



WHAT IS EAZA?

An introduction to your Association

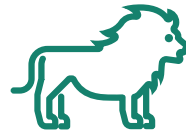
2026

WHAT IS EAZA?

THE EUROPEAN ASSOCIATION OF ZOOS AND AQUARIA



Established in 1992, it is the membership organisation of the most **progressive zoos and aquariums** in Europe, Western Asia and beyond



The primary coordinating entity for **EAZA Ex situ Programmes** (EEPs)



A centre of **excellence** for the coordination of conservation, care, research and education, as well as for advocacy, communications and professional development

EAZA is its Members: EAZA is you!



EAZA MEMBERS

400+ MEMBERS



IN 47 COUNTRIES IN EUROPE
AND BEYOND



Full Members

- accredited zoos/aquariums meeting EAZA Standards in Europe or Western Asia



Associate Members

- accredited zoos/aquariums meeting EAZA Standards, outside Europe/Western Asia
- AND • national zoo associations and other organisations related to education, conservation or zoo staff



Conditional Members

- unaccredited Full Members working towards resolving issues identified during their last EAZA screening



Temporary Members

- zoos/aquariums that do not currently meet EAZA Standards
- AND • zoos/aquariums under construction



Candidates for Membership

- zoos/aquariums working towards meeting EAZA Standards assisted by a mentor & supervised by EAZA Technical Assistance Committee



Corporate Members

- companies supplying goods and services to zoos and aquariums

ACCREDITATION

WHAT DOES IT MEAN TO BE AN ACCREDITED MEMBER?



Only institutions that meet EAZA's **high standards** can become and remain Members. EAZA Accreditation is a label of **excellence** and attests of your place within the community of leading zoos and aquariums in Europe and Western Asia.

The **EAZA Accreditation Programme** (EAP) evaluates whether your institution:

- > complies with EAZA Codes and Standards
- > provides the animals in its care with positive welfare and the best possible living conditions
- > has effective research, conservation and education strategies
- > participates in EAZA Ex situ Programmes (EEPs)
- > is able and willing to engage in the EAZA community



EAZA STRUCTURE (1)



- * composed of
- EAZA Chair, Vice Chair, Secretary, Treasurer
 - the Aquarium representative and the Chairs of five EAZA Committees



EAZA STRUCTURE (2)

Other Committees

Make sure that the community fulfils the objectives of the EAZA Strategic Plan (currently 2021-2025)

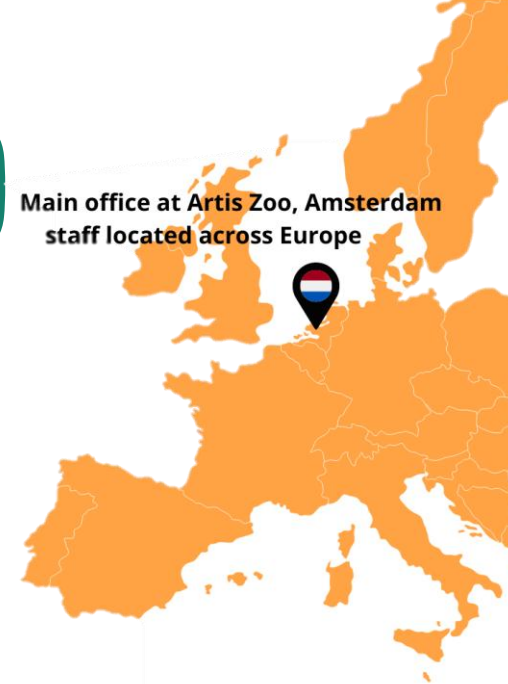
 COMMUNICATIONS	 EEP	 MEMBERSHIP AND ETHICS	 NATIONAL ASSOCIATIONS	 TECHNICAL ASSISTANCE	 CONSERVATION	 CONSERVATION EDUCATION	 RESEARCH	 VETERINARY
<p>Responsible for representing the EAZA values and work to EAZA Members, decision makers, stakeholders in conservation- and animal-related issues, and the general public</p>	<p>Oversees the functioning and development of EAZA Ex Situ Programmes (EEPs) and long-term species planning</p> <p>Working Groups:</p> <ul style="list-style-type: none"> • Animal Training • Animal Welfare • Records • EAZA Population Management Advisory Group 	<p>Responsible for accreditation of EAZA Members and new applicants. Oversees ethical issues, such as complaints and sanctions</p>	<p>Gathers inputs from zoo national associations on issues affecting zoos and aquariums. Aligns the voice of the EAZA community at the national level of policymaking</p>	<p>Oversees the Candidate for Membership programme, providing developing zoos and aquariums with mentorship and practical support to help them meet the requirement of EAZA Standards and become Full Members</p>	<p>Guides Members in optimising their contribution to <i>in situ</i> species conservation</p> <p>Working groups:</p> <ul style="list-style-type: none"> • Conservation Translocation • Imported Deforestation and Sustainable Agriculture Advisory group 	<p>Guides Members in optimising their conservation education activities and monitoring</p> <p>Includes European Board members of the International Zoo Educators</p>	<p>Guides Members in optimising their research activities. Oversees the publication of Journal of Zoo and Aquarium Research</p> <p>Working groups:</p> <ul style="list-style-type: none"> • Nutrition • Biobank 	<p>Provides veterinary input to EAZA standards and external legislation. Works closely with the European Association of Zoo and Wildlife Veterinarians</p> <p>Working Groups:</p> <ul style="list-style-type: none"> • Reproductive Management • Transport

At least two meetings per year



EAZA EXECUTIVE OFFICE (EEO)

Main office at Artis Zoo, Amsterdam
staff located across Europe



Myfanwy Griffith
Executive Director



Office and Finance Manager
Fleur Kist



Office and HR Coordinator
Delilah Messiah

Species Conservation



Danny de Man
Deputy Executive Director



Conservation Biologist
Kristin Leus



Biobank Coordinator
Anna Mekarska



Reproductive Biology Officer
Chris Rettig



Science Manager
Ania Brown



Field Conservation Coordinator
Merel Zimmermann



Raymond van der Meer
Director of CPM



Lead Population Biologist
María Paula Balcázar-Vargas



Population Biologist
Iva Martincová



Population Biologist
Nora Hausen



Manager Population Management Centre
Elmar Fienieg



Population Biologist
Marie Corlay



Population Biologist
Charlotte Desbois



Associate Population Biologist
Nadja Froitzheim



APC Coordinator
Katie Malone



APC Coordinator
Mirka Friedman



APC Coordinator
Diogo Laneiro



Manager Animal Programmes and Conservation (APC)
William van Lint



APC Coordinator
David Aparici Plaza



APC Coordinator
Lauren Florisson

Conservation and Population Management (CPM)

Member Development



April Adams
Director of Member Development



Accreditation Coordinator
Carolina Collinge



Accreditation Coordinator
Vera Ketelaar



Accreditation Coordinator
Borja Reh



EAZA Academy Manager
Stevie Knapp



Event and Corporate Member Coordinator
Mirko Marseille

Advocacy and Communications



Tomasz Rusek
Director of Advocacy and Communication



EU Policy Coordinator
Catarina Santiago



EU Policy Coordinator
Alice Albertini



Communications Coordinator
Sandrine Camus



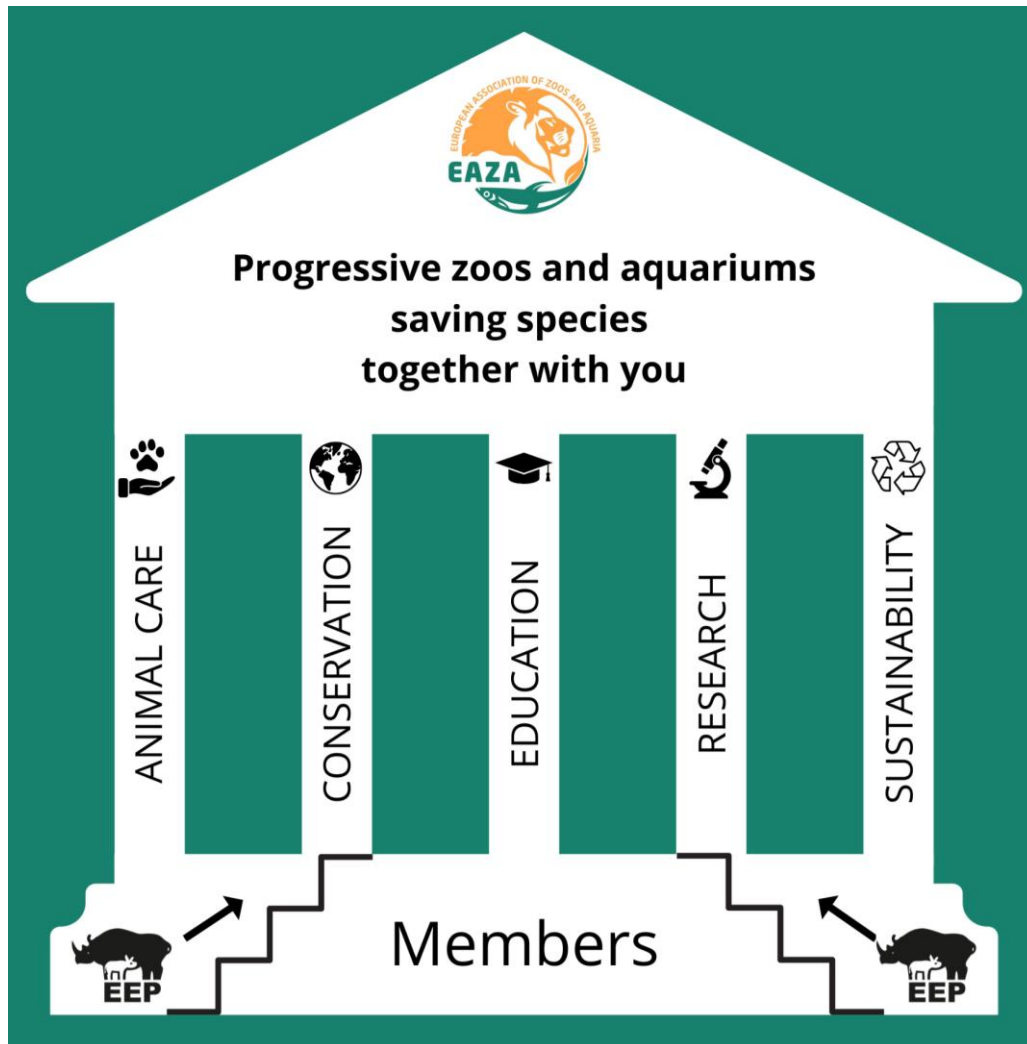
Communications Coordinator
Camila Farah

EEO as of April 2026

See the latest chart on:
www.eaza.net/contact-us/



EAZA'S PILLARS



EAZA Members work together towards the EAZA vision, fulfilling goals of **animal care and welfare, conservation, education, research and sustainability.**



ANIMAL CARE

EAZA Members are committed to providing the **best life** to the animals in their care.

Five-domain model of animal welfare (Mellor, 2020)



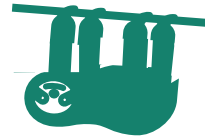
Nutrition



Environment



Health



Behaviour



Mental state

Resources



- > WAM Standards
- > Welfare assessment library
- > Welfare webinars and training opportunities
- > AHL Handbook

WAZA WELFARE GOAL

EAZA Members **ensure and monitor the welfare** of the animals in their care.

The EAZA Accreditation Programme meets the requirements of the **WAZA global benchmark** for Animal Welfare Evaluation Processes.



POPULATION MANAGEMENT (1)



Management of animal populations is at the heart of our mission and our goals.



Its underlying key processes are described in:

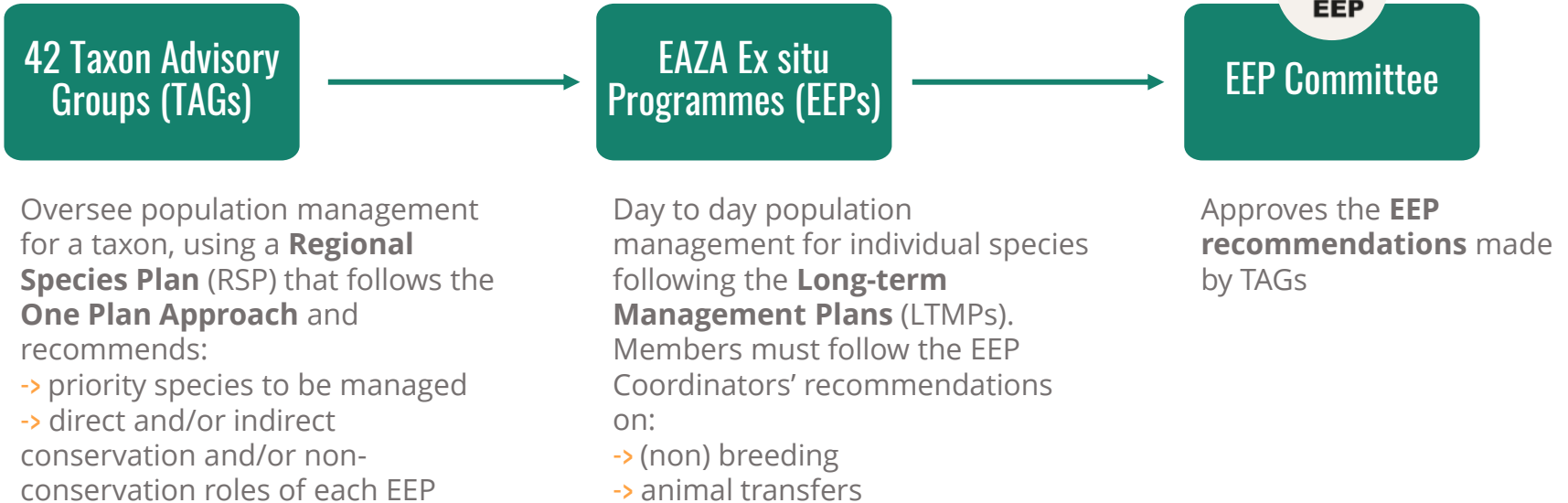


How do EAZA Population Management Programmes work?

Taxon Advisory Groups and Regional Species Planning

Support for Institutional Species Planning

POPULATION MANAGEMENT (2)



For instance



3 EEPs



28 EEPs



POPULATION MANAGEMENT (3)

More resources about EEPs, RSPs and TAGs available on www.eaza.net

Diving into Regional Species Planning



Regional Species Plan (RSP) = In the spirit of the *One Plan Approach* and by applying the 5-STEP decision making process in the *IUCN Guidelines on the Use of Ex situ Management for Species Conservation*, Taxon Advisory Groups (TAGs) decide which species are recommended to be managed under an *Eaza Ex situ Programme* (EEP) and what the direct, and/or indirect, and/or non-conservation roles of each EEP will be.

Example

Waterfowl and Pelecaniformes TAG



One Plan Approach
Ex situ and in situ experts making organised and strategic decisions together for the biggest impact in species conservation



5-STEP decision making process



Why do we need RSPs?

- Zoos and aquariums have limited human, financial and space resources
- Choosing the right species to care for is one way for zoos to maximise their contribution to conservation
- RSPs are the documents to guide them in this process

Each species gets a recommendation

- EEP:** This species should be managed for (mostly) conservation reasons*
- MON-T:** No specific recommendation. The TAG will monitor numbers
- MON-T Phase out:** Please phase out from collections
- MON-T Replace with:** Please phase out and replace with species X - typically one that is more important for conservation reasons
- MON-T Do Not Obtain:** The species is currently not present in EAZA zoos, please keep it that way

* See the "What's an EEP?" infographics for more details and/or visit www.eaza.net/programmes

What's an Ex situ Programme or EEP?

An **Eaza Ex situ Programme (EEP)** = population management activities endorsed by EAZA for species that are managed by EAZA Members aiming towards (maintaining) healthy populations of healthy animals within EAZA or beyond. The EEP species is held by several institutions working together towards these goals.

Each EEP has:

a team of experts, led by a **coordinator** from an EAZA institution, to develop and implement its management strategy

its own tailor made set of **roles and goals** defined in the *Regional Species Plan* (RSP) by experts from the Taxon Advisory Group (TAG) and conservation organisations

its own tailor made **management strategy** defined in the *Long-term Management Plan* (LTMP)



Eaza Population Management Manual: Standards, procedures and guidelines for population management within EAZA

In 2021: > 400 involving > 300 &

Example

White-naped mangabey EEP (*Cercocebus lunulatus*)

population decreasing

Conservation	Direct	ROLES include	GOALS
		<ul style="list-style-type: none"> ✓ Education In and outside range ✓ Training, sharing expertise ✓ Advocacy ✓ Fundraising 	<ul style="list-style-type: none"> Use as flagship species to promote Tropical Forest conservation, celebrate Mangabey Awareness Day (1 August) Train field staff and share husbandry / veterinary knowledge and skills gathered in zoos Continue the dialogue with Ghanaian authorities to level up habitat protection Generate financial support for WAPCA - a key partner of the EEP
Indirect	Non-conservation	<ul style="list-style-type: none"> ✓ Research 	Facilitate fundamental research
		MANAGEMENT STRATEGY coordinated by Barcelona Zoo	Following transfer and (non-) breeding recommendations: <ul style="list-style-type: none"> gradually increase the population size to 150 individuals by 2027, with around 40 individuals at EEP participants in Ghana prioritise genetically valuable individuals for breeding

For more details, click on the documents and visit www.eaza.net/population-management

IN SITU CONSERVATION



CONTRIBUTIONS TO CONSERVATION TOTAL SUPPORT 2023

Based on information available in the EAZA Conservation Database on 15 May 2024



138,760 HRS
STAFF TIME



€29.4 MILLION



206
MEMBERS

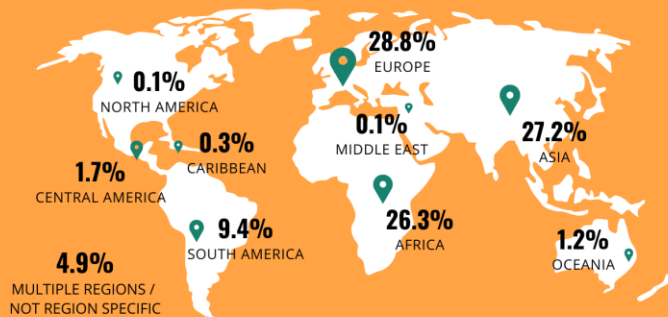


>500
PARTNERS



>800
SPECIES

AREAS OF FINANCIAL SUPPORT



*includes plant, habitat conservation, conservation tool development

Progressive Zoos and Aquariums Saving Species Together With You

EAZA Members support conservation projects in the field, locally or worldwide, by providing **funding, staff time** and **expertise**.

Members' entries into the **EAZA Conservation Database** feed the **EAZA Conservation Map**

This work is supported by the European Union LIFE NGO funding programme. The European Union is not responsible for the views displayed in publications and/or in conjunction with the activities for which the grant is used.

FILTER & FIND PROJECTS:

2019

Select EAZA Member

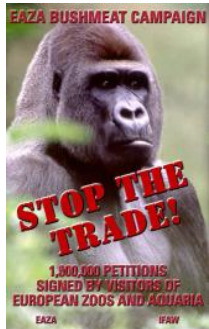
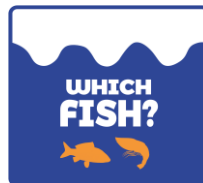
Select species

Select Continent



EAZA CONSERVATION CAMPAIGNS

Members also participate in two-year joint
EAZA conservation campaigns.



Discover our current campaign
on <https://wetlandsforlife.eaza.net>



**wetlands
for life**

EAZA CONSERVATION
CAMPAIGN 2026 - 2027



CONSERVATION EDUCATION

EAZA Members host **144 million** visits every year. Through their **outreach** and **education** activities, they enable citizens to **connect** with nature, **engage** with conservation and feel empowered to **secure** a healthier future for our planet.



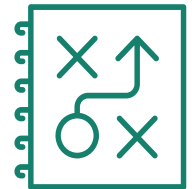
Inspiring
impact of
encounters
with wildlife



Informal and
formal education
at the zoo /
aquarium



In situ education



Following the
EAZA
Conservation
Education
Standards

RESEARCH

Thanks to the animals in their care and the expertise of staff working in our collaborative network, EAZA Members **contribute to research** which benefits individual animals, species, ecosystems and societies world-wide.



Better understand challenges that species face



Inform effective conservation interventions



Understand visitor motivation and drive behaviour change



Resources

- > Journal of Zoo and Aquarium Research
- > EAZA Biobank
- > Zoo Science Library
- > EAZA Research Standards

ADVOCACY AND POLICY

EAZA and its Members contribute to the creation and delivery of progressive **wildlife-related policies** and **legislation** at the national, European and global levels.

The EAZA community works alongside public authorities and partner organisations to advocate for:

- > Supporting the protection of **biodiversity** through effective policies
- > Making EAZA countries the **standard-setters** for zoo and aquarium legislation
- > Safeguarding the **health and welfare of animals** in human care and in the wild



HOW DOES EAZA SUPPORT YOU?



Access to all the **resources** and collaborative work – guidelines, events, training, online forums



Access to our global **partner** network



Access to and involvement in **EAZA Ex situ Programmes** for over 500 species



Support and **assistance** from the EAZA Executive Office in:

- > Conservation and population management
- > Communications
- > Policy and legislation
- > Membership-related questions



EAZA ACADEMY

EAZA is committed to enhancing the **professionalism** and **skills** of its Members.

With courses that are:

- > Accessible
- > Wide ranging
- > High quality
- > Applied
- > Taught by knowledgeable professionals
- > Dedicated to all sectors

And via the



EUROPEAN
PROFESSIONAL
ZOOKEEPER
QUALIFICATION
FRAMEWORK



in numbers



between 2010-2024



3,785 participants,
80% from EAZA institutions



153 courses*,
in-person & online

* does not include self-paced courses

CONFERENCES

General Events

- > EAZA Annual Conference (yearly)
- > Directors' Days (yearly)

Specialised Events

- > Conservation Forum (biennially)
- > European Zoo Nutrition Conference (biennially)
- > EAZA Education Conference (biennially)
- > Animal Welfare Forum (biennially)
- > EAZA Zoohorticulture Conference (yearly)



EAZA CONSERVATION FORUM 2024
4-7 June, Ostrava, Czech Republic



EAZA PARTNERS (1)



EAZA PARTNERS (2)



GETTING INVOLVED

MAKE THE MOST OUT OF THE WIDE REACH OF THE EAZA NETWORK!

Are you an EAZA Member?	And if you are not?
Join an EEP , TAG or Committee	Become a Member
Join or set up a campaign	Become a partner and support EAZA in its conservation work
Share your expertise -> become an EAZA Academy tutor -> speak at an EAZA event	
Assist with accreditation -> become a screener or mentor	

Contact the EAZA Executive Office  info@eaza.net
All resources mentioned in this presentation are available
on www.eaza.net

