



STATE SECRETARIAT FOR INFRASTRUCTURE AND ENVIRONMENT

ANNEX VI – TRAINING OF WILD ANIMAL CARETAKERS



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1. INTRODUCTION

As a contractual milestone foregoing the option that the CONCESSIONAIRE has to secure the ZOO's relevant Use and Management Authorization in its name, as per the provisions of the CONCESSION CONTRACT and ANNEX III, the CONCESSIONAIRE shall carry out training of the team that is sized up in its Fauna's BIOLOGICAL ASSETS Operating Plans. To this end, all employees who were first appointed to carry out wild animal caretaker activities are to secure a training participation certificate, which is to be run by the *FUNDAÇÃO PARQUE ZOOLOGICO DE SÃO PAULO*, while additionally fulfilling all provisions of the CONTRACT and this ANNEX.

Training shall be carried out by the FPZSP team, or by whomever it chooses to appoint, employing a teaching methodology that encompasses theoretical concepts as well as basic empirical subjects inherent to wild animal management, the object of the SÃO PAULO ZOO's operations, pursuant to the best practices currently in force.

After the Use and Management Authorization is issued, the CONCESSIONAIRE shall be responsible for keeping its employees duly trained to perform their concerning duties.

2. SCHEDULING PROCEDURE

Procedures for registering CONCESSIONAIRE collaborators and scheduling training activities regulated hereunder shall comply with the following stages:

- I. the Fauna's BIOLOGICAL ASSETS Operating Plan proposal submitted by the CONCESSIONAIRE, under the terms of ANNEX III, shall provide the GRANTING AUTHORITY with a list specifying the sized team assembled to carry out the Fauna's BIOLOGICAL ASSETS' management activities that are the object of the CONTRACT;
- II. after the Fauna's BIOLOGICAL ASSETS Operating Plans are approved, the FPZSP shall have a 5 (five)-working day term to provide the CONCESSIONAIRE with the program, as well as additional information concerning the training program to be carried out mandatorily at the CONCESSION AREA-SP, such as the training program's start and end dates and the period when it is due to take place;
- III. after the provisions of the previous subsection are met, the FPZP shall have a 5 (five)-working day term to initiate training of wild animal caretakers, in accordance with training class methods defined in item 3 hereunder;
- IV. the FPZSP shall be responsible for supplying all supporting material needed to teach the minimum syllabus content described in item 4 hereunder, with no extra costs to be charged for drawing up or accessing this syllabus content, in addition to overtime hours worked by staff in charge of running the training program.

Notwithstanding the introduction of this ANNEX, in the event that any non-performance, delay, postponement or any other act, fact or event brought up by the FPZSP leads to breach of the CONCESSIONAIRE's obligation under the CONTRACT, ANNEX III or this ANNEX, the CONCESSIONAIRE shall deem that wild animal caretakers partook in the training program, in which case the CONCESSIONAIRE shall be entitled to issue the Use and Management Authorization in its name, pursuant to the terms of the applicable legislation and procedures enforced by the competent environmental entity, the CONTRACT and ANNEX III

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3. COURSE LOAD AND TRAINING PERIOD

Training provided to wild animal caretakers shall have a maximum course load of 80 (eighty) hours. Training shall be carried out for a maximum term of 15 (fifteen) days, spread across three consecutive weeks. Classes shall be held during office hours.

All team members shall be issued a training certificate, provided they attend at least 75% (seventy-five) percent of classes.

4. PROGRAM CONTENT

The *FUNDAÇÃO PARQUE ZOOLOGICO DE SÃO PAULO* shall be responsible for devising a proper program content for the training of wild animal caretakers, which may include the following subjects:

- Zoos in current days;
- Basic legislation for upkeeping captive animals;
- Occupational safety with animals;
- Bird, mammal, reptile, amphibian and invertebrate management;
- Venomous animals;
- Animal well being – Animal Behavioral Enrichment;
- Animal health;
- Food preparation;
- Environmental education; and
- Contingency plan and animal escapes.