5th March, 2016

To Whom It May Concern

Sydney Zoo and Muru Mittigar

This letter is to confirm that Sydney Zoo and Muru Mittigar are in discussions regarding an ongoing relationship across a number of fronts.

These include:

1. Providing indigenous consultation on the integration of the Australiana and Aboriginal cultural exhibits. The initial idea involves development of an experience delivered through both guided tours and technology (e.g. phone-based apps) that covers:
   a. An overview of Aboriginal culture both in the whole Australian context and specific to the Darug people of Western Sydney.
   b. Bush medicines, technologies and food. How the people moved with the seasonality of the area in which they lived, including an explanation of the nomadic lifestyle, shelters.

2. Sydney Zoo and Muru Mittigar to work together to implement a "Ranger program" involving placement of Aboriginal staff in Sydney Zoo to assist in achieving the Sydney Zoo Indigenous social procurement and employment targets (Target to be ratified by the Sydney Zoo Board).

The ranger program is to consist of multiple roles (position descriptions) to enhance workplace industry experience and utilise Traditional Knowledge for Aboriginal staff as required, therefore reinforcing a holistic approach to their workforce development proven as a successful model by Muru Mittigar.

3. Native planting, grounds maintenance, bush foods and medicines, plant maintenance and work on establishment and conservation / maintenance of newly-planted Cumberland Plain Woodland on site.

Muru Mittigar views this relationship as being an important opportunity with substantial community benefit in the areas of cultural reconciliation and understanding and a strategic workforce training opportunity for Aboriginal people for the local economy in Western Sydney.

Yours Sincerely,

Peter Chia
Chief Executive Officer
Muru Mittigar Ltd
0427 077 055
8 March 2016

To whom it may concern,

This letter is confirmation that Sydney Zoo and TAFE NSW—Western Sydney Institute are in discussions with regard to the delivery of vocational training and jobs placement services at Sydney Zoo.

It is anticipated that this training will cover training and jobs placement for TAFE students and school leavers in the Western Sydney area. It will be across multiple industry sectors including animal handling and care, grounds keeping and horticulture, retail services, cleaning, food preparation & handling, and customer relations.

TAFE NSW believes that if implemented this Sydney Zoo training program has the potential to be a major source of training and job experience in Western Sydney.

Sincerely

Karen Ainley
Senior Training Consultant
Commercial Unit
TAFE Western Sydney Institute
8 March 2016

To whom it may concern

Subject: Western Sydney University and Sydney Zoo

This letter is confirmation of discussions between Western Sydney University and Sydney Zoo regarding the development of a strategic alliance between the two institutions. The scope of the alliance is wide ranging, and includes the potential provision of advice to Sydney Zoo in return for scholarships, public outreach assistance and educational and research partnerships. Possible areas of collaboration include:

1. Urban bushland and wildlife habitat creation, including bush regeneration and wildlife population studies on site.
2. Animal welfare improvements, including animal husbandry and behavioural enrichment strategies, and the role technology can play in this.
3. Interactive learning and student engagement
4. Display interactivity and immersion
5. Crowd management
6. Visitor experience (pre-visit, actual visit and post visit)
7. Marketing
8. Energy efficiency and zero carbon operations
9. Water treatment and re-use on site
10. Use of drones/robots for dangerous animal handling and enclosure management.

In addition to these potential areas of collaboration, longer term discussions underway about the possible establishment of a centre of excellence in wildlife conservation.

As a practical starting point, the University and the Zoo are holding a technology “hack-a-thon” on Friday April 8th 2016, designed to bring multi-disciplinary and multi-generational expertise into a creative forum to generate leading ideas on research and development in the fields listed above.
We believe Sydney Zoo is taking a highly engaged position in the community and Western Sydney region more broadly. It has a holistic approach to the use of technology in its operations that if implemented have the potential to positively influence research, educational and skills development throughout the region.

Sincerely

[Signature]

Dr Andy Marks
Acting Assistant Vice-Chancellor (Strategy and Policy)