

Specific Terms of Reference of the Ethics Committee

To be read in conjunction with the Terms of Reference Applicable to all Committees

- Adopted by the Board of Trustees 12 June 2025

Constitution

The Ethics Committee is formally constituted as a committee of the Board of Trustees whose terms of reference are approved by the Board of Trustees.

Purpose

To oversee the animal and human ethical review processes and procedures in respect of the Trust's work globally in accordance with specific legal and regulatory requirements under which Durrell operates. This includes human and animal research ethical matters, impacts of global programmes on local communities and animals and ethical investments and fundraising.

Membership

The committee's members shall be appointed in accordance with the Terms of Reference Applicable to all Committees, and shall consist of a minimum of four (4) and a maximum of six (6) members and be comprised of:

- at least two members of the Board of Trustees; and
- at least two independent (external) advisors.

The Chief Executive Officer, Director of Zoo Operations, Director of Field Programmes, Director of Conservation Knowledge, Head of Veterinary Services and the chair(s) of the committees' operational working group(s) will be regular attendees but shall not be deemed members of the committee.

The committee may invite other attendees such as external parties and other staff representatives, from time to time, as considered necessary (e.g. external expertise on ethical investments and fundraising considerations).

Meetings

The committee shall meet at least twice each year and at such other times as may be considered appropriate. Noting that the process for "Urgent Proposals/Requests" outlined within The Terms of Reference Applicable to all Committees is to be followed in instances where the committee's operational working group(s) require the committee to review and advise on pertinent matters in advance of its scheduled meeting.

Duties

1. To undertake review(s) of proposed updates to the Trust's ethical policies and procedures (a list of which is to be kept as part of the committee's files), submitted to the committee by its operational working group(s) alongside the relevant proposal rationale (such as latest research and/or best practice and guidance published by relevant governing bodies) and to approve the proposed updates where deemed appropriate. In addition, the committee shall ensure that the Trust pursues its mission in-line with such ethical principles.
2. To receive reports from its operational working group(s) outlining the actions undertaken by such operational work group since its previous submitted report.
3. To review and advise on any issues, concerns and/or applications (not covered by current ethical guidelines) submitted to the committee by its operational working group(s) or defer such matters to the Board of Trustees where necessary.
4. To monitor and ensure adherence to ethical requirements under the Trust's policies and procedures by way of an annual sampling check of relevant ethical procedures.
5. The committee will also keep up to date with guidance published by additional relevant governing bodies such as, the UK Secretary of State's Standards of Modern Zoo Practice and DEFRA (UK)'s Zoo Experts Committee Handbook.

Reporting Procedures

The committee will receive reports and/or applications from its operational working group(s) via email to its members (with the executive office's company secretary in copy) for tabling and review at its next meeting.

In instances where there are applications and/or relevant pertinent matters that the committee's operational working group(s) require actioning/authorisation by the committees before the date of their next scheduled meeting the process for "Urgent Proposals/Requests" outlined within the Terms of Reference Applicable to all Committees is to be followed.