the NSW National Parks and Wildlife Service. This work includes the animals reintroduced into Sydney's Royal National Park mid-2023, where we were thrilled to discover a juvenile Platypus. Ongoing monitoring has revealed continued activity among this remarkable species, indicating a positive future for the park's ecosystem.

Another significant milestone was the opening of the Amphibian Reptile Conservation Centre (ARC) in June 2024. ARC marks the completion of the second phase of our Wild Futures project, following the launch of the specialist wildlife teaching hospital in Dubbo in 2022. Our attention now moves to the final phase of this project with a new Wildlife Hospital in Sydney.

Wild Futures stands as one of Taronga's most ambitious projects to date, made possible by the support of the NSW Government and generous philanthropic contributions. This project has brought our vision for specialised veterinary wildlife care and conservation to fruition, as well as set a new standard for our efforts.

Looking ahead, our mission remains steadfast: to conserve, protect, and enhance the natural environment for both present and future generations. We are eager to embark on new projects and initiatives that will build on this year's achievements, with a continued emphasis on critical wildlife projects, habitat restoration and community engagement.

I extend my heartfelt thanks to each of you for your unwavering generous support and involvement. Together, we are making a tangible impact and I am confident that we will achieve even greater successes in the years to come. Thank you for being an integral part of our journey.

I also want to express my sincere gratitude to Taronga Chief Executive Cameron Kerr AO, the Chair and Board, as well as all dedicated individuals across the organisation for their commitment to our vision.

David Paradise AO

Chairman, Taronga Foundation

Transformational Gifts

Taronga would like to acknowledge the following generous supporters who donated \$20,000 or more this financial year:

- Auxilium Foundation
- Dinah Beeston
- Bird Holcomb Foundation
- Mr Len Bleasel AM
- Mr Leslie Boardman and Mrs Dianne Boardman
- Ms Camilla & Ms Gwynn Boyd
- BridgeLane Foundation
- Mr Jeff Conen and Mrs Kerry Spence
- Crookes Family Foundation
- Dalara Foundation
- Min Darling and Ian Darling AO
- Ms Robyn Denholm on behalf of Wollemi Capital Group
- Mr Max and Ms Dianne Denton
- Ms Anna Dowe
- Mr Jerry Ellis AO and Mrs Ann Ellis
- Mr Richard Elmslie and Mrs Leslie Tilly
- Ferris Family Foundation
- Dr. Martin Gleeson
- Greater Good Charities
- Green Eyes Foundation
- Mr Steven and Mrs Victoria Horne
- Dr Sandra and Mr Graham Humphrey
- Mrs Ingrid Kaiser
- Kennards Hire Foundation
- The Kinghorn Foundation
- James N. Kirby Foundation
- Maple-Brown Family Foundation
- Mr Jacob Meredith-Elali
- Mark and Louise Nelson
- Orinoco Foundation
- Ottomin Foundation
- The Paradise Foundation
- Mr Alan and Mrs Lynne Rydge
- Mr and Mrs John and Rosalinda Sample
- Skipper-Jacobs Charitable Trust
- The Sutters Family
- Turnbull Foundation
- Vincent Fairfax Family Foundation
- Julia Vonwiller AM and Chris Vonwiller AM
- Mr George Wang
- AIMS Financial Group
- Wiggs Family Foundation
- Ms Rosie Williams and Mr John Grill AO

Lasting Legacies

Taronga gratefully recognises and honours the wonderful supporters who included a gift in their Will to Taronga. We extend our sympathies to their families and loved ones and acknowledge this lasting gift with utmost gratitude. This gift is a legacy for the future of wildlife conservation.

- The Late Jean Hill
- The Late Judy Baxter
- The Late Margaret Thompson
- The Late Alma Bower
- The Late Edwina Hodgson Todd
- The Late Terence Allan Cooper
- The Late Suzanne Snelling
- The Late Reiko Izawa
- The Late Violet Koiss
- The Late Wallace Osborne Newlyn
- The Late Kay Lynette Draper
- The Late Denis Stanley Klein
- The Late Jeannette Ann Kitto
- The Late Genny Soto
- The Late Kevin Frederick Young
- The Late Marilyn Nicole Goulding
- The Late Shane Marshall
- The Late Dante Dela Cruz

Organisational Strength Snapshot

35,000

guests stayed overnight at Taronga Western Plains Zoo Dubbo



19,000

new Zoo Friends were welcomed



43



people were awarded a Mr Len Bleasel AM Scholarship

57%



of Taronga's leadership and manager positions are occupied by women



TARONGA
CONSERVATION SOCIETY AUSTRALIA

THE CALM AND STORMY WATER PARTNERSHIP WITH
TARONGA REMOVED ALL PLASTIC BOTTLES FROM
FOOD AND BEVERAGE STREAMS ACROSS BOTH ZOOS

PHOTO BY JED NIELSEN

TARONGA'S PARTNERS IN CONSERVATION

Sponsorship supports the Taronga Foundation's contribution to conservation

Principal Sponsors



Crown Sponsors



Presidential Sponsors



Primary Sponsors

Anker

Australian Power Equipment

Brookfield and

Brookfield Properties

Cushman & Wakefield

Genovese

Lion Nathan

Maddocks

Veolia

Zoetis

Champion Sponsors

ASX

Aussie Drops

Bourne Digital

Hulsbosch

IXOM

Koko Black

Maximus International

Minter Ellison

The Amazing Baby Company

Ticketek

Troy Animal Healthcare

Virbac

Supporters

Buds & Bowers

Chartis Technology

Finsbury Green

Kelato Animal Health

North Shore Veterinary

Specialist Centre

NSW Fire Brigades Relief
& Welfare Fund

SASH Small Animal
Specialist Hospital

Tourism and Transport Forum

Waterlogic Australia

Appendix 18

Statutory Financial Statements

Taronga's 2023/24 Financial Results

Taronga's business operations enjoyed a successful year in 2023/24 with record visitation at Taronga Zoo Sydney and high occupancies for accommodation products, particularly at Taronga Western Plains Zoo Dubbo. To consider the core operating cash result, certain reclassifications need to be made from the Net Result reported in the 2024 Financial Statements.

Reclassifications include exclusion of Capital Grants received from the NSW Government which must be applied to nominated capital projects but are recognised as revenue under Australian Accounting Standards and non-cash expenditure Depreciation and Amortisation. The reclassifications are outlined in the table below:

Taronga's core operations cash result of \$21.5m was a strong performance and an improvement on the prior year by \$4.6m. The result for the current financial year was underpinned by outstanding visitation at Taronga Zoo Sydney – over 1 million General Admission guests generated significant gate revenue as well as ancillary revenue from merchandise, food and beverage, and other in-ground activities. Accommodation revenue at

both Taronga Western Plains Zoo Dubbo and Taronga Zoo Sydney continues to grow, as does income from Education programs.

Total sales turnover reached \$108m for the year, compared with \$100m in the prior year. Sales growth of 8% is particularly pleasing given international visitation is yet to return to pre-pandemic levels and gate prices were held for the year. Investment income also increased, up from \$8.5m to \$14.5m. This is an important income line for Taronga and reflects the level of cash received in advance for Capital Grants and Taronga Foundation reserves (refer Note 19, Restricted Assets). A focus on effective cost management has also contributed to the robust bottom line.

The Taronga Foundation had a good year in 2023/24 with \$16.3m in fundraising surplus, higher than the prior year by \$2.3m. The Foundation continues to focus on the Wild Futures campaign. It is noted that Taronga Foundation fundraising revenue must be applied to agreed capital and conservation programs and cannot be used to support the general operations of Taronga.

For the Year ended 30 June 2024	2024	2023	
	\$'000	\$'000	
Net Result	11,169	77,481	
<i>Exclude:</i>			
Capital grants – NSW Government	9,677	80,179	(Note 3. Government Grants)
Depreciation and Amortisation	(36,257)	(33,553)	(Note 6. b) Depreciation and Amortisation Expenses)
Cash Operating Result	37,749	30,855	
<i>Represents:</i>			
Taronga core operations	21,490	16,858	
Taronga Foundation	16,259	13,997	(Note 19. Restricted Assets – Net Fundraising Surplus)



INDEPENDENT AUDITOR'S REPORT

Taronga Conservation Society Australia

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of Taronga Conservation Society Australia (Taronga), which comprise the Statement by the Accountable Authority, the Statement of Comprehensive Income for the year ended 30 June 2024, the Statement of Financial Position as at 30 June 2024, the Statement of Changes in Equity and the Statement of Cash Flows, for the year then ended, and notes to the financial statements, including a Statement of Material Accounting Policies and other explanatory information.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the *Government Sector Finance Regulation 2024* (GSF Regulation) and the Treasurer's Directions
- presents fairly Taronga's financial position, financial performance and cash flows

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of Taronga in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

The Board's Responsibilities for the Financial Statements

The Board is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the GSF Act, GSF Regulation and Treasurer's Directions. The Board's responsibility also includes such internal control as The Board determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, The Board is responsible for assessing Taronga's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar4.pdf The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that Taronga carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Somaiya Ahmed
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

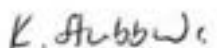
4 Oct 2024
SYDNEY

TARONGA CONSERVATION SOCIETY AUSTRALIA (TARONGA)
FINANCIAL STATEMENTS AND NOTES
FOR THE YEAR ENDED 30 JUNE 2024

Statement by the Accountable Authority

Pursuant to section 7.6(4) of the *Government Sector Finance Act 2018* ('the Act'), we being members of the Board state that these financial statements:

- have been prepared in accordance with the Australian Accounting Standards and the applicable requirements of the Act, the *Government Sector Finance Regulation 2024* and the Treasurer's Directions, and
- present fairly Taronga's financial position, financial performance and cash flows.



Chair of the Board



Member of the Board

Sydney
30 September 2024

INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2024

	Notes	2024 \$'000	2023 \$'000
Revenue			
Sale of Goods and Services	2	108,153	100,524
Government Grants	3	27,904	97,923
Investment Revenue	4	14,480	8,495
Other Income	5	19,640	18,386
Total Revenue		170,177	225,328
Expenses			
Personnel Services	6(a)	64,122	60,181
Depreciation and Amortisation	6(b)	36,257	33,553
Finance Costs	6(c)	1,471	1,451
Operating Expenses	7	57,158	52,662
Total Expenditure		159,008	147,847
NET RESULT		11,169	77,481

The accompanying notes form part of these Financial Statements.

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024

		2024	2023
	Notes	\$'000	\$'000
NET RESULT		11,169	77,481
Other comprehensive income:			
<i>Items that will not be reclassified to net result in subsequent periods</i>			
Changes in revaluation surplus of property, plant and equipment	11	122,083	33,300
Other comprehensive income for the year		122,083	33,300
TOTAL COMPREHENSIVE INCOME		133,252	110,781

The accompanying notes form part of these Financial Statements.

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2024

	Notes	2024 \$'000	2023 \$'000
ASSETS			
Current Assets			
Cash and Cash Equivalents	22(a)	8,778	11,674
Trade and Other Receivables	8	9,052	8,051
Inventories	9	1,885	1,696
Other Financial Assets	10	297,000	276,000
Total Current Assets		316,715	297,421
Non-Current Assets			
Property, Plant and Equipment	11		
-Land and Buildings		594,491	514,220
-Plant and Equipment		8,240	6,544
-Infrastructure		150,723	125,549
-Work-in-Progress		35,954	27,149
Total Property, Plant and Equipment		789,408	673,462
Right-of-use Assets	12	43	80
Intangible Assets	13	4	45
Total Non-Current Assets		789,455	673,587
Total Assets		1,106,170	971,008
LIABILITIES			
Current Liabilities			
Trade and Other Payables	15	25,352	28,237
Other Liabilities	16	41,594	36,036
Borrowings	17	2,726	3,589
Total Current Liabilities		69,672	67,862
Non-Current Liabilities			
Borrowings	17	47,686	46,942
Trade and Other Payables	15	1,510	2,031
Other Liabilities	16	713	836
Total Non-Current Liabilities		49,909	49,809
Total Liabilities		119,581	117,671
Net Assets		986,589	853,337
Equity			
Reserves		568,666	446,583
Accumulated Funds		417,923	406,754
Total Equity		986,589	853,337

The accompanying notes form part of these Financial Statements.

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024

	Accumulated Funds	Asset Revaluation Reserve	Total
	\$'000	\$'000	\$'000
Balance at 1 July 2023	406,754	446,583	853,337
Net result for the year	11,169	-	11,169
Other comprehensive income:			
Net change in revaluation surplus of property, plant and equipment	-	122,083	122,083
Total other comprehensive income	-	122,083	122,083
Total comprehensive income for the year	11,169	122,083	133,252
Balance at 30 June 2024	417,923	568,666	986,589

Balance at 1 July 2022	329,273	413,283	742,556
Net result for the year	77,481	-	77,481
Other comprehensive income:			
Net change in revaluation surplus of property, plant and equipment	-	33,300	33,300
Total other comprehensive income	-	33,300	33,300
Total comprehensive income for the year	77,481	33,300	110,781
Balance at 30 June 2023	406,754	446,583	853,337

The accompanying notes form part of these Financial Statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024

	Notes	2024 \$'000	2023 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES			
<u>Receipts</u>			
Sale of Goods and Services		133,417	124,353
Interest Received		14,478	6,062
Capital grant - NSW Government		13,229	74,820
Recurrent Grant - NSW Government		16,884	16,458
Other Grant - NSW Government		1,343	1,286
Other Grant - Australian Government		-	1,213
Insurance Proceeds		3,998	1,660
Total Receipts		183,349	225,852
<u>Payments</u>			
Personnel Services		(67,066)	(57,198)
Suppliers for Goods and Services		(60,830)	(57,453)
Finance Costs		(1,591)	(1,705)
Total Payments		(129,487)	(116,356)
Net Cash inflow from Operating Activities	22(b)	53,862	109,496
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchases of Property, Plant and Equipment		(35,729)	(44,326)
Purchases of Other Financial Assets		(21,000)	(76,000)
Proceeds from Sale of Property, Plant and Equipment		8	-
Net Cash outflow from Investing Activities		(56,721)	(120,326)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of Borrowings		(37)	(1,788)
Net Cash flow from Financing Activities		(37)	(1,788)
Net increase/(decrease) in cash and cash equivalents		(2,896)	(12,619)
Cash and cash equivalents at beginning of the year		11,674	24,293
Cash and cash equivalents at end of year	22(a)	8,778	11,674

The accompanying notes form part of these Financial Statements.

NOTES TO THE FINANCIAL STATEMENTS

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

1. Statement of Material Accounting Policies

a) Reporting Entity

Taronga is a NSW Government Public Non-Financial Corporation constituted under the *Zoological Parks Board Act 1973*. Taronga is a not-for-profit entity as profit is not its principal objective. The reporting entity is consolidated as part of the NSW Total State Sector Accounts.

Taronga comprises the activities of Taronga Zoo, Taronga Western Plains Zoo and the Taronga Foundation. Taronga's commercial activities, namely retail, catering, experience activities and accommodation are also included.

These financial statements for the year ended 30 June 2024 have been authorised for issue by the Board on 30 September 2024.

b) Basis of Preparation

The entity's financial statements are general purpose financial statements which have been prepared in accordance with:

- i. Applicable Australian Accounting Standards (AAS) (which include Australian Accounting Interpretations)
- ii. Government Sector Finance Regulations 2024
- iii. The requirements of the *Government Sector Finance Act 2018* (GSF Act)
- iv. Treasurer's Directions issued under the GSF Act.

Property, plant and equipment and certain financial assets and liabilities are measured using the fair value basis. Other financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is the entity's presentation and functional currency.

c) Comparative Figures

All comparative information presented for the preceding financial year corresponds to the disclosures specified for the current financial year, except where an Australian Accounting Standard permits or requires otherwise.

d) Statement of Compliance

Taronga's financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

e) Animal Collection

The animal collection managed by Taronga is reflected in Taronga's accounting records at one dollar. This is consistent with worldwide industry practice. Taronga regards the animals as part of a regional and international collection and not the specific property of the institution.

f) Changes in Accounting Policy, Including New or Revised Australian Accounting Standards

Effective for the first time in 2023/2024

All new or revised Australian Accounting Standards, amendments and interpretations applied for the first time in 2023/2024 are either not relevant to the operations of Taronga or do not have any impact on Taronga's results or disclosures.

Australian Accounting Standards issued but not yet effective

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards unless NSW Treasury determines otherwise.

When the following Accounting Standards and amendments become mandatory, additional disclosures may be required. Taronga has made an assessment and determined that there will be no material impact on the Financial Statements.

- AASB 2020-1 Amendments to Australian Accounting Standards - Classification of Liabilities as Current or Non-Current – Applicable from 1 July 2024
- AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities - Applicable from 1 July 2024

g) Impact of Climate-related matters on Financial Reporting for 2023/2024

Taronga has made an assessment and concluded that there is no material impact on the financial position and performance during the reporting period.

2. Sale of Goods and Services

	2024 \$'000	2023 \$'000
Sale of goods	14,218	13,428
Rendering of services	93,935	87,096
Total Sale of Goods and Services	108,153	100,524

Recognition and Measurement

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, and amounts collected by third parties.

Taronga recognises revenue when the amount of revenue can be reliably measured, it is probable that the future economic benefits will flow to the entity and specific criteria have been met for each of Taronga's activities. Revenue is recognised in accordance with the requirements of AASB 15 Revenue from Contracts with Customers or AASB 1058 Income of Not-for-Profit Entities, dependent on whether there is a contract with a customer defined by AASB 15 Revenue from Contracts with Customers.

Sale of Goods

Revenue from sale of goods is recognised when Taronga satisfies a performance obligation by transferring the promised goods. Taronga satisfies its performance obligations at the time of the sale of souvenirs, food items and at the same time the customer obtains control of promised goods. The payment is typically due at the time of transfer.

Rendering of Services

Revenue from rendering of services is recognised when Taronga satisfies the performance obligation by transferring the promised services. Taronga typically satisfies its performance obligations by providing entry to the guests visiting the zoos, providing catering facilities, ropes course experience, overnight accommodation, car parking facility, attendance to the events and experience from zoo activities. The customer obtains control of the promised services upon delivery of the experiences and providing access to certain facilities. Payments are due upon reservation of services and at times upon providing access to certain facilities. Revenue is measured at the prices published on Taronga's website and displayed at ticketing kiosks.

3. Government Grants

	2024 \$'000	2023 \$'000
<i>Grants to Construct a Recognisable Non-Financial Asset to be Controlled by Taronga:</i>		
Capital grant - NSW Government	3,977	27,179
<i>Grants without Sufficiently Specific Performance Obligations:</i>		
Capital grant - NSW Government	5,700	53,000
Recurrent grant - NSW Government	16,884	16,458
Other grant - NSW Government	1,343	1,286
Total Government Grants	27,904	97,923

Recognition and Measurement

Included in Government Grants income is the Recurrent grant received from NSW Government to fund public education, research, conservation work and asset maintenance. The note also includes Capital grants received to assist with the construction of major new assets (TZ Sky Safari, TWPZ Platypus Conservation Centre, TWPZ Serengeti Accommodation).

Grants to construct a Recognisable Non-Financial Asset to be controlled by Taronga

Where there is a written enforceable agreement in place, income from grants to acquire or construct a recognisable non-financial asset to be controlled by Taronga is received and recognised when Taronga satisfies its obligations under the transfer. Taronga satisfies the performance obligations under the transfer agreement to construct assets over time as the non-financial assets are being constructed. Revenue is recognised upon receipt of cash and completion of the construction activities whichever is at the later occurrence.

Grants without Sufficiently Specific Performance Obligations

Income from grants without sufficiently specific performance obligations, including where no written enforceable agreement is in place, is recognised upon receipt of cash.

4. Investment Revenue

	2024 \$'000	2023 \$'000
Term Deposits and Bank Interest	14,480	8,495
Total Investment Revenue	14,480	8,495

Recognition and Measurement

Interest income is recognised using the effective interest method. The effective interest rate is the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset.

5. Other Income

	2024	2023
	\$'000	\$'000
Sponsorship	4,747	4,746
Donations and Bequests	10,888	11,980
Proceeds from Insurance	3,998	1,660
Gain/(Loss) on Sale of Assets	7	-
Total Other Income	19,640	18,386

Recognition and Measurement

Sponsorship

Sponsorship revenue is brought to account as it is earned and is recognised when services are provided per sponsorship agreements. The value of goods and services received by way of sponsorship was included in revenue for the year as sponsorship income. The respective goods and services related to this income are reflected in the appropriate expense or asset accounts. The values of such sponsorships are brought to account on the condition that a fair value for the sponsorship could be ascertained.

Donations and Bequests

The Taronga Foundation's pledged donations including bequests are not recognised as income until received.

Proceeds from Insurance

Proceeds from insurance comprises of claims related to loss of revenue due to business disruption and destruction or damage to Taronga's assets. These claims are recognised as revenue upon receipt of approved payments.

Gain/(Loss) on Sale of Assets

Gains/(Losses) from sale of assets is recognised upon disposal of assets.

6. Expenses

a) Personnel Services

	2024	2023
	\$'000	\$'000
Salaries and Wages (including annual leave)	54,012	51,682
Superannuation - Defined Contribution Plans	5,908	5,297
Superannuation - Defined Benefit Plans*	(385)	(992)
Long Service Leave	886	675
Workers Compensation Insurance	376	410
Payroll Tax and Fringe Benefits Tax	3,325	3,109
Total Personnel Services	64,122	60,181

Recognition and Measurement

The personnel services is the expense incurred by Taronga on personnel services provided by the NSW Department of Planning and Environment (DPE) from 1 July 2023 to 31 December 2023 and NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW) from 1 January 2024 to 30 June 2024.

*As the employment is undertaken by DCCEEW, the defined benefit superannuation actuarial gain is included in Personnel Service Expenses in the Income Statement rather than in the Statement of Comprehensive Income. In 2024 a defined benefit superannuation actuarial gain of \$550,000 is included in superannuation defined benefit expense (\$1,157,000 gain in 2022/2023).

Personnel Service related costs amounting to \$712,862 have been capitalised during the year (\$942,386 in 2022/2023). These personnel service costs are excluded from the above.

b) Depreciation and Amortisation

	2024 \$'000	2023 \$'000
Depreciation		
Land and Buildings	25,436	24,270
Land and Buildings right-of-use assets	20	20
Plant and Equipment	1,768	1,715
Plant and Equipment right-of-use assets	17	53
Infrastructure	8,977	7,355
Amortisation		
Intangible Assets	39	140
Total Depreciation and Amortisation	36,257	33,553

Refer to Note 11, 12, and 13 for recognition and measurement policies on Depreciation and Amortisation.

c) Finance Costs

	2024 \$'000	2023 \$'000
Interest on Borrowings	1,550	1,684
Interest on Lease Liabilities	3	4
Amortisation of premiums relating to borrowings	(82)	(237)
Total Finance Costs	1,471	1,451

Recognition and Measurement

Finance costs consists of interest and other costs incurred in connection with the borrowing of the funds. Borrowing costs are recognised as expenses in the period in which they are incurred in accordance with Treasury's Mandate to not-for-profit entities.

7. Other Operating Expenses

	2024	2023
	\$'000	\$'000
Advertising and Promotions	3,720	3,336
Animal Husbandry & Research Support	3,636	3,561
Assets Disposed	893	654
Communications and Digital Technology	4,354	4,609
Contingent Labour	872	1,820
Contract Services	5,665	6,094
Cost of Goods Sold	5,362	4,766
Maintenance	7,609	7,035
Supply and Services	18,472	17,203
Utilities	3,278	3,584
Work in Progress Expensed	3,297	-
Total Other Operating Expenses	57,158	52,662

Total Maintenance Expenses

	2024	2023
	\$'000	\$'000
Maintenance expense - Contracted Labour and other (non-employee related) included in Note 7	7,609	7,035
Employee related Maintenance expense included in Note 6(a)	2,725	1,628
Total Maintenance expenses included in Note 6(a) and Note 7	10,334	8,663

Recognition and Measurement

Operating costs are recognised as an expense in the reporting period in which they are incurred. These expenses generally represent the day-to-day operating costs incurred in Taronga's normal operations.

Cost of Goods Sold

Cost of goods sold represents the amount of inventories sold during the year from retail activities and the cost of food and beverage for zoo activities.

Maintenance

The cost of day-to-day servicing or maintenance is charged to expenses as incurred, except where they related to the replacement of a part or component of an asset, in which case the costs are capitalised and depreciated.

Supply and Services

Supply and Services includes operating costs such as animal transport, audit fees, bank charges, conservation activities, catering, cleaning, insurance, legal, postage, printing and stationery, professional services, staff development, travel and vehicle costs.

8. Trade and Other Receivables

	2024 \$'000	2023 \$'000
Trade Receivables from Contracts with Customer	6,758	6,873
Less: Allowance for expected credit losses	-	-
	6,758	6,873
Prepayments	2,294	1,178
Total Trade and Other Receivables	9,052	8,051

Recognition and Measurement

Receivables

Trade receivables, which generally have 30-day terms, are recognised and carried at original invoice amount less an allowance for any uncollectible amounts. Short-term receivables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

Impairment

Taronga applies a simplified approach in calculating Expected Credit Losses (ECLs). Taronga recognises a loss allowance based on lifetime ECLs at each reporting date. Taronga has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

9. Inventories

	2024 \$'000	2023 \$'000
<u>Held for Distribution</u>		
Food for Animals	167	158
Stores and Spare Parts	147	202
	314	360
<u>Held for Resale</u>		
Souvenirs and Catering	1,571	1,336
	1,571	1,336
Total Inventories	1,885	1,696

Recognition and Measurement

Inventories held for distribution are stated at the lower of cost and current replacement cost. Inventories held for resale are stated at the lower of cost and net realisable value. The cost is calculated using the weighted average cost method. Current replacement cost is the cost Taronga would incur to acquire the asset on the reporting date. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

10. Other Financial Assets

	2024 \$'000	2023 \$'000
Term deposits:		
91 - 180 Days	43,000	32,000
181 - 270 Days	247,000	219,000
Over 270 Days	7,000	25,000
Total Term Deposits	297,000	276,000
Less: Allowance for expected credit losses	-	-
Total Other Financial Assets	297,000	276,000

Recognition and Measurement

Other financial assets include short term deposits that are due to mature between 3 and 12 months from the acquisition date. Term deposits due to mature within 3 months from the acquisition date are classified as cash and cash equivalents. Refer to note 18 for further disclosure on Other Financial Assets.

11. Property, Plant and Equipment

	Work in Progress \$'000	Land and Buildings \$'000	Plant and Equipment \$'000	Infrastructure \$'000	Total \$'000
At 1 July 2023 fair value					
Gross carrying amount	27,149	767,108	20,850	186,465	1,001,572
Accumulated Depreciation	-	(252,888)	(14,306)	(60,916)	(328,110)
Net carrying amount	27,149	514,220	6,544	125,549	673,462
At 30 June 2024 - fair value					
Gross carrying amount	35,954	853,859	25,200	220,695	1,135,708
Accumulated Depreciation	-	(259,368)	(16,960)	(69,972)	(346,300)
Net carrying amount	35,954	594,491	8,240	150,723	789,409

Reconciliation

Reconciliations of the carrying amount of each class of property, plant and equipment at the beginning and end of the current financial year is set out below:

	Work in Progress \$'000	Land and Buildings \$'000	Plant and Equipment \$'000	Infrastructure \$'000	Total \$'000
Year ended 30 June 2024					
Net carrying amount at beginning of year	27,149	514,220	6,544	125,549	673,462
Additions	21,699	5,716	2,099	4,765	34,279
Transfers	(9,597)	6,661	1,432	1,504	-
Disposals	-	(26,434)	(758)	(114)	(27,306)
Expensed	(3,297)	-	-	-	(3,297)
Revaluation increment	-	94,141	-	27,942	122,083
Depreciation expense	-	(25,436)	(1,768)	(8,976)	(36,180)
Depreciation on disposals	-	25,624	691	53	26,368
Net carrying amount at end of year	35,954	594,491	8,240	150,723	789,409

	Work in Progress	Land and Buildings	Plant and Equipment	Infrastructure	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
At 1 July 2022 fair value					
Gross carrying amount	27,248	714,039	18,678	165,329	925,295
Accumulated Depreciation	-	(228,840)	(12,667)	(53,562)	(295,069)
Net carrying amount	27,248	485,199	6,011	111,767	630,226
At 30 June 2023 - fair value					
Gross carrying amount	27,149	767,108	20,850	186,465	1,001,572
Accumulated Depreciation	-	(252,888)	(14,306)	(60,916)	(328,110)
Net carrying amount	27,149	514,220	6,544	125,549	673,462

Reconciliation

Reconciliations of the carrying amount of each class of property, plant and equipment at the beginning and end of the previous financial year is set out below:

	Work in Progress	Land and Buildings	Plant and Equipment	Infrastructure	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Year ended 30 June 2023					
Net carrying amount at beginning of year	27,248	485,199	6,011	111,767	630,226
Additions	42,141	565	1,180	40	43,926
Transfers	(41,974)	26,739	1,067	14,168	-
Disposals	-	(606)	(76)	-	(682)
Expensed	(266)	-	-	-	(266)
Revaluation increment	-	26,371	-	6,929	33,300
Depreciation expense	-	(24,270)	(1,714)	(7,355)	(33,339)
Depreciation on disposals	-	222	76	-	298
Net carrying amount at end of year	27,149	514,220	6,544	125,549	673,462

Recognition and Measurement

(a) Acquisition of Property, Plant and Equipment

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by Taronga. Cost is the amount of cash or cash equivalents paid or the fair value of the consideration given to acquire the assets at the time of its acquisition plus the costs incidental to the acquisition.

Assets acquired at no cost or for nominal consideration are initially recognised at their fair value at the date of acquisition. Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at measurement date.

(b) Capitalisation Thresholds

Property, plant and equipment and intangible assets costing \$2,000 and above individually (or forming part of a network costing more than \$2,000) are capitalised.

(c) Revaluation of Property, Plant and Equipment

Physical non-current assets are valued in accordance with the 'Valuation of Physical Non-Current Assets at Fair Value' (TPP 21-09). This Policy and Guideline Paper adopts fair value in accordance with AASB 13 *Fair Value Measurement* and AASB 116 *Property, Plant and Equipment*.

It further clarifies that fair value is determined by reference to its 'highest and best use' by market participants taking into account the existing physical, legal, financial and socio-political environment in which the entity operates and which results in the highest value.

Property, plant and equipment is measured at the highest and best use by market participants that is physically possible, legally permissible and financially feasible. The highest and best use must be available at a period that is not remote and take into account the characteristics of the asset being measured, including any socio-political restrictions imposed by government. In most cases, after taking into account these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be a feasible alternative use, where there are no restrictions on use or where there is a feasible higher restricted alternative use.

Fair value of land, infrastructure, buildings and plant and equipment is based on market participants' perspective, using valuation techniques that maximise relevant observable inputs and minimise unobservable inputs.

Non-specialised assets with short useful lives are measured at depreciated historical cost as an approximation of fair value. Taronga has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

Taronga revalues each class of "property, plant and equipment" except plant and equipment and WIP in accordance with TPP21-09. This requires a comprehensive revaluation at least every three years for Land using the market approach as the most appropriate valuation technique for that asset under AASB 13. Buildings and Infrastructure assets are re-valued using the cost approach and under AASB 13 will be re-valued at least every five years.

(d) Interim Revaluations

At the reporting date, Taronga consults Valuer General NSW a cluster agency under The Department of Planning Housing and Infrastructure for an indexation advice to determine if the carrying value of its assets differs materially from the fair value. In the event the carrying value of assets differs materially from fair value, Taronga performs a revaluation based on the advice of Valuer General and updates its asset values.

Details of the most recent comprehensive revaluation for all classes of assets are as follows:

Land

The value of the Taronga's land at the reporting date is based on a comprehensive revaluation conducted by FPV Consultants and Aspect Property in March 2023 for Taronga Zoo and Taronga Western Plains Zoo respectively. The land has been valued at fair value having regard to current use as indicated by the zoning, heritage restrictions and other controls over the property. Taronga has formed the opinion that there was no material change to the valuation for the period to 30 June 2024. The next comprehensive revaluation for land is due to be performed during the financial year 2025/2026.

Mosman – Taronga Zoo (28.1 hectares)

Zoning: Special Activities 1 – Zoological Gardens under Mosman Local Environmental Plan 2012. As per FPV Consultants valuation in March 2023, based on comparable values for open recreation land, \$84,300,000.

Dubbo – Taronga Western Plains Zoo (767.5 hectares)

Zoning: SP3 Tourist under the Dubbo Regional Local Environment Plan 2022.

As per Aspect Property valuation in March 2023 based on comparable zoning values, \$5,900,000.

Infrastructure

Valuation of the infrastructure includes all site works which are considered to add value to the site as used and not already valued as individual fixed assets (such as buildings). This includes all services, roads and landscaping, etc. The value for infrastructure was split between the major categories of roads, services and landscaping and its value to the site expressed at Depreciated Replacement Cost. A comprehensive valuation was conducted by Valuation NSW in March 2024, subsequently a desktop assessment was performed on the reporting date and the value in the Taronga's accounts for this class of asset has been adjusted accordingly.

Buildings, Enclosures and Improvements

The value of Taronga's buildings, enclosures and improvements is based on a comprehensive revaluation conducted by the Valuation NSW in March 2024 followed by a desktop assessment on the reporting date. The carrying value of these assets has been adjusted accordingly to reflect these updated valuations.

(e) Revaluation Increments/Decrements

Revaluation increments are recognised in other comprehensive income and credited directly to the asset revaluation reserve, except to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as loss in net result, the increment is recognised immediately as revenue in the net result.

Revaluation decrements are recognised immediately as expenses in the net result, except that, to the extent that a credit balance exists in the asset revaluation reserve in respect of the same class of assets, they are debited directly to the asset revaluation reserve.

As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise. When revaluing non-current assets the gross amount and the related accumulated depreciation are separately restated.

Where an asset that has previously been re-valued is disposed of, any balance remaining in the asset revaluation reserve in respect of that asset is transferred to the accumulated funds.

(f) Impairment of Property, Plant and Equipment

As a not-for-profit entity with no cash generating units, impairment under AASB 136 Impairment of Assets is unlikely to arise. As property, plant and equipment is carried at fair value or an amount that approximates fair value, impairment can only arise in the rare circumstances such as where the costs of disposal are material.

(g) Depreciation and Amortisation

Taronga has adopted a policy whereby depreciation is calculated on a straight-line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life. Details of depreciation rates and methods are as follows:

Category of Asset	Rate of Depreciation
Motor Vehicles	10.00%
Plant & Equipment	The rate being determined by the estimated life of the asset (3 – 10 years as appropriate).
Infrastructure	The rate being determined by the estimated life of the asset (3 – 40 years as appropriate).
Buildings, Enclosures and Improvements	The rate being determined by the estimated life of the asset (1 – 50 years as appropriate).

Taronga's intangible assets are amortised using the straight line method. Details of amortisation rates are as follows:

Category of Asset	Rate of Amortisation
Financial Application and Other Software	10.0% - 33.3%

These rates are consistent with those used in the previous year.

12. Leases**Entity as a Lessee****Right-of-use assets under leases**

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
Balance at 1 July 2023	62	17	80
Additions	-	-	-
Depreciation Expense	(20)	(17)	(37)
Balance at 30 June 2024	42	-	43

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
Balance at 1 July 2022	82	71	153
Additions	-	-	-
Depreciation Expense	(20)	(53)	(73)
Balance at 30 June 2023	62	17	80

Lease liabilities

	2024 \$'000	2023 \$'000
Balance at 1 July	80	153
Additions	-	-
Interest Expenses	3	4
Payments	(40)	(77)
Balance at 30 June	43	80

The following amounts were recognised in the statement of comprehensive income in respect of leases where Taronga is the lessee:

	2024 \$'000	2023 \$'000
Depreciation expense of right-of-use assets	(37)	(73)
Interest expense on lease liabilities	(3)	(4)
Total amount recognised in the statement of comprehensive income	(40)	(77)

Future minimum lease payments under non-cancellable leases are as follows:

	2024 \$'000	2023 \$'000
Within one year	47	71
Later than one year and not later than five years	-	50
Total (including GST)	47	121
Less: GST recoverable	4	11
Total (excluding GST)	43	110

Taronga had total cash outflows for leases of \$37,171 during 2023/2024 (\$66,028 2022/2023).

Taronga leases land for browse plantations, office, and warehouse equipment. Lease contracts are typically made for fixed periods of 2 to 10 years. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants, but leased assets may not be used as security for borrowing purposes. Taronga does not provide residual value guarantees in relation to leases.

13. Intangible Assets

	Software and other Intangibles \$'000
At 1 July 2023	
Cost (gross carrying amount)	2,408
Accumulated Amortisation and Impairment	(2,363)
Net carrying amount	45

At 30 June 2024	
Cost (gross carrying amount)	2,368
Accumulated Amortisation and Impairment	(2,364)
Net carrying amount	4

Year ended 30 June 2024	
Net carrying amount at beginning of year	45
Additions (acquisitions)	-
Transfers	-
Disposals	(41)
Amortisation	(39)
Amortisation on disposals	39
Net carrying amount at end of year	4

	Software and other Intangibles \$'000
At 1 July 2022	
Cost (gross carrying amount)	2,427
Accumulated Amortisation and Impairment	(2,240)
Net carrying amount	187

At 30 June 2023	
Cost (gross carrying amount)	2,408
Accumulated Amortisation and Impairment	(2,363)
Net carrying amount	45

Year ended 30 June 2023	
Net carrying amount at beginning of year	187
Additions (acquisitions)	-
Transfers	-
Disposals	(2)
Amortisation	(140)
Amortisation on disposals	-
Net carrying amount at end of year	45

Recognition and Measurement

Taronga recognises intangible assets only if it is probable that future economic benefits will flow to Taronga and the cost of the asset can be measured reliably. Intangible assets are measured initially

at cost. Where an asset is acquired at no cost or nominal cost, the cost is its fair value as at the date of acquisition.

Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for some of Taronga's software classified as intangible assets, these assets are carried at cost less any accumulated amortisation and impairment losses.

In general, intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount the carrying amount is reduced to the recoverable amount or the reduction is recognised as an impairment loss.

Cost of software as a service is not considered as an intangible asset, instead it is recognised as a service expense during the year. Any costs related to configuration and or customisation of cloud software is also recognised as an expense.

14. Fair Value Measurement of Non-Financial Assets

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability or in the absence of a principal market, in the most advantageous market for the asset or liability.

When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13, Taronga categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

Level 1 - quoted (unadjusted) prices in active markets for identical assets / liabilities that the entity can access at the measurement date.

Level 2 - inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.

Level 3 - inputs that are not based on observable market data (unobservable inputs).

Taronga recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

(a) Fair Value Hierarchy

2024	Level 1	Level 2	Level 3	Total Fair Value
	\$'000	\$'000	\$'000	\$'000
Property Plant and Equipment				
Land and Buildings	-	90,485	504,006	594,491
Infrastructure	-	-	150,723	150,723
	-	90,485	654,729	745,214

2023	Level 1	Level 2	Level 3	Total Fair Value
	\$'000	\$'000	\$'000	\$'000
Property Plant and Equipment				
Land and Buildings	-	90,485	423,735	514,220
Infrastructure	-	-	125,549	125,549
	-	90,485	549,284	639,769

There were no transfers between Level 1 or 2 during the year.

(b) Valuation Techniques, Inputs and Processes

The Fair value of land, buildings and infrastructure was determined by Valuer General NSW and Aspect Property. Taronga's land has been valued using the direct comparison approach and classified as level 2, under this valuation method transactions of land acquired for special uses and open space purposes are analysed and considered for comparison purposes.

Fair value of buildings and infrastructure is measured using the cost approach. This valuation technique reflects the amount that would be required currently to replace the service capacity of the asset. Buildings and infrastructure are categorised as level 3.

(c) Reconciliation of Recurring Level 3 Fair Value Measurements

2024	Buildings	Infrastructure	Total Recurring Level 3 Fair value
	\$'000	\$'000	\$'000
Fair Value as at 1 July 2023	423,734	125,550	549,284
Additions	12,377	6,269	18,646
Revaluation increments recognised in other comprehensive income	94,141	27,942	122,083
Disposals	(811)	(61)	(872)
Depreciation	(25,436)	(8,976)	(34,412)
Fair Value as at 30 June 2024	504,005	150,724	654,729

2023	Buildings	Infrastructure	Total Recurring Level 3 Fair value
	\$'000	\$'000	\$'000
Fair Value as at 1 July 2022	396,501	111,767	508,268
Additions	27,304	14,207	41,511
Revaluation increments recognised in other comprehensive income	24,583	6,930	31,513
Disposals	(384)	-	(384)
Depreciation	(24,270)	(7,354)	(31,624)
Fair Value as at 30 June 2023	423,734	125,550	549,284

15. Trade and Other Payables

	2024 \$'000	2023 \$'000
Current Liabilities		
Operating Expense Creditors	4,746	4,179
Capital Creditors	1,139	2,635
Accruals and Other Creditors	5,290	4,823
Personnel Services	14,177	16,600
Total Current Trade and Other Payables	25,352	28,237
Non-Current Liabilities		
Personnel Services	1,510	2,031
Total Non-Current Trade and Other Payables	1,510	2,031
Total Trade and Other Payables	26,862	30,268

Recognition and Measurement

Payables are initially recognised at fair value, usually based on the transaction cost. Trade accounts payable are generally settled within 30 days.

(a) Personnel Services

	2024 \$'000	2023 \$'000
Current Liabilities		
Salaries and Wages Payable	209	3,040
Annual Leave Provision	4,026	4,044
Long Service Leave Provision	8,888	8,557
Defined Benefit Superannuation	1,054	959
Total Current Payable	14,177	16,600
Non-Current Liabilities		
Defined Benefit Superannuation	1,510	2,031
Total Non-Current Payable	1,510	2,031
Total Personnel Services	15,687	18,631

Recognition and Measurement

Since the Administrative Arrangement Order 2023, commencing 1 January 2024 all employees are under the employment of DCCEEW (previously DPE), therefore salaries and wages, annual leave and on-costs are classified as personnel services expenses and provisions for annual leave, long service leave and defined benefit superannuation plans are recognised as payables.

(a) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

Liabilities for salaries and wages that fall due wholly within 12 months of the reporting date are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when the liabilities are settled.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefit accrued in the future.

All accrued annual leave is treated as a current liability with the expectation that annual leave will be taken when due. The on-costs i.e. payroll tax, worker's compensation insurance premiums and superannuation which are consequential to employment have been taken into account in calculating annual leave provisions.

(b) Long Service Leave and Superannuation

The liability for long service leave is recognised as payables under personnel services and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on Government bonds with terms to maturity that match as closely as possible the estimated future cash flows.

Superannuation expense is determined using the formulae specified in the Treasurer's Directions. All employees are entitled to superannuation benefits under one of the superannuation schemes, namely Aware Super (AS), State Authorities Non-Contributory Superannuation Scheme (SANCS), State Authorities Superannuation Scheme (SASS), and State Superannuation Scheme (SSS). All funds are administered by the Superannuation Administration Corporation trading as Mercer Administration Services (Australia) Pty Ltd.

The superannuation schemes SSS, SASS and SANCS are all defined benefit schemes; at least a component of the final benefit is derived from a multiple of member salary and years of membership. All three schemes are closed to new members. Employees who are not members of an associated scheme and were covered by the State Authorities Non-Contributory Scheme (Basic Benefit) are automatically transferred into AS. Employees also have the choice of using other superannuation schemes and some have opted to do so.

(c) Consequential on-costs

The outstanding amounts of payroll tax, workers' compensation insurance premiums, and fringe benefits tax, which are consequential to employment, are recognised as either liabilities or expenses depending on where the employee benefits to which they relate have been recognised.

16. Other Liabilities

	2024 \$'000	2023 \$'000
Contract Liabilities - Current	22,374	20,368
Liabilities arising from transfers to construct non-financial assets	19,220	15,668
Total Other Current Liabilities	41,594	36,036
Contract Liabilities - Non-Current	713	836
Total Other Non-Current Liabilities	713	836
Total Other Liabilities	42,307	36,872

Recognition and Measurement

Contract Liabilities represents payments received in advance for Zoo admission, overnight accommodation and other Zoo activities. Liabilities arising from transfers to construct non-financial assets are recognised when funds are received in advance and until the obligation to construct a recognisable non-financial asset is completed.

Reconciliation of Liabilities arising from transfers to construct non-financial assets

	2024 \$'000	2023 \$'000
Opening balance of liabilities arising from transfers to acquire/construct non-financial assets to be controlled by the entity	15,668	21,027
Add: receipt of cash during the financial year	13,229	54,800
Deduct: income recognised during the financial year	9,677	60,159
Closing balance of liabilities arising from transfers to construct non-financial assets to be controlled by the entity	19,220	15,668

17. Borrowings

	2024 \$'000	2023 \$'000
NSW Treasury Corporation (TCorp) Borrowings	50,368	50,451
These loans are due to mature as follows:		
Not later than one year	2,683	3,519
Later than one year but not later than two years	5,897	2,742
Later than two years but not later than five years	22,323	17,571
Later than five years	19,465	26,619
Total NSW TCorp Borrowings	50,368	50,451
Lease Liability - Current	42	70
Lease Liability - Non Current	-	10
Total Borrowings	50,410	50,531

Recognition and Measurement

Borrowings classified as financial liabilities at amortised cost are initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in net result when the liabilities are derecognised as well as through the amortisation process. Refer to Note 12 for accounting policy for lease liabilities.

Face Value and Capital Value of Loans

	2024 \$'000	2023 \$'000
Face Value of Loans	51,231	50,812
Add Unamortised Premium	-	-
Less Discount	(863)	(361)
Capital Value of Loans	50,368	50,451

Reconciliation of Changes in Liabilities Arising from Financing Activities

2024	1-Jul-23 \$'000	Cash flows \$'000	Amortisation \$'000	30-Jun-24 \$'000
TCorp Borrowings	50,451	-	(83)	50,368
Total Liabilities from Financing Activities	50,451	-	(83)	50,368

2023	1-Jul-22 \$'000	Cash flows \$'000	Amortisation \$'000	30-Jun-23 \$'000
TCorp Borrowings	52,403	(1,715)	(237)	50,451
Total Liabilities from Financing Activities	52,403	(1,715)	(237)	50,451

18. Financial Instruments

Taronga has exposure to the following risks from its use of financial instruments:

- Credit risk
- Liquidity risk
- Market risk

The Board of Directors has overall responsibility for the establishment and oversight of the risk management framework.

Taronga's Performance, Audit, Risk & Safety Committee is responsible for monitoring risk management policies. The Committee reports regularly to the Board of Directors on its activities.

Risk management policies are established to identify and analyse the risks faced by Taronga, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and Taronga's activities. Taronga, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees understand their roles and obligations.

The Performance, Audit, Risk & Safety Committee oversees how management monitors compliance with Taronga's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by Taronga.

Financial Instrument Categories

Financial Assets	Notes	Category	2024	2023
Class:			\$'000	\$'000
Cash and Cash Equivalents	22	Amortised Cost, Fair Value	8,778	11,674
Receivables (1)	8	Amortised cost	6,500	5,868
Other Financial Assets	10	Amortised cost	297,000	276,000
Financial Liabilities				
Class:				
Payables (2)	15	Financial liabilities measured at amortised cost	26,862	30,268
Borrowings	17	Financial liabilities measured at amortised cost	50,368	50,451

(1) Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7).

(2) Excludes statutory payables and unearned revenue in (i.e. not within scope of AASB 7).

Financial Instruments give rise to positions that are a financial asset either of Taronga or its counterparty and a financial liability (or equity instrument) of the other party. For Taronga these include cash, receivables, cash deposited at the bank, payables and borrowings.

In accordance with AASB 7 *Financial Instruments: Disclosures*, information is disclosed below in respect of the market risk, credit risk and liquidity risk of financial instruments.

Financial instruments are carried at amortised cost. However, the fair value of the other classes of financial instruments approximates their carrying value.

Taronga does not enter into or trade financial instruments for speculative purposes. Taronga does not use financial derivatives.

a) Credit Risk

Credit risk arises from the financial assets of Taronga which comprises trade and other receivables. The carrying amount of Taronga's financial assets represents the maximum credit exposure. Credit risk is the risk of financial loss to Taronga if a customer or counterparty to a financial instrument fails to meet its contractual obligations and arises principally from Taronga's receivables from customers. The maximum exposure to credit risk is represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of Taronga, including cash, receivables and authority deposits. No collateral is held by Taronga. Taronga has not granted any financial guarantees.

Credit risk associated with Taronga's financial assets, other than receivables is managed through the selection of counterparties and the establishment of minimum credit rating standards.

Cash and Other Financial Assets

Cash and Other Financial Assets comprises cash on hand, Term Deposits with ANZ Banking Corporation and Bank of Queensland. Interest is earned on daily bank balances. At balance date the cash deposits were earning an average interest rate of 5.06% (2022/2023 4.62%), the weighted average interest rate for the period was 4.83% (2022/2023 3.65%). None of these balances are past due or impaired.

Receivables - Trade Debtors

Taronga applies the AASB 9 simplified approach to measure expected credit losses which uses a lifetime expected loss allowance for all trade debtors.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The expected loss rates are based on historical observed loss rates. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables. Taronga has identified the GDP and the unemployment rate to be the most relevant factors, and accordingly adjusts the historical loss rates based on expected changes in these factors.

Trade debtors are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others a failure to make contractual payments for a period of greater than 91 days past due.

The loss allowance for trade debtors is as below:

30-Jun-24	\$'000					Total
	Current	<30 days	30-60 days	61-90 days	>91 days	
Expected credit loss rate	0%	0%	0%	0%	100%	
Gross carrying amount	6,360	129	11	-	-	6,500
Expected credit loss allowance	-	-	-	-	-	-

30-Jun-23	\$'000					Total
	Current	<30 days	30-60 days	61-90 days	>91 days	
Expected credit loss rate	0%	0%	0%	0%	100%	
Gross carrying amount	5,403	316	76	73	-	5,868
Expected credit loss allowance	-	-	-	-	-	-

Taronga is not materially exposed to concentration of credit risk to a single trade debtor or group of debtors. Taronga's maximum exposure to credit risk at reporting date was \$6,500,000 (\$5,868,000 in 2022/2023).

Taronga's maximum exposure to credit risk for trade receivables at the reporting date by type of customer was:

	2024	2023
	\$'000	\$'000
Trade Receivables Owing from NSW Government Entities	1,846	1,242
Trade Receivables Owing from Non-Government Educational Bodies	18	3
Trade Receivables Owing from Tourism Operators	302	284
Trade Receivables Owing from Other Entities	3,177	3,342
Trade Receivables Owing from Sponsors	152	305
Trade Receivables Owing from Catering Operator	1,005	692
Less: Expected credit loss allowance	-	-
	6,500	5,868

b) Liquidity Risk

Liquidity risk is the risk that Taronga will not be able to meet its financial obligations as and when they fall due. Taronga's approach to managing liquidity is to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they fall due under both normal and stressed conditions.

Taronga continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets. During the current and prior years, there were no defaults or breaches in any loans payable. No assets have been pledged as collateral.

Liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced.

The following are the contractual maturities of financial liabilities, including estimated interest payments:

		Maturity Dates							
30-Jun-2024	Weighted Average Effective Int Rate %	Carrying Amount \$'000	Contractual Cash flows \$'000	< 6 mnths \$'000	6-12 mnths \$'000	>1yr \$'000	<2 yrs \$'000	2-5 yrs \$'000	>5 yrs \$'000
Non-derivative Financial liabilities									
Trade and Other Payables		11,175	(11,175)	(11,175)	-	-	-	-	-
Borrowings - Fixed Interest Rate	3.00%	50,368	(57,663)	(3,431)	(689)	(7,167)	(25,126)	(21,250)	
Lease Liabilities	2.38%	42	(45)	(25)	(20)	-	-	-	
30-Jun-2023	Weighted Average Effective Int Rate %	Carrying Amount \$'000	Contractual Cash flows \$'000	< 6 mnths \$'000	6-12 mnths \$'000	>1yr \$'000	<2 yrs \$'000	2-5 yrs \$'000	>5 yrs \$'000
Non-derivative Financial liabilities									
Trade and Other Payables		11,637	(11,637)	(11,637)	-	-	-	-	-
Borrowings - Fixed Interest Rate	2.87%	50,451	(58,319)	(788)	(4,267)	(4,027)	(20,671)	(28,566)	
Lease Liabilities	2.38%	80	(96)	(35)	(35)	(26)	-	-	

The Borrowings are shown as maturing in the future periods above, including interest payable thereon. The Board can recommend to either repay the loans on maturity or to extend these loans for a further period.

c) Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

Taronga has no exposure to foreign currency risk and does not enter into commodity contracts.

Taronga's financial instruments comprise trade receivables and payables which do not earn/incur interest and fixed interest treasury loans which are not subject to interest rate fluctuations.

Cash deposited at the bank earns interest at a variable rate. A sensitivity analysis of the impact of an interest rate rise or fall of 100 basis points is included below.

Interest Rate Risk

Interest rate risk arises through Taronga's Interest bearing financial liabilities.

Financial Instruments

As at the reporting date the interest rate profile of Taronga's interest bearing financial instruments was:

Fixed Rate Instruments	2024	2023
	\$'000	\$'000
Financial Liabilities - Borrowings	50,368	50,451
Variable Rate Instruments		
Financial Assets	8,778	11,674

Taronga manages its exposure to interest rate risk by financing borrowings through fixed rate borrowings.

Summarised Sensitivity Analysis

The below sensitivity analysis shows Taronga's exposure to interest rate risk in the event of +/-1% change in the interest rates.

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount	Profit	Equity	Profit	Equity
2024	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets					
Cash and cash equivalents	8,778	(88)	(88)	88	88
Receivables	6,500	-	-	-	-
Other Financial Assets	297,000	(2,970)	(2,970)	2,970	2,970
Financial liabilities					
Payables	26,862	-	-	-	-

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount	Profit	Equity	Profit	Equity
2023	\$'000	\$'000	\$'000	\$'000	\$'000
Financial assets					
Cash and cash equivalents	11,674	(117)	(117)	117	117
Receivables	5,868	-	-	-	-
Other Financial Assets	276,000	(2,760)	(2,760)	2,760	2,760
Financial liabilities					
Payables	30,268	-	-	-	-

There have been no changes in any of the assumptions used in preparing the above sensitivity analysis from the prior year.

Fair Value Measurement

Fair Value Compared to Carrying Amount

Financial instruments are generally recognised at amortised cost.

The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value because of the short-term nature of many of the financial instruments.

	Carrying Value		Fair Value	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Financial Assets				
Cash and Cash Equivalents	8,778	11,674	8,778	11,674
Receivables	6,500	5,868	6,500	5,868
Other Financial Assets	297,000	276,000	297,000	276,000
	312,278	293,542	312,278	293,542
Financial Liabilities				
Payables	26,862	30,268	26,862	30,268
Borrowings	50,368	50,451	47,597	47,324
	77,230	80,719	74,459	77,592

19. Restricted Assets

Taronga received fundraising income into the Taronga Foundation and certain amounts from Government Grants, for specific projects or purposes. As required by the Australian Accounting Standards, amounts have been recognised in the Income Statement or Statement of Financial Position which are yet to be spent in the manner specified. Unexpended amounts totalling \$174,740,000 (\$172,456,000 in 2022/2023) have been included in Other Financial Assets as at 30 June 2024. The unexpended restricted funds are held separately from Taronga's unrestricted funds.

	Unexpended Amount	
	2024	2023
Taronga Foundation and Capital Program	\$'000	\$'000
Taronga Foundation Capital and Conservation Program Fundraising	67,376	55,771
Externally Funded Projects	12,096	12,577
Major Capital Projects Funded by NSW Government	95,268	104,108
Total	174,740	172,456

Reconciliation of Taronga Foundation

	2024	2023
Taronga Foundation and Capital Program	\$'000	\$'000
Opening balance Taronga Foundation	55,771	47,650
Net Fundraising Surplus during the year	16,259	13,997
Distribution to Conservation and Capital programs	(4,654)	(5,876)
Closing Balance	67,376	55,771

20. Remuneration of Auditors

The Audit Office fees for auditing Taronga's financial statements were \$126,000 (\$119,800 in 2022/2023). The auditors received no other benefits.

21. Related Party Disclosures

Taronga's Key Management Personnel includes the Chief Executive, the Divisional Directors and Members of the Board as they are directly or indirectly authorised and responsible for planning, directing and controlling the activities of Taronga.

(a) Chief Executive and Divisional Directors

Mr Cameron Kerr – Chief Executive
 Mr Simon Duffy – Executive Divisional Director (to 31 May 2024)
 Mr Nicholas Boyle – Executive Divisional Director (from 1 June 2024)
 Ms Narelle Beattie – Divisional Director
 Ms Leila Davis – Divisional Director
 Mr Andrew Elphinstone – Divisional Director (from 11 June 2024)
 Mr Steven Hinks – Divisional Director
 Mr Stuart Marshall - Divisional Director

	2024	2023
Key Management Personnel Compensation	\$'000	\$'000
Short-term employee benefits	1,802	1,879
Other long-term employee benefits	72	48
Total	1,874	1,927

The above compensation forms part of the personnel services provided by DPE and DCCEEW – refer note 6(a).

The Key Management Personnel compensation excludes The Minister for Climate Change, Energy, Environment and Heritage. Ministerial compensation is paid by the NSW Legislature and not by Taronga.

(b) Members of the Board

Ms Penelope Bingham-Hall – Chair (to 31 December 2023)
Ms Kristin Stubbins – Chair (from 1 January 2024)
Ms Laura Berry
Ms Jennifer Cowley
Mr Joseph David
Ms Catherine Harris
Mr Michael Herring
Ms Sarah Norgate
Mr Richard Kingsford (from 18 December 2023)
Mr Murray Wood
Mr Talal Yassine (from 29 April 2024)

Board remuneration (including superannuation and payroll tax) totalling \$152,490 (\$177,238 in 2022/2023) was paid. This amount included honoraria of \$19,447 (\$38,718 in 2022/2023) paid to the Chair of the Board and \$133,044 (\$138,520 in 2022/2023) paid to the other members of the Board. The rates of remuneration were fixed and approved by the NSW Premier's Department. During the year members of Taronga's Board donated all or part of their honorarium to Taronga Foundation. One Board member has elected to serve in a voluntary capacity and received no remuneration.

The Board honorarium remuneration brackets are displayed below together with the number of members in each bracket.

	2024	2023
\$0	2	1
\$10,000 - \$19,999	9	8
\$30,000 - \$39,999	0	1
Board Members	11	10

Other than the above there were no transactions with key management personnel, their close family members and controlled or jointly controlled entities thereof.

(c) Government Related Entities

During the year, Taronga entered into transactions with other entities that are controlled/jointly controlled/significantly influenced by NSW Government. This includes grants and other project funding from NSW Treasury and Department of Regional NSW (Note 3), NSW Department of Planning, and Environment, NSW Department of Environment, Climate Change and Water, insurance arrangements obtained from NSW Self Insurance Corporation, personnel services arrangements with DCCEEW (Note 6a), financing arrangements with TCorp (Note 6c), funding from NSW Department of Communities and Justice for special indigenous programs, providing conservation and animal welfare expertise for various programs through DCCEEW, delivering accredited courses to students funded by NSW Department of Education and receiving asset valuation services from Valuer General of NSW.

22. Notes to the Cash Flow Statement**(a) Reconciliation of Cash and Cash Equivalents**

Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

	2024 \$'000	2023 \$'000
Cash at bank and on hand	8,778	11,674
Total	8,778	11,674

(b) Reconciliation of Net Result to Net Cash Provided from Operating Activities:

	2024 \$'000	2023 \$'000
Net Result	11,169	77,481
Depreciation and Amortisation	36,257	33,553
(Gain)/Loss on Sale of Assets	(7)	-
Amounts capitalised in prior years transferred to profit and loss	4,191	654
Change in Assets and Liabilities:		
(Increase)/Decrease in GST Receivable	438	134
(Increase)/Decrease in Accounts Receivable	(324)	(2,321)
(Increase)/Decrease in Inventories	(189)	(386)
Increase/(Decrease) in Creditors and Accruals	1,036	1,416
(Increase)/Decrease in Prepayments	(1,116)	39
Increase/(Decrease) in Contract Liabilities	5,434	(3,821)
Increase/(Decrease) in Employee Entitlements	(2,518)	4,038
Increase/(Decrease) in Unfunded Superannuation	(426)	(1,054)
Movement in Unamortised (Premium)/Discount on Loans	(83)	(237)
Net Cash Provided From Operating Activities	53,862	109,496

Taronga has not entered into any non-cash financing or investing activities.

23. Commitments for Expenditure

Capital Expenditure Commitments

Aggregate capital expenditure for the acquisition of property, plant and equipment contracted at balance date and not provided for:

	2024 \$'000	2023 \$'000
Not later than one year	9,306	29,609
Later than one year and not later than five years	2,360	781
Total including GST	11,666	30,390

GST Input Tax Credit Claimable on Commitments amounts to \$1,060,513 (\$2,762,000 in 2022/2023).

24. Contingent Assets and Liabilities

Taronga is not aware of any contingent assets or liabilities at 30 June 2024 (nil in 2022/2023).

25. Subsequent Events

There were no subsequent events occurring after balance date that have materially affected or may materially affect the results reported.

End of Audited Financial Statements

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JUVENILE GALAPAGOS TORTOISE AT
TARONGA WESTERN PLAINS ZOO DUBBO

PHOTO BY SHALLON MCREADDIE



Appendix 1

Functions of the Taronga Conservation Society Australia

The main functions of the Board of the Taronga Conservation Society Australia are specified in Section 15 of the *Zoological Parks Board Act 1973*, which provides as follows:

- (1) The Board may establish, maintain and control zoological parks (Taronga) for the following purposes:
 - a) carrying out research and breeding programs for the preservation of endangered species;
 - b) carrying out research programs for the conservation and management of other species;
 - c) conducting public education and awareness programs about species conservation and management; and
 - d) displaying animals for educational, cultural and recreational purposes.
- (2) The Board may also maintain and control:
 - a) the zoological park established before the commencement of the Act on the land described in Schedules 3 and 4 under the name 'Taronga Zoological Park'; and
 - b) other zoological parks on land or premises vested in or held by the Board, whether or not those parks were established by the Board, for the purposes referred to in this section.
- (3) The Board:
 - a) may cooperate with, and provide funds and other assistance to, such scientific and other institutions, governments and other bodies and individuals as the Board may determine in connection with species conservation and management and for other scientific and zoological purposes; and
- b) may investigate and carry out research into:
 - (i) the design of, and equipment and procedures in zoological parks; and
 - (ii) the care and well-being of animals kept in zoological parks, whether or not those zoological parks are maintained and controlled by the Board; and
- c) may provide educational services for the public (whether in the nature of lectures, broadcasts, films, publications or otherwise) about species conservation and management, zoological parks and the biology of animals and;
- d) may provide and charge for such services in connection with zoological parks maintained and controlled by the Board as the Board may determine; and
- e) may make recommendations or reports to the Minister with respect to matters connected with the Board's power, authorities, duties, functions or the administration of this Act.

- (4) The Minister may request the Board to make recommendations or reports to the Minister with respect to matters connected with the Board's powers, authorities, duties and functions or the administration of this Act and the Board is to comply with any such request.
- (5) The Board may exercise and perform such other powers, authorities, duties and functions as may be conferred or imposed on the Board or under this or any other Act

Appendix 2

Research Projects and Conservation Programs

AEC no. if Applicable	Project Title	Researchers	Partner Institution	Source of External Funds
	Georges Turtle (Bellinger River Snapping Turtle) virus: finding the source	Dr P Kirkland Dr K Rose Ms J Hall Dr K Parrish Dr E Ariel	NSW National Parks and Wildlife Service, NSW Department of Primary Industries, NSW Health, Local Lands Services	
3c/10/18	Uluru-Kata Tjuta NP Mala Census	Dr K Rose	Parks Australia	Parks Australia
4a/04/18 3a/12/18	Fire management implications for biodiversity in Kakadu National Park	Dr K Rose	Parks Australia	Parks Australia
	Taking one health to the oceans: Investigating unsolved cetacean mortality events	Dr K Rose Dr H Fenton Ms J Hall Ms N Dobson		Wildlife Health Australia
4b/10/21	Understanding the impact of disease and pollution on New Zealand Fur Seals (<i>Arctocephalus forsteri</i>)	Ms J Hall Dr H Bender Dr B Pitcher	NSW DCCEEW, National Measurement Institute, Griffith University, NSW National Parks and Wildlife Service	NSW DCCEEW, NSW National Parks and Wildlife Service

AEC no. if Applicable	Project Title	Researchers	Partner Institution	Source of External Funds
	Amphibian Mass Mortality Investigation 2021	Dr K Rose Ms J Hall Dr J Rowley	Australian Museum, University of Sydney	
	Beaked Whale Health (Ecotoxicology)	Ms J Hall Dr K Rose	Southern Cross University, Dolphin Marine Conservation Park	Southern Cross University, Ocean Warriors Australia
3b/04/23	Christmas Island Cadmium	Ms J Hall Dr K Rose	Christmas Island National Park (Parks Australia), NSW DCCEEW (Environmental Toxicology)	Parks Australia
3d/12/22 3e/12/22	Small Mammal Translocations 2.0, Booderee National Park	Dr K Rose Ms J Hall Dr H Fenton Mr N Dexter	Parks Australia	
3a/08/23	Retrospective and prospective analyses for emerging arboviruses of public health relevance in New South Wales wildlife	Dr K Rose Dr H Fenton Ms J Hall Ms N Dobson	NSW Health, NSW Department of Primary Industries, Taronga Wildlife Hospital, Taronga Western Plains Zoo Wildlife Hospital, University of Wollongong, University of New South Wales, CSIRO	NSW Health
19/119B (University of NSW)	The chemical exposome of Myall Lake Dingoes: exploring exposure to rodenticides, pesticides and PFAS	Ms J Hall Dr B Pitcher Dr N Jordan	NSW DCCEEW - Science, Economics and Insights Division	NSW DCCEEW
4c/10/21	Discovery and genomic characterization of microbes in Australian native, domestic and feral animals	Dr K Rose Dr E Holmes Dr E Harvey Mr J Mifsud	University of Sydney	
4a/10/22	Flora and Fauna Surveys - Uluru-Kata Tjuta National Park	Dr K Rose Ms T Guest	Parks Australia	
30/2015 (South Australian Wildlife Ethics Committee)	Multimodal communication in marine mammals (Sea Lions on the Edge)	Dr B Pitcher Prof R Harcourt Dr A Charriton Dr I Charrier	Macquarie University, CNRS France	CNRS France, Macquarie University
4d/06/22 3a/02/20	Assessing social networks and fitness in the critically endangered, captive bred for release, Regent Honeyeater	Dr J Tripovich Dr B Pitcher Dr A Burns Mr A Elphinstone Dr R Crates D Ingwersen	Australian National University, Birdlife Australia	Winifred Violet Scott Charitable Trust
3a/08/18	Behavioural ecology of the critically endangered Plains-wanderer	Dr B Pitcher Dr A Burns Dr M Van Sluys		
R24L366	Welfare on Display	Dr B Pitcher Mr J Cincotta Dr S Nakagawa Dr A Sowyma	University of New South Wales	
	Threatened Species Conservation Breeding Platform	Dr J Tripovich Mr J Cincotta Dr B Pitcher Ms C Ford Mr A Elphinstone	University of New South Wales	

AEC no. if Applicable	Project Title	Researchers	Partner Institution	Source of External Funds
3C/12/23	Platypus emergency response and resilience framework	Dr J O'Brien Dr P Meagher A Elphinstone Prof. R Kingsford Dr G Bino Dr T Hawke Dr N Jordan Dr B Pitcher Dr J Day	University of New South Wales Healesville Sanctuary Tidbinbilla Reserve, ACT Government	University of New South Wales
	Great Barrier Reef Recovery Initiative	Dr R Hobbs Dr J O'Brien Dr M Hagedorn Dr J Daly Dr L Bay Dr M van Oppen Dr T Ainsworth	Australian Institute of Marine Science Smithsonian Institution University of New South Wales, Great Barrier Reef Foundation	Great Barrier Reef Foundation Coral Research and Development Accelerator Platform
3b1020 4b0820	Securing genetic diversity of threatened frogs through strategic biobanking.	Dr R Hobbs Dr J O'Brien Mr M McFadden Dr M Magrath Mr D Gilbert Dr A Silla A/Prof P Byrne Mr D Hunter Dr J Daly	University of Wollongong, Zoos Victoria, NSW DCCEEW	ZAA Wildlife Conservation Fund Bushfire Crisis Funds
R23B363 & OHDZA AEC	Expanding access and building capacity for African and Asian rhino reproductive care within North American AZA/WAZA facilities: a Rhino Assisted Reproduction Enterprise (RARE)	Dr J O'Brien Dr R Hobbs Dr B Bryant Dr M Stoops	Omaha's Henry Doorly Zoo and Aquarium, multiple North American zoos	Institute of Museums and Library Services
A-2019-935 (University of Newcastle)	An Integrated Approach to Understanding and Enhancing Outcomes for Rehabilitated Koalas in Peri-urban Environments	Dr D Higgins Dr J O'Brien Dr N Jordan Dr R Witt Dr K Leigh Dr B Bryant Ms S Ryan	University of Sydney University of NSW, University of Newcastle, NSW DCCEEW, Port Stephens Koala Hospital, Port Macquarie Koala Hospital	University of Newcastle Seed Funding, WWF
University of Newcastle A-2022-201 University of Newcastle A-2019-935	Koala surveys and movement ecology	Dr N Jordan Dr J O'Brien Dr R Witt S Ryan	University of Newcastle University of NSW	WWF Australia, Australian Academy of Science, Mid North Coast Joint Organisation, Royal Zoological Society of NSW, WIRES
19/119B	Myall Lakes Dingo/Dapin project	Dr N Jordan Dr B Pitcher Dr M Campbell B Alting P Wood Dr K Moon Dr B Smith	University of New South Wales, NSW National Parks and Wildlife Service, Mid Coast Council, TIDE	University of New South Wales, Hermon Slade Foundation, NSW National Parks and Wildlife Service, Mid Coast Council, Australia Pacific Science Foundation

AEC no. if Applicable	Project Title	Researchers	Partner Institution	Source of External Funds
University of NSW 4349086/2/1 University of NSW 20/166b	African wild dog communication and cognition	Dr N Jordan Dr J McNutt Dr K Golabek L Ransome B Alting W Hansen M Claase	Botswana Predator Conservation Trust, University of New South Wales, Griffith University, University of California Santa Cruz, University of Stellenbosch	Department of Education, Skills and Employment, National Geographic, Winnifred Violet Scott Charitable Trust, University of Stellenbosch Bursary
4b/06/17 3b/06/20	Sanctuary flora & fauna surveys	Dr N Jordan Ms K Cornelsen Mr A Elphinstone Dr T Gale Prof R Kingsford Ms B Phu Dr E Thompson Dr L Cole	University of New South Wales	
4349086/2/1 (UNSW) 20/166b (UNSW)	Conservation of Lions and other large carnivores in Botswana	Dr N Jordan Dr J McNutt Dr K Golabek C Radford Prof T Rogers L Ransome Prof D Jones R Appleby Dr A King Dr K Rafiq Dr B Abrahms	University of New South Wales, Botswana Predator Conservation Trust, WildSpy, Griffith University, Swansea University, Liverpool John Moores University, University Of Washington	Columbus Zoo, University of NSW, Philanthropic donors (to BPCT), Crowdfunding, Natural Selection Conservation Fund
4a/10/19	Southern Corroboree Frog Captive Breeding and re- introduction	Mr M McFadden Dr P Harlow	NSW DCCEEW	
4a/12/17	Experimental re- introduction of Yellow- spotted bell frog to the Southern Tablelands, NSW	Mr M McFadden Dr D Hunter	NSW DCCEEW	
101025/05	Experimental re- introduction of Northern Corroboree Frogs to the Brindabella National Park, NSW	Mr M McFadden Dr D Hunter	NSW DCCEEW	
140203/01	Experimental re- introduction of Southern Corroboree Frogs to the field exclosures	Mr M McFadden Dr D Hunter	NSW DCCEEW	
	Urban Rewilding: Ecologically and Community-informed Futures	Dr T Newsome Dr J Martin Dr B Pitcher Dr C Grueber Dr A Carthey Prof P McManus Prof P Banks	The University of Sydney, Macquarie University	ARC Linkage
	Increasing amphibian immunity to combat disease causing mass extinction	A/Prof L Skerratt Prof K Zenger A/Prof L Berger Dr D Hunter Prof J Robert Mr M McFadden Mr D Gilbert	University of Melbourne, Jame Cook University, NSW DCCEEW, University of Rochester, Zoos Victoria	ARC Linkage, Zoos Victoria, NSW DCCEEW

AEC no. if Applicable	Project Title	Researchers	Partner Institution	Source of External Funds
3b/12/22	Experimental re-introduction of Booroolong Frogs to the Northern Tablelands, NSW	Mr M McFadden Dr D Hunter Mr D Coote Dr M Van Sluys	NSW DCCEEW	NSW DCCEEW
3c/12/22	Determining optimal provision of UVB for Northern Corroboree Frogs	Mr M McFadden Dr P Byrne Dr A Silla	NSW DCCEEW University of Wollongong	
2013_027(MQ)	Wild shark migration, movements and social networks	Dr J Day Prof C Brown Dr N Knott Dr T Guttridge Prof C Grueber	Macquarie University, NSW Fisheries, Sonotronics, Bimini Biological Field Station	SeaWorld Research & Rescue Foundation, Macquarie University
252/2018 (DINARA)	Trophic interactions between key marine apex predators off the Uruguayan coast	Dr D Slip Prof R Harcourt Dr V Raoult	Macquarie University University of Newcastle Dirección Nacional de Recursos Acuáticos - National Direction of Aquatic Resources (DINARA)	PADI foundation
2017_22 (MQ)	Improving the effectiveness of electronic deterrents to prevent shark bites	Dr D Slip A/Prof N Hart A/Prof C Huveneers Dr L Ryan Dr J Everett	Macquarie University, Flinders University, Le Centre Sécurité Requin (Shark Security Centre), Iles Reunion, Oceans Research South Africa, University of Miami, Sea World, Queensland	ARC Linkage, Sea World, Queensland, Le Centre Sécurité Requin, Iles Reunion
2014_057 (MQ)	Assessing threats to little penguins for effective conservation management	Dr J Day Dr B Pitcher Dr D Slip Prof R Harcourt Dr M Stat Dr M Huggett	Macquarie University, Newcastle University	Macquarie University
2014_057 (MQ)	Movements and habitat use of marine turtles in NSW	Dr J Day Dr P Meagher Dr D March Prof R Harcourt	NSW DCCEEW, Sydney Institute of Marine Sciences	Saphire Foundation, NSW DCCEEW
5c/08/19	Tracing origins, resource use and movements of green turtles in NSW: implications for conservation management	Dr J Day Dr P Meagher Dr J van de Merwe Dr O Coffee Dr R Pearson Ms J Hall Dr K Rose Dr K Vinette Herrin Ms L Hall Dr D March Dr N FitzSimmons Ms O Pitt Mr K Marshall	Griffith University, Dolphin Marine Conservation Park, Australian Seabird & Turtle Rescue	Bioplatforms Australia Wettenhall Environment Trust James N. Kirby Foundation
	How effective are Australian Marine Parks at protecting EPBC listed species	Dr D Slip Prof R Harcourt Dr A Grech Dr V Tulloch	Macquarie University, James Cook University, University of British Columbia, Department of Climate Change, Energy the Environment and Water	Australian Government
	Australian Shark Incident Database	Dr P Meagher Dr D Slip Dr C Huevenueers Dr C Bradshaw Dr M Theile Dr V Peddemors	Flinders University, Department of Primary Industries	

AEC no. if Applicable	Project Title	Researchers	Partner Institution	Source of External Funds
2014_057 (MQ)	Seabirds to Seascapes	Dr B Pitcher Dr J Day Dr D Slip Dr D March Mr N Carlile	NSW DCCEEW University of New South Wales, Macquarie University, Newcastle University, Sydney Institute of Marine Science	NSW Environmental Trust
2014_057 (MQ)	Fur seals in Sydney Harbour	Dr B Pitcher Prof R Harcourt Ms V Morris Dr V Pirotta	Macquarie University	NSW DCCEEW
3c/12/19	Genetic management of the regent honeyeater breeding program	Dr J Day Dr V Sluys Dr B Pitcher Dr R Crates Dr C Hogg Dr E McLennan	Australian National University, University of Sydney	Bioplatforms Australia
A21008 (CDU)	Collaborative science for monitoring of Northern Territory marine megafauna	Prof S Banks Dr C Palmer Dr J Day A/Prof C Salgado Kent Dr A Grech Prof R Harcourt Dr V Udyawer Mr B Smith Ms Y Sutherland Mr F Moyle Mr D McAdam Mr J Smith	Charles Darwin University, Macquarie University, Edith Cowan University, James Cook University, Australian Institute of Marine Science, Larrakia Nation Aboriginal Corporation, Mathakal Homelands and Resource Centre Aboriginal Corporation, Parks Australia, Parks & Wildlife Commission of the Northern Territory, Sea Darwin	ARC Linkage, Charles Darwin University, Parks Australia
R21B324	Epigenetic clocks	Dr J Day Dr O'Brien Prof S Horvath Dr T Robeck	University of California Los Angeles, SeaWorld San Diego	
R20D308	Tracking Illicit Wildlife Movement – Testing 3D Computed Tomography (CT) scanners at in-bound and out-bound screening locations to detect legal transport and illegal trafficking of animals	Dr P Meagher Dr V Pirotta Dr J O'Brien	Rapiscan, Department of Agriculture, Fisheries and Forestry	Department of Climate Change, Energy, the Environment and Water
3a/12/20	Determining the sequence and age of ossification of the appendicular skeleton of the short-beaked echidna	Dr L Vogelnest Dr G Tobias		
	Characterisation of the reproductive cycle of the Bellinger River Turtle using ultrasonography, behavioural observations and oviposition.	Dr L Vogelnest Mr A Skidmore Ms G Liu		
	Haematologic and biochemical parameters of the critically endangered Regent Honeyeater (<i>Anthochaera phrygia</i>)	Mr P Thompson Dr L Vogelnest Dr F Hulst Dr K Vinette Herrin Dr G Tobias Dr P Meagher		

AEC no. if Applicable	Project Title	Researchers	Partner Institution	Source of External Funds
4a/02/14, 4b/04/17, 3c/08/20	Satellite tracking of marine turtles released from TWH	Dr K Vinette Herrin Ms E Hall		SUEZ
R23B363 & OHDZA AEC	Sustainable Rhino Populations: Investigation of infertility in a Black Rhinoceros	Dr B Bryant Dr J O'Brien Dr M Stoops	Omaha's Henry Doorly Zoo and Aquarium	Institute of Museum and Library Services
21/49B	Wild Deserts: trialling fence portals for reptiles Snakes and ladders: Mitigating the impacts of conservation fencing on woma pythons <i>Aspidites ramsayi</i>	Dr R West Dr R Pedler Mr JC Magro Dr L Vogelnest	University of New South Wales	
NSW DCCEEW AEC	Monitoring of the Jenolan Caves captive and remnant population of the Brush-tailed Rock-wallaby	Dr L Vogelnest Dr D Ashworth	NSW DCCEEW	
3a/04/23	Investigation into the pharmacokinetic profile or oral firocoxib as an analgesic for koalas	Dr M Govendir Dr L Vogelnest Mr P Thompson Ms N Miller Dr K Vinette Herrin Dr F Hulst Dr G Tobias	University of Sydney	
3b/11/16	Zoo Management of Lord Howe Island Woodhen and Pied Currawong associated with the Lord Howe Island Rodent Eradication project	Mr M Shiels Dr F Hulst Mr P Thompson	Lord Howe Island Board, NSW DCCEEW	
R19B290 Opportunistic	Urinalysis reference ranges for monotremes and marsupials	Dr L Vogelnest Mr P Thompson Mrs N Miller Dr O Cohen		
5a/08/19	Pharmacokinetics of NSAIDs in black rhinoceros	Dr B Bryant Dr M Govendir	University of Sydney	International Rhino Foundation
4c/06/22	Vaccination of zoo animals for SARS-CoV-2 at Taronga Zoo and Taronga Western Plains Zoo	Dr L Vogelnest Dr Alisa Wallace Dr K Vinette Herrin		
3a/02/21	Nutritional requirements of growing Southern hairy-nosed wombats	Ms M Shaw Dr G Tobias Dr L Vogelnest Dr F Hulst Dr K Vinette-Herrin Dr J Whinfield	University of New England	
	Assessing a daily diet supplement for koalas	Ms M Shaw Ms K Stretton Dr V Mella Dr M Campbell Dr C Herbert	University of Sydney	

AEC no. if Applicable	Project Title	Researchers	Partner Institution	Source of External Funds
University of Sydney 2021/1920	Wildlife Assist - One Welfare Project (includes development of mobile app to monitor provision of feed, water and shelter to wildlife following catastrophic events)	Ms M Shaw Dr B Jones Dr P McManus Dr P McGreevy Dr C Herbert Dr D Raubenheimer Dr S Finnerty Dr A Lykins Dr B Kennedy Ms D Evans	University of Sydney, University of New England, RSPCA, WIRES, NSW National Parks and Wildlife Service	Wildlife and Habitat Bushfire Recovery Program, RSPCA, WIRES
S-2020-092 Uni Adelaide ZoosSA AEC 11/02/2021 3a/08/21	Short-beaked Echidna nutrition: glucose monitoring, body condition scoring, gastric emptying, microbiome, volatile fatty acid analysis, and milk analysis	Ms M Shaw Dr B Pitcher Dr G Tobias Mr B Finlayson Ms A Jarman Ms R Russell-Cook Dr S Hatzinikolas Dr C-H Malbert Dr M Horowitz Dr T Perry Dr AV Chaves Prof F Grutzner Prof K Jones	University of Adelaide Adelaide Zoo Western Sydney University, Cleland Wildlife Park University of Western Sydney	
	Gastrophysiology in the short-beaked echidna	Ms M Shaw Dr L Tong Dr P Meagher Dr G Tobias Dr K Vinette Herrin Dr F Hulst Dr L Vogelnest Dr M Power Dr Raphael Eisenhofer	Macquarie University Australian Geographic	
	Investigating metabolic control in Australia's iconic Platypus and Echidna for application in biotechnology, conservation and captive management.	Dr F Grutzner Ms M Shaw Dr L Tong Dr G Tobias Dr B Forbes Dr P Sexton Dr C Deacon Dr W Warren	University of Adelaide, Flinders University, Monash University, Washington University	
R22B335	Investigating the Health and Disease of Platypuses in New South Wales, Australia	Dr J Whinfield Dr L Vogelnest Dr R Vaughan-Higgins Prof K Warren	Murdoch University	WIRES

Appendix 3

Publications

Book Chapters

Jakob-Hoff, R., Ruming, S., Lees, C., McGilvray, G., Giese, M., McFadden, M., Skidmore, A., Rose, K., Spencer, R., Chessman, B. (2024). River turtle conservation, Australia: Conservation management planning for a critically endangered species in Cork SC and Whiteside DP (eds) Case Studies in Ecohealth (pp 71-90). 5m Books Limited, Essex UK.

Peer Reviewed Literature

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Silla AJ, Hobbs RJ, Gilbert DJ, Goodall D, Parrott ML, Lee A, O'Brien JK, Byrne PG (2023) Application of Reproductive Technologies to the Critically Endangered Baw Baw Frog, *Philoria frosti*. *Animals*; 13(13):2232. <https://doi.org/10.3390/ani13132232>

Anastas ZM, Byrne PG, O'Brien JK, Hobbs RJ, Upton R, Silla AJ (2023) The Increasing Role of Short-Term Sperm Storage and Cryopreservation in Conserving Threatened Amphibian Species. *Animals*; 13(13):2094. <https://doi.org/10.3390/ani13132094>

Daly, J., Bouwmeester, J., Perry, R., Page, C., Khosla, K., Kangas, J., Lager, C., Hardy, K., Bischof, J. and Hagedorn, M., 2023. The first proof of concept demonstration of nanowarming in coral tissue. *Advanced Sustainable Systems* 2023,202300303. DOI: 10.1002/advs.202300303

Appleby DL, Tripovich JS, Langmore NE, Heinsohn R, Pitcher BJ, Crates R. Zoobred female birds prefer songs of zoo-bred males: Implications for adaptive management of reintroduction programs. *Biological Conservation* 284: 110171

Tucker, M.A.,... Jordan, N.R.,... Pitcher, B.J.,... Mueller, T. 2023. Behavioral responses of terrestrial mammals to COVID-19 lockdowns. *Science* 380, 1059-1064.DOI: 10.1126/science.abo6499

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Appendix 4

Funds granted to non-government community organisations 2023/24

Conservation Partnerships	Grant Amount
Northern Rangeland Trust	\$40,000.00
International Rihno Foundation Rhino Foundation	\$70,000.00
IRF Reforestation	\$41,000.00
Zoo Aquarium TRAFFIC	\$20,000.00
Flora & Fauna International	\$20,000.00
Save the Bilby Fund	\$25,000.00
Katoomba Group Nature Summit	\$14,000.00
Bongo Surveillance Project	\$20,000.00
Total	\$250,000.00

Appendix 5

Privacy Management

Taronga's Privacy Management Plan sets out how Taronga complies with the *Privacy and Personal Information Protection Act 1998* and the *Health Records and Information Privacy Protection Act 2002*. Revised in February 2024, Taronga's Privacy Management Plan:

- details Taronga's commitment to protecting the privacy of our staff, students, guests, donors, digital community and others about whom Taronga holds personal information;
- describes the principles applicable to the collection, retention, storage, access and disclosure of personal information and how Taronga adheres to those principles;
- describes the kinds of personal information collected and held by Taronga;
- informs Taronga staff about how to manage and protect personal information;
- describes how a person can request access to and/or amendment of their personal information held by Taronga; and
- details complaint handling and review procedures.

The Privacy Management Plan and Taronga's Privacy Statement are available to members of the public and Taronga staff on Taronga's website: <https://taronga.org.au/about/privacy>

In the reporting period, Taronga's group of 'Privacy Champions' continued to meet monthly to discuss and address privacy matters across all areas of the organisation. The group assists in the review of privacy policies and practices and raises awareness of privacy at Taronga.

Taronga received no requests for review under Part 5 of the Privacy and Personal Information Protection Act 1998 in the reporting period.

Data Breach

Following changes to the Privacy and Personal Information Protection Act 1998 commencing in November 2023, Taronga developed and implemented its Data Breach Policy which sets out strategies to prevent, prepare for and respond to a data breach.

Appendix 6

Consultants' Fees Incurred in 2022/23

Consultants equal to or more than \$50,000

Capital Projects

Elton Consulting Group - \$64,762

Consultants less than \$50,000

During the year seven consultancies were engaged in the following area:

Management Services - \$23,280

Capital Projects - \$160,547

Total Consultancies less than \$50,000 = \$183,827

Total Consultancies = \$248,589

Appendix 8

Government Information (Public Access) Act 2009

This section provides information about the operation of the Government Information (Public Access) Act 2009 (GIPA Act) in the reporting period. In line with s 7 of the GIPA Act, Taronga proactively releases a range of information, including in relation to animal care and welfare, scientific research and conservation program outcomes. Information is released on Taronga's website and social media platforms, and the program is reviewed annually.

In the reporting period, Taronga received no open access applications as set out in the tables below.

Clause 8A: Details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review

Reviews Carried Out by the Agency	Information Made Publicly Available by the Agency
Yes	Yes

Taronga proactively releases a range of information, including in relation to animal care and welfare, scientific research and conservation program outcomes. Information is released on Taronga's website and social media platforms, and the program is reviewed annually.

Clause 8B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications)

Total number of applications received
0

Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure)

	Wholly	Partly	Total
Number of Applications Refused	0	0	0
% of Total	0.00%	0.00%	

Schedule 2 Statistical information about access applications to be included in annual report

Table A: Number of applications by type of applicant and outcome*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information Not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application Withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	0	0	0	0	0	0	0	0	0%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	0	0	0	0	0	0	0	0	0	0%
Members of the public (other)	0	0	0	0	0	0	0	0	0	0%
Total	0	0	0	0	0	0	0	0	0	
% of Total	0%	0%	0%	0%	0%	0%	0%	0%		

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information Not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application Withdrawn	Total	% of Total
Personal information applications*	0	0	0	0	0	0	0	0	0	0%
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0	0	0%
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0%
Total	0	0	0	0	0	0	0	0	0	
% of Total	0%	0%	0%	0%	0%	0%	0%	0%		

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	No of applications	% of Total
Application does not comply with formal requirements (section 41 of the Act)	0	0.00 %
Application is for excluded information of the agency (section 43 of the Act)	0	0.00 %
Application contravenes restraint order (section 110 of the Act)	0	0.00 %
Total number of invalid applications received	0	0.00 %
Invalid applications that subsequently became valid applications	0	0.00 %

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act

	Number of times consideration used*	% of Total
Overriding secrecy laws	0	0.00 %
Cabinet information	0	0.00 %
Executive Council information	0	0.00 %
Contempt	0	0.00 %
Legal professional privilege	0	0.00 %
Excluded information 0 0.00%	0	0.00 %
Documents affecting law enforcement and public safety	0	0.00 %
Transport safety	0	0.00 %
Adoption	0	0.00 %
Care and protection of children	0	0.00 %
Ministerial code of conduct	0	0.00 %
Aboriginal and environmental heritage	0	0.00 %
Privilege generally - Sch 1(5A)	0	0.00 %
Information provided to High Risk Offenders Assessment Committee	0	0.00 %
Total	0	

*More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act

	Number of times consideration used*	% of Total
Responsible and effective government	0	0.00 %
Law enforcement and security	0	0.00 %
Individual rights, judicial processes and natural justice	0	0.00 %
Business interests of agencies and other persons	0	0.00 %
Environment, culture, economy and general matters	0	0.00 %
Secrecy provisions	0	0.00 %
Exempt documents under interstate Freedom of Information legislation	0	0.00 %
Total	0	

Table F: Timeliness

	Number of times consideration used*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	0	0.00 %
Decided after 35 days (by agreement with applicant)	0	0.00 %
Not decided within time (deemed refusal)	0	0.00 %
Total	0	

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total	% of Total
Internal review	0	0	0	0.00 %
Review by Information Commissioner*	0	0	0	0.00 %
Internal review following recommendation under section 93 of Act	0	0	0	0.00 %
Review by NCAT	0	0	0	0.00 %
Total	0	0	0	0.00 %
% of Total	0.00%	0.00%		

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of times consideration used*	% of Total
Applications by access applicants	0	0.00 %
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0.00 %
Total	0	

Table I: Applications transferred to other agencies.

	Number of times consideration used*	% of Total
Agency-Initiated Transfers	0	0.00 %
Applicant - Initiated Transfers	0	0.00 %
Total	0	

Appendix 9

Human Resources

Program Area	Ongoing		
	2022	2023	2024
Executive	11	12	13
Clerical	121	130	161
General	17	15	35
Professional	15	19	12
Services	31	35	36
Technical	6	5	8
Trades	165	181	107
Total	366	397	372

Program Area	Casual		
	2022	2023	2024
Executive	0	0	0
Clerical	30	33	61
General	0	0	28
Professional	9	19	18
Services	293	306	298
Technical	0	0	1
Trades	92	92	87
Total	424	450	493

	Temporary		
	2022	2023	2024
	0	0	0
	45	52	60
	10	18	3
	3	7	5
	11	8	9
	1	2	5
	35	30	35
Total	105	117	117

	Total		
	2022	2023	2024
	11	12	13
	196	215	282
	27	33	66
	27	45	35
	335	349	343
	7	7	14
	292	303	229
Total	895	964	982

Appendix 10

Internal Audit and Risk Management Attestation Statement for the 2023-2024 financial

I, Kristin Stubbins, am of the opinion that Taronga Conservation Society Australia (Taronga) has internal audit and risk management processes in operation that are compliant with the seven (7) core requirements set out in the Internal Audit and Risk Management Policy for the NSW Public Sector for the General Government Sector, specifically:

Core Requirements

Risk Management Framework	1.1	The Accountable Authority shall accept ultimate responsibility and accountability for risk management in the agency.	Compliant
	2.1	The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Compliant
Internal Audit Function	2.1	The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.	Compliant
	3.1	The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for Professional Practice for Internal Auditing.	Compliant
	4.1	The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant
Audit and Risk Committee	3.1	The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
	4.1	The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

The Chair and Members of the Performance, Audit, Risk and Safety Committee are:

- Chair- Mr Michael Herring. Appointed to Taronga Board 1 Jan 2023 – term expires 31 Dec 2026
- Member – Mr Joe David. Appointed to Taronga Board 6 Jun 2022- term expires 30 Jun 2025.
- Member Mr Murray Wood. Appointed to Taronga Board 11 Oct 2021- term expires 30 June 2026.
- Member Prof Talal Yassine. Appointed to Taronga Board 29 April 2024- term expires 31 Dec 2026.
- Member – Ms Kristin Stubbins. Appointed to Taronga Board 1 July 2021- term expires 30 June 2027.
- Member- Ms Sarah Norgate. Appointed to Taronga Board 19 July 2022- term expires 30 June 2027.
- Member – Ms Penny Bingham-Hall, (Term expired 31 Dec 2023).

These processes, demonstrate that Taronga has established and maintained frameworks, including systems, processes and procedures for appropriately managing audit and risk within Taronga.

Kristin Stubbins

Chair

Taronga Conservation Society Australia

Appendix 11

Senior Executives and Staff

Band		Number of Senior Executive	Average Remuneration (package) end current year
SE Band 1	Female Senior Executive	2	\$223,330
	Male Senior Executive	8	
SE Band 2	Female Senior Executive	1	\$289,631
	Male Senior Executive	1	
SE Band 3	Male Senior Executive	1	\$389,478
Total		13	\$246,311

Percentage of total employee-related expenditure: 4.99%

Please note, over the course of 2023/24 there were 13 individuals employed across 12 executive roles. This includes one former staff member.

Appendix 12

Overseas Travel by Taronga Staff During the 2022-23 Financial Year

Dates	Employees and Officers	Country	Purpose
18 to 22 July 2023	Trade Sales Coordinator	Singapore	Participation in the Tourism Australia Marketplace South East Asia 2023.
28 July to 5 August 2023	Wildlife Pathologist	United States of America	Attendance and presentation at the Annual International Conference of the Wildlife Disease Association.
2 to 11 August 2023	Trade Sales Coordinator	United States of America	Participation in the Swain Travel Event and Tourism Australia USA Marketplace 2023.
7 to 11 August 2023	Divisional Director Welfare, Conservation and Science Manager, Population Development	New Zealand	Attendance at the Zoo and Aquarium Association Annual Conference.
4 to 13 October 2023	Chief Executive Major Events Manager	United States of America	Attendance at the Annual World Association of Zoos and Aquariums Conference 2023.
26 November to 9 December 2023	Trade Sales Manager	China	Attendance at the Tourism Australia China Marketplace.
2 to 12 December 2023	Wildlife Veterinarian	Indonesia	Veterinary support for the birth of Sumatran Rhinoceros at the Sumatran Rhino Sanctuary.
18 to 24 February 2024	Veterinary Pathology Registrar Wildlife Veterinary Pathologist	Indonesia	Delivery of Wildlife Health and Pathology Short Course.
18 to 29 March 2024	Manager Conservation, Recovery and Restoration Programs Supervisor of Southern Black Rhinos at Taronga Western Plains Zoo and Wildlife Conservation Officer	South Africa	Meeting with Southern Black Rhinoceros stakeholders and International Rhino Foundation partners and site visit.
5 to 12 May 2024	Chief Executive	United States of America	Attendance and presentation at the Annual Onward event hosted by San Diego Zoo Wildlife Alliance and meetings with Taronga stakeholders and partners.

Appendix 14

Risk Management and Insurance Report

Risk Management

Taronga's Risk Management Policy and Enterprise Risk Management (ERM) Framework enables Taronga to identify, evaluate and treat risks arising from its unique operating environment, which encompasses wildlife conservation, education, research, tourism, commercial operations, charitable fundraising and a large and complex capital works program across both sites.

The Taronga Board has overall responsibility for Taronga's ERM Framework, supported by the Performance, Audit, Risk and Safety Committee. Taronga's Risk Appetite and Tolerance Statement is updated annually and key metrics and parameters for risk identified to aid decision-making. The ERM framework provides a firm foundation to identify, assess and respond to risks arising from significant external events impacting Taronga's operations.

Taronga's Risk Management Policy is reviewed and approved annually by the Taronga Board, following endorsement by the Performance, Audit, Risk and Safety Committee. The Board is issued a summary of high and extreme enterprise risks, any material changes in Taronga's ERM register and key risk trends at each bi-monthly meeting. The Performance, Audit, Risk and Safety Committee reviews internal and external audit reports which may identify weaknesses in existing risk management processes or emerging risks.

In 2023-24, Taronga continued to review and treat risks across the organisation including fraud and corruption and data governance. Training, policy and other mitigation actions were implemented in relation to fraud and corruption prevention, reporting wrongdoing, privacy and data breach management and business continuity management.

Following a Climate Change Risk Assessment facilitated by the DCCEE Climate Risk Ready program in 2021, Taronga continues to identify and treat climate change related risks. Climate change related risks are integrated within Taronga's Enterprise Risk Register, with climate change related risk causes and consequences identified and addressed in mitigation strategies. Key climate risks include extreme weather events, bushfire and water scarcity which have various potential negative impacts on health and safety, assets, animal welfare and continuity of operations. Board oversight of climate change risk mitigation is assisted by Board Committees - Community Engagement and Sustainability Committee and the Performance, Audit, Risk and Safety Committee.

Insurance

As a Public Non-Financial Corporation, Taronga is part of the NSW Government's self-insurance scheme, the Treasury Managed Fund (TMF). The TMF is administered by icare and provides cover to Taronga for all its major assets and significant risks arising from its operations.

Appendix 15

At Taronga Conservation Society Australia, we are committed to upholding the highest standards of ethical conduct and human rights. Our dedication to wildlife conservation extends to ensuring that our operations, supply chains, and partnerships are free from modern slavery and human trafficking. This statement outlines the steps we have taken and continue to take to prevent modern slavery within our organization and our sphere of influence.

Our Commitment

Modern slavery encompasses slavery, servitude, forced labour, and human trafficking. Taronga Conservation Society Australia is dedicated to identifying and addressing all forms of modern slavery within our operations and supply chains. We recognize our responsibility to respect and uphold human rights and are committed to continuous improvement in this area.

Our Structure and Supply Chains

Taronga Conservation Society Australia operates two iconic zoos—Taronga Zoo Sydney and Taronga Western Plains Zoo Dubbo. Our operations involve diverse supply chains, including goods and services related to animal care, construction, retail, catering, and professional services. We are committed to ensuring that our suppliers and partners share our values and ethical standards.

Policies and Governance

We have established robust policies and procedures to combat modern slavery, including:

1. **Ethical Procurement Policy:** This policy outlines our commitment to sourcing goods and services ethically and sustainably. It sets clear expectations for our suppliers regarding human rights and labour practices.
2. **Supplier Code of Conduct:** Our code of conduct requires suppliers to adhere to international human rights standards and labour laws. It explicitly prohibits the use of forced labour, child labour, and any form of modern slavery.
3. **Whistleblower Policy:** We encourage employees, suppliers, and other stakeholders to report any concerns related to unethical practices, including modern slavery, through our confidential whistleblower channels.

Due Diligence and Risk Assessment

To identify and mitigate the risks of modern slavery, we have implemented a comprehensive due diligence process:

1. **Risk Mapping:** We conduct regular risk assessments to identify areas within our supply chains that may be vulnerable to modern slavery. This includes evaluating suppliers based on geographic location, industry, and the nature of their operations.
2. **Supplier Audits:** We engage in regular audits and assessments of our suppliers to ensure compliance with our ethical standards. These audits include on-site inspections, document reviews, and worker interviews.
3. **Training and Awareness:** We provide ongoing training for our staff and suppliers to raise awareness about modern slavery and our ethical procurement standards. This ensures that all stakeholders understand their roles and responsibilities in preventing modern slavery.

Actions Taken in 2024

During the past year, we have taken significant steps to strengthen our commitment to eradicating modern slavery:

1. **Enhanced Supplier Engagement:** We have increased our engagement with suppliers to ensure they understand and comply with our ethical standards. This includes providing additional resources and support for implementing best practices.
2. **Improved Reporting Mechanisms:** We have enhanced our reporting mechanisms to make it easier for stakeholders to report concerns related to modern slavery. This includes anonymous reporting channels and regular follow-up on reported issues.
3. **Collaboration and Partnerships:** We have collaborated with industry bodies, NGOs, and other organizations to share knowledge and best practices for combating modern slavery. This collective effort strengthens our ability to address systemic issues in supply chains.

Future Steps

Taronga Conservation Society Australia is committed to continuous improvement in our efforts to combat modern slavery. Our future actions will include:

1. Expanding Training Programs: We will expand our training programs to cover more employees and suppliers, ensuring widespread awareness and understanding of modern slavery issues.
2. Strengthening Supplier Requirements: We will further refine our supplier requirements to include more stringent criteria and expectations related to human rights and labour practices.
3. Ongoing Monitoring and Evaluation: We will continue to monitor and evaluate our supply chains, adjusting our strategies as needed to effectively address modern slavery risks.

Conclusion

Taronga Conservation Society Australia remains steadfast in our commitment to ethical practices and the eradication of modern slavery. We believe that through vigilance, collaboration, and continuous improvement, we can make a meaningful impact in the fight against modern slavery. We are dedicated to ensuring that our operations and supply chains reflect our values of integrity, respect, and care for all people and wildlife.

Appendix 16

Work Health and Safety

Performance indicators

Severity Rate	2022/23	2023/24
Lost time injury frequency / workplace accidents for both Zoos	6.82	8.51
Falls, Trips & Slips	35 %	16 %
Bites, stings, scratches (non collection animals)	23 %	12 %
Contact with collection animal	10 %	13 %
Body Stressing	11 %	9 %
Hitting Objects with a part of the body	9 %	15 %
Being hit by moving objects	6 %	8 %
Vehicle Incidents	0 %	6 %
Chemicals and other substances	4 %	1 %
Heat, electrical and other environmental factors	2 %	5 %
Mental Stress	0 %	2 %
Other		9 %
Animal Welfare		2 %
Contact with, or exposure to, biological factors		1 %

Appendix 17

Workforce Diversity

Workforce Diversity Achievements in 2023/2024 include:

Workforce Diversity Celebrations	Yabun, NAIDOC, Reconciliation Week, MardiGras celebrations to promote a greater understanding of our diverse community. These celebrations were held offsite as well as at Taronga Zoo and Taronga Western Plains Zoo. Each of these events were acknowledged through communications platform Workplace and team involvement encouraged.
Indigenous Youth Programs	The Taronga Zoo Burbangana and Taronga Western Plains Zoo Walanmarra Youth Programs have continued to operate and strengthen in partnership with the NSW Government. The programs connect vulnerable, at risk or trauma affected young people to Country, Culture and Wildlife. Taronga has employed graduates from the programs, representing a significant achievement for these young people and Taronga. Importantly, the programs overall deliver over \$2 of social value for every \$1 invested. The Gyak Community Education Project brings elders, scientists, conservationists, students and family together, to tell a modern conservation story through cultural dance and the ancient knowledge. Taronga is committed to continuing and expanding these programs.

Aboriginal Employment Strategy	Taronga is actively working on strengthening and increasing Aboriginal Employment and has been actively engaging with various stakeholder and community representatives. Opportunities such as education and training pathways have been identified across both sites and strategies implemented to ensure cultural safety and support from the Taronga Aboriginal Advisory Group. Additional Identified and Targeted roles have also been recruited to closely mentor young people participating in a range of community and cultural programs on Wiradjuri and Cammeragal Country.
Disability Plan	Taronga has continued the partnership with Autism Spectrum Australia to deliver Access @ Taronga Zoo activation which has been received positively by the communities by providing early entry into the zoo. This program provided a great opportunity to revisit Taronga's inclusion strategies. The new Assistance Dogs policy was rolled out in 2023 which had significant positive impacts on access.
Community Service Program	Our Community Programs team continues to deliver Burbangana and Walanmarra Programs. These programs were developed to create a new outreach program for Indigenous youth to gain practical, career development skills in horticulture, carpentry and animal care. The Community and Cultural programs team also works in partnership with the Department of Juvenile Justice, facilitating community service placements and practical work experience for low-risk offenders.

Key Workforce Diversity strategies proposed by Taronga for 2024/25 include:

Taronga's Cultural & Strategic Plan	Taronga will continue to consult and engage with Aboriginal Advisory Group (TAAG), on Cammeragal and Wiradjuri Country to continue to work towards. These targets involve multiple areas across the organisation but are not limited to building development, employment, education and procurement. The TAAG Team are an integral part of Taronga and will continue to advise on key aspects of our operations.
Aboriginal Employment Strategy	In collaboration with DCEEW Taronga has continued to work to the Aboriginal Employment Strategy. This dedication to the strategy and collaboration with our key partners will continue. Cultural Awareness and Cultural Training programs remain a part of induction for both staff and volunteers and Cultural training has and will continue to be rolled out to critical teams.
Mental Health Awareness	Taronga currently have 40 representatives that are accredited and practice Mental Health First Aid supporting teams across the organization. Mental Health Masterclass refresher training facilitated by the World Mental Health Institute ensures a consistent and effective approach to supporting our people. Taronga recognises mental health issues within wider society is on the rise and therefore ongoing refresher training and workshops will ensure our representatives have the ability to stay in touch with the latest methods of providing support.
Workforce Diversity Celebrations	Taronga's Diversity strategies support Aboriginal Employment, Disability, Multiculturalism and Women in Management and Executive Leadership positions. Taronga's commitment to the promotion of Equal Employment Opportunity will continue to evolve over time.

Appendix 19

Investment and Liability Performance

Investment Performance

Taronga had \$297 million invested in fixed term deposits with various banking institutions at 30 June 2024. The average interest rate earned on these deposits was 4.83 % pa.

Liability Performance

At 30 June 2024, Taronga had total borrowings of \$50.3 million. These borrowings represent fourteen fixed interest rate loans with TCorp maturing at various dates out to 2032.

Liability Performance	Actual	Benchmark
Market value of borrowings at 30 June 2024	\$47.6m	n/a
Cost of funds pa	2.93%	2.93% **

* Market value of borrowings represents the value if all debt had to be settled at 30 June 2024 and is different to the capital value based on maturity dates, which is the value used for borrowings reported in the Financial Statements.

** TCorp advises that the benchmark portfolio is identical to the debt portfolio and, as such, debt portfolio performance is equal to benchmark portfolio performance.



RED PANDA CUB 'KHYANA'
AT TARONGA ZOO SYDNEY
PHOTO BY TASHA SANDERS



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Taronga is a not-for-profit organisation dedicated to wildlife conservation and community education.

For more information go to taronga.org.au



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A critically endangered yellow-spotted bell frog is shown in a naturalistic enclosure. The frog is positioned in the lower center of the frame, resting on a light-colored, textured surface. It has a yellowish-brown body with dark spots and a lighter, mottled pattern on its back. The background is blurred, showing green foliage and a dark, possibly water-filled, area. The lighting is soft, highlighting the frog's features. A solid dark green rectangular block is visible in the top right corner of the image.

CRITICALLY ENDANGERED YELLOW-SPOTTED BELL FROG
AT TARONGA ZOO SYDNEY'S AMPHIBIAN & REPTILE
CONSERVATION CENTRE

PHOTO BY TOBY ZERNA