CONSERVATION VOLUNTEERING / INTERNSHIPS AVAILABLE: LION RESEARCH PROJECT

The Global White Lion Protection Trust’s (WLT) primary objective is the 'world-first' reintroduction of White Lions back to the wild in their endemic area - the Greater Timbavati region. The WLT operates within a modern conservation paradigm: conservation through sustainable development, with particular emphasis on community participation, education and cultural upliftment.

The WLT offers an exclusive opportunity for suitable candidates to volunteer or do an internship with the Tsau! White Lion Reintroduction Project. Successful candidates are trained as active members of the conservation monitoring and research team, and are not just members of a student / volunteer program. As such interns need to be very dynamic and adaptable to the changing day-to-day needs of the project. Candidates have a unique opportunity to gain hands-on experience whilst making a valuable contribution to the long-term conservation of the white lions. Volunteers / Interns may be involved in the following:

- Lion monitoring and tracking
- Field research and Data Input
- Vegetation and Habitat management
- Environmental Educational Programs
- Cultural development program

For academic students, specific research topics may be available, depending on the level of qualification of the candidate and the particular stage of the reintroduction project. Suggested fields of study may be lion behavioral ecology, feeding ecology, spatial dynamics, reintroduction methodology, and predator-prey dynamics.

Candidate Suitability:

- Interest/field of study: conservation, environmental science wildlife management, ecology or wildlife biology, wildlife journalism, wildlife photography, veterinary science, animal behavior studies, animal communication, cultural / community development, or fields related to the aforementioned.
- Flexibility and adaptability.
- Self-Sufficiency: as a member of the research team, the volunteer/intern prepares meals together with the team and is responsible for his/her own "house-keeping".
- Self-motivated: although a structured program is provided for the week, volunteers need to be independent and mature enough to make use of any free time.

**Duration**
- 2 to 8 weeks (longer upon request)

**Cost**
- R3500/week
- R200 per week for communal food
- 25% deposit to secure a placement (non-refundable)
- Cancellation Policy: unless due to valid medical or compassionate reasons no refunds will be granted.

**Includes**
- Accommodation
- Training by qualified members of the conservation and management team
- Cooking and laundry facilities
- Once a week trip to town for food and other supplies
- Internet and e-mail access

**Excludes**
- Flights
- Food
- Travel and medical insurance
- Transport related to any additional (non-WLT) activities (ie. anything except the once a week town trip, the drop-off/pickup on day of arrival and departure, and scheduled WLT outings) is not included; independent shuttle companies / car hire services are available from Hoedspruit at the volunteer's own expense

Yours sincerely,

**Jason Turner**

**Lion Ecologist and Scientific Advisor**
M.Sc Wildlife Management
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Global White Lion Protection Trust Volunteer/Intern Program Schedule

We invite you to be part of a serious conservation initiative breaking new ground on both scientific and cultural fronts. This project is not a ‘holiday camp’, but committed individuals have the time of their lives. Students who join our program, experience our project as a turning point in their lives, in terms of personal growth, understanding of their life’s purpose, a deepening sense of value and values, spiritual growth, and a genuine commitment to making a difference. As a member of our team you will experience the day-to-day trials and tribulations of running a leading conservation initiative.

*The following activities are what you can expect to do depending on the needs of the Trust at the time:

1. Lion Monitoring
   - Lion-tracking using telemetry
   - Recording of lion behavior
   - Supplementary feeding (during boma bonding)

4. Habitat Management
   - Bush-thinning
   - Erosion control
   - Gabion construction
   - Alien plant control
   - Boma clearing
   - Game counts

6. Scientific Research
   - *Predator/Prey study
   - Data capturing of research information

7. Community Development
   - *Educational programs-such as literacy and numeracy training
   - White Lion Poetry Exploration Project
   - *Organic food-growth programs
   - *Eco-construction of infrastructure
   - *Organic gardening
8. Optional Expeditions (at intern’s own expense; and dependent on a shuttle service or car rental to get to activities- WLT WILL FACILITATE WHEREVER POSSIBLE)

- Game-drive in neighboring reserves
- On-foot wilderness walk at neighboring reserves
- Day Trip to Kruger National Park
- Day Trip of panoramic route including visitor sites such as God’s Window, Pilgrims’ Rest, Hazyview, etc.
- Trip to Blyde River Canyon – Boat Trip, Waterfalls, Dam
- Big Swing in Graskop
- Overnight camping in mountains
- Jessica the Hippo
- Trip to Wildhorses
- White water rafting/ tubing / kloofing
- Camp Jabulani
- Visit to endangered Species Protection Centre
- Visit to Khamal Reptile Park
- Visit to the Cotton Club, African silk factory
- Hot air balloon rides
- River-Horse out-rides
- Visit to Mafunyani Cultural Village
- Cheetah Inn cultural night (when available)
- Possibility of weekend excursions to be planned with coordinator
Global White Lion Protection Trust:
Intern/Volunteer Information and Kit List

Where are we situated?

The volunteer program is run from *Mbube Volunteer Camp* in the Greater Timbavati Region of Limpopo Province. Our nearest town is **Hoedspruit and Acornhoek**.

The WLT main office is located 30 minutes down the road at *Tsau! Conservancy*, also in the Greater Timbavati Region.

How to get here

OR Tambo International Airport in Johannesburg would be the main entry point into South Africa. There are two ways of getting to **Hoedspruit**:

1. Take the air shuttle on SA Express to Eastgate Airport in Hoedspruit. There are two flights in to and out of Hoedspruit, daily. You can book flights on line at [http://www.flysax.com](http://www.flysax.com).

2. The bus service is called City to City and is run by
Translux. You can book on-line at [http://www.computicket.co.za](http://www.computicket.co.za) Please ensure that you have a copy of the e-ticket and the credit card that paid for the ticket. The bus runs from Johannesburg Bus Station on Tuesday, Thursday, Fridays and Sundays. It leaves Johannesburg at 0700h and arrives in Hoedspruit at 1520h. The bus runs from Hoedspruit back to Johannesburg on Fridays, Sundays, Mondays and Wednesdays. It leaves Hoedspruit at 0815h and arrives in Johannesburg at 1630h.

**Do you have to stay overnight in Johannesburg?**

If you need to spend the night in Johannesburg before your connecting flight to Hoedspruit or before catching the bus, try Gemini Backpackers. They are a short drive from OR Tambo and will do a shuttle service for free from the airport, if you stay at their lodge. Contact them on: lodge@geminibackpackers or visit [http://www.geminibackpackers.co.za](http://www.geminibackpackers.co.za). Their telephone number is +27118826845. Gemini Backpackers will also arrange a shuttle to the Bus Station in central Johannesburg, for an extra fee.

**Immigration Act Regulations** All passports must have at least 2 unused pages when presenting for endorsement, or entry to South Africa will be refused. You must arrive back to your home country within 6 months prior to expiration date.

If you are planning on staying longer than 3 months, you need apply for an extension or visitors visa for your stay.

**Vaccinations**

It is advisable that all visitors to South Africa have up to date vaccinations for Yellow Fever, Tetanus and Cholera. Please also
ensure that you have enough Malaria prophylactics for your entire stay – although the incidence of malaria is low, medical practitioners recommend that visitors take prophylaxis (a medical practitioner will advise on the type of prophylaxis required for Limpopo Province, South Africa).

**Medical Insurance**

The Global White Lion Protection Trust does have Public Liability Insurance but this does not include medical care and expenses (should you become ill and need to go to hospital). Please ensure that you have sufficient Travel Insurance to cover you for your entire stay.

**Drivers License**

If you intend hiring a vehicle while you are visiting the Project please make sure you have your International Drivers License with you. Most car hire places prefer that a valid credit card be used when hiring a vehicle.

**Wildlife Experience**

The WLT has a total of 7 white lions and 3 tawny lionesses. The volunteer camp is nestled on the land where 2 white lion males and 1 tawny lionesses roam freely. There are also impala, wildebeest, giraffes, leopards, cheetahs, monkeys, and Nyala that roam the land.

**Working Hours**

You will generally work 6 days a week from 8:00am to 5:00pm with a two-hour lunch break each day. Sundays are used as a day of rest.

**Airport**

We meet all of our volunteers personally at Eastgate Airport or
the local shuttle/bus station.

**Road Safety**

All drivers have Public Driving Permits.

**First aid and emergency**

First Aid Kit and qualified first-aiders on site.

**Medical**

Doctors are located in Hoedspruit and Acornhoek. Hospital is located in Acornhoek.

**Reserve Insurance**

Each volunteer must sign and comply with the GWLPT Indemnity Form before the volunteer can engage in any activity. The WLT also has public liability insurance in place through the leading insurance brokers for the tourism industry SATIB (South African Tourism Insurance Brokers).

**Volunteer Amenities:**

**Accommodation: Mbube Camp**

*Two Student Coordinators: Hilary Rivers hilary@whitelions.org and Ash Winnett a.winnett@hotmail.co.uk. Both Coordinators live onsite at Mbube Camp and are available to answer any and all of your questions. They are there to make you experience unforgettable.*

- Converted farmhouse with electricity
- Holds a Maximum of 7 Volunteers
- 2 shared bedrooms (3 in one room, 4 in the other)
- Linen and Towels are provided
- NO A/C
- Ceiling fans in each room
- 2 Shared bathrooms (Hot water showers)
  - Provide your own soap, shampoo, washcloth
- Internet access is available for R60.00 for your entire stay
- Very Good Cell Phone reception

**Kitchen Arrangement:**

- House has a full kitchen
  - Fridge
  - Freezer
  - Gas stove and oven
  - Kettle
- Use of one shelf in cupboard for personal food
- Meals prepared by yourself or collectively with other volunteers/coordinators depending on dietary requirements.
- Dish washing and cleaning of camp/house is rotated between volunteers

**Provided:**

- All basic eating and cooking utensils, dishware, and glassware
- Safe drinking water
- Dish rags, sponges, and towels

**Not Provided:**

- Food
- Spices
- Drinks
- Laundry detergent
- Toilet paper
- Foil or plastic wrap
- Storage bags/boxes

**Laundry:**

- Washing Machine on site:
  - Volunteers do their own washing once a week, either on a Wednesday or Thursday.
    - Small load R30.00
    - Large load R50.00
Shopping Arrangement:

- Initial shopping upon or shortly after arrival
- Once a week town trip for groceries and supplies
  - Allow R200-300.00 for food each week.
  - Personal food is an extra charge.
- ATM locations are plentiful within town
- Modern Pick N Pay Supermarket
- Fresh Fruit and Veggies available
- Shopping Center with various stores

Base Camp: MANGOZA CAMP:

- 30 minutes drive from Mbube Camp
- Prearranged once a week visits to base camp
- Central office and use of kitchen area for volunteers and WLT personnel
- Has electricity (220V) with desktop computer and student laptop.
- Has internet/e-mail (WiFi) connection

Weather:

- Summer (Mid-October to Mid-February)
  - Ave Daytime Highs: 34C, 93F
  - Ave Nighttime Lows: 21C, 70F
  - Humidity- Very High/uncomfortable
  - Rainfall- high
- Autumn/Fall (Mid-February to April)
  - Ave Daytime Highs: 28C
  - Ave Nighttime Lows: 14C
  - Humidity- Medium/ some discomfort
  - Rainfall ends, end of March
- Winter (May/June/July)
  - Ave Daytime Highs: 25C, 77F
  - Ave Nighttime Lows: 7C, 45F
  - Humidity- Low/comfortable
  - Rainfall- Very Low
- Spring (August to Mid- October)
  - Ave Daytime Highs: 28C
- Ave Nighttime Lows: 14C
- Humidity - Medium/comfortable
- Rainfall starts, late September/early October

**Essential Kit List:**

- Head torch/flashlight
- Bug repellent
- Sunscreen
- Hiking boots or sturdy trainers/sneakers
- Khaki colored clothes, earth tones to blend in or camouflage pattern
- Hat and sunglasses
- Water proof clothing (summer months)

**Suggested Kit List:**

- Mosquito net (October- April)
- Malaria precautions/ prophylactic (consult a doctor: herbal and non-herbal)
- Sandals
- One set of old trousers and shirt or T-shirt and shoes for painting/construction activities.
- A water-bottle (container to fill up with water) for long hours out
- Light clothes, for summer months
- Warm clothes, sweaters, swear pants, swear shirts/windbreaker or windcheater/warm jacket such as Polar Fleece/warm cap/hat
- Long underwear (for layering) silk works well and is easy to pack
- An I-pod or MP3 player, if you would like (or need) music.
- A laptop (if you have one) WiFi Network is available once a week at base camp.
- Cell phone (ie. Mobile) that has Bluetooth capabilities for Internet connectivity. There are no personal call facilities at base camp. For those traveling from outside SA, cell phones can be rented at Jo’burg airport. Cell phone reception is very intermittent but there is a signal booster at base camp. With Internet, Skype can also be used.
- Alarm clock, if no cell phone
- Electrical outlet plug adapters, if not from South Africa. South Africa has a unique plug. Most plug adapter kits do not include the
South African configuration of fat round prongs in a 3-prong design. Plug adapters can be purchased at the Jo’burg airport domestic terminal in the luggage shop or pharmacy. They can also be purchased in town.

- Driver’s license, ID and credit card for car rental for going on day trips out.
- Money for weekly food purchases. Estimate approx. (R200-500) per week, depending on your appetite and taste.
- Money for extra expenses for car hire or any other social outing.
**Attention Volunteers: These are Mbube Camp House Rules**

- Internet Use is R60.00 for your entire stay.
- It is the volunteer’s responsibility to provide toilet paper for their stay. (This will be worked out between the volunteers in the house)
- Laundry is only available for volunteers on Wed/Thurs. (Unless there are circumstances that enable this)
- Laundry cost is R30.00 for small load, R50.00 for large load
- Please do not put blankets on the floor/ground or give to dogs to use.
- Please keep all doors shut. (Including bathroom doors). We are not responsible for any clothing, socks, shoes, personal items, etc that the dogs chew up because the doors were not shut.
- Please make sure all of your personal items are put up and kept in your room.
- Please do not feed dogs from the table.
- Please do not feed dogs any human food. (The coordinators are responsible for feeding the dogs each morning and night)
- Please keep kitchen counters clear and clean.
- Dishes should be washed immediately after use and not left in sink.
- All Dishes should be dried and put in their places before going to bed each night.
- Please do not take any bedding or towels from the linen closet without asking one of the coordinators.
- If you are a smoker, please put your cigarettes out in the ashtray, do not throw on ground.
- No alcohol allowed at the Volunteer House.
- No loud music after 10pm.
Terms and Conditions

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1. Basic dress code

As a representative of the Global White Lion Protection Trust
(WLT), all staff, interns or volunteers will always be neat and tidy, and wear natural ‘bush-friendly’ or ‘earthy’ colors such as: brown, khaki, beige, or green. Ideally plain clothing without any signage will be worn. Special effort will be made to appear professional when in the presence of visitors.

2. Basic conditions

(i) Work Schedule: Since the nature of WLT work is dynamic and time-frames are changeable, a schedule guideline is included below:

- **Monday to Saturday** - the day begins at 6:00 am (winter months) 5:00 am (summer months); lunch from 12:00 pm to 14:00 pm; with the day ending at 19:00 pm (after evening game drive).

- **Sundays** – Morning and Evening checks will be available and is optional for volunteers. Unless there is a specific project requirement or emergency, Sunday is an off day where interns / volunteers may rest, do their own work, or hire a car and go sightseeing (a hire car service is available in Hoedspruit)

(ii) Code of conduct:

- Safety always comes first.

- The White Lions in the Reintroduction Project, i.e. their care and safety, receive priority at all times. Should the personal activities or agendas of any volunteer/ staff member detract or interfere with such priorities, it is incumbent on individuals to reschedule their personal activities accordingly. If unsure of these priorities at any time, please request clarification from Jason Turner.

- All WLT colleagues need to be treated with respect and as such, no foul language may be used in the presence of colleagues or guests. Any overt displays of physical
aggression may lead to disciplinarily action.

- At all times, whilst on the project or when off the property, you are requested to treat the project with utmost respect and, further, that you practice discretion in all your interactions - this pertains, *inter alia*, to any third-party discussions relating to the project objectives, management style, relationships with colleagues or any personal concerns that you may have regarding your own position. Please be reminded that as a WLT teams member, you represent the WLT and the Reintroduction Project in all its many facets. It is requested that, should you harbor any concerns about your position, the WLT as an organization or the Reintroduction Project, that you direct these either at Linda Tucker or Jason Turner. WLT management undertakes to have an "open-door" policy at all times.

- No alcohol may be consumed on the Mbube Camp Property. Alcohol is only allowed when on weekend excursions or dinner at a restaurant. If you have alcohol in your system, you are not allowed to open or shut any gates.

- At all times it is required that all volunteers remain professional in their decorum and communication. This extends to face-to-face communication, and radio protocol. Please familiarize yourself with WLT radio protocol at your earliest convenience.

Each member of the WLT team (incl. interns / volunteers) is selected as a result of his or her specific skills and experience, but also because they are deemed to be flexible and adaptable to whatever task is required in the context of a dynamic wildlife conservation project

4. *Accommodation protocol*

Since the WLT is a non-profit organisation; the conditions in the Research Camp are very basic but totally eco-friendly, whilst being
functional and authentic to living in the wilderness in Africa. All volunteers are required to give due respect and consideration to the conditions of the research camp, as well as any WLT property that may be utilized them. Such property will be kept neat and tidy at all times. Volunteers will be considerate in terms of others that share the camp or space with him / her. It is incumbent on all volunteers and staff members inhabiting the camp to arrange how and when the camp will be maintained.

No alcohol may be consumed by any WLT volunteer / staff member when on duty or performing any task related to the WLT at any time. In the event of any WLT property being damaged through the negligence or recklessness of any member of the WLT team, it is acknowledged that there will be financial responsibility and implications for the relevant individual / s. An inquiry will be held and a final decision will be made by the Trustees of the WLT.

5. Transport

(i) WLT vehicles are used only for designated WLT activities / purposes. (ii) There will be one scheduled trip to Hoedspruit per week, for volunteers to purchase supplies. Any additional trips will be at the expense of the volunteer and only if possible and convenient for the WLT. (iii) Additional / non-WLT activities may be attended by volunteers upon request, with 1 weeks notice, at the additional expense of the volunteer. Independent shuttle services (such as Eastgate Safaris or McFarlane Safaris) or car hire (Avis / Budget / Europcar) at the expense and booking of the volunteer will be necessary for these activities – the WLT will facilitate wherever possible.

6. Lion protocol (i) Primary reintroduction area

- No alcohol may be consumed at all by any WLT staff member that is on duty, especially when monitoring / tracking the lions.

- The lions will always be approached with respect and
care, in the best interest of the lions themselves.

- Monitoring of the lions will only be done by authorized personnel that are doing so in an official capacity, using the relevant monitoring vehicle/s.

- No guest or visitor may enter the WLT sub-habitat without being accompanied by a member of the WLT personnel.

- No food, drink, music, or any other inappropriate behavior is acceptable in close proximity to the lions.

- No-one will enter the lion conservancy without the radio-tracking equipment.

- WLT personnel will monitor in teams of two, most especially at night.

- No-one will leave the vehicle knowingly when in close proximity to the lions. If unsure, contact Jason Turner for guidance.

- The lions may not be approached on foot.

- All precautions are taken when taking volunteers / visitors / guests to track or see the lions: (i) The strict protocol outlined to the volunteers / guests before entering the lion conservancy must be adhered to (ii) Non-personnel / visitors / guests will not be allowed to exit the vehicle except at a planned drinks stop (at a safe distance from the lions) or camp stop (iii) Non-personnel / visitors / guests may not, out of respect for the lions and the project, take photographs of the lions (pictures and greetings cards of the lions are available)

- The lions will be monitored strictly according to the tracking schedule arranged between Jason Turner and the monitoring / research team
(ii) Acclimation boma (applies only at certain stages of the project)

- Depending on the particular stage of the project, lions may at times be in the acclimation boma (s.a when lions are acclimatizing to the area, or are being bonded with other lions).

- No food, drink (especially alcohol), music or inappropriate behavior is allowed in or around their defined boma area.

- No person may approach the lions on foot.

- The lions are not tame and, as such, there will be NO attempt to make contact with them or to enter their enclosure.

- Supplementary feeding of lions in the boma, will only be at designated feeding points according to the agreed feeding schedule. If unsure, contact Jason Turner for clarification.

- Interns / volunteers may only approach the lion boma in the presence of WLT personnel (unless otherwise stated) and in accordance with the protocol decided by Linda Tucker and Jason Turner (with input from the research and monitoring team).

7. Emergency protocol

In the event of any emergency the following protocol will be followed:

1. Jason Turner or Linda Tucker will be contacted immediately, if possible.

2. Should either Jason or Linda not be contactable, the Operational Manager Harmony Khoza should then be contacted.
3. The student coordinator will then be contacted via radio and a decision, in consultation with them, will be made on next steps.

4. Depending on the nature of the emergency (fire, floods, fence break, snake bite etc.) relevant WLT emergency protocols will be followed.

8. Confidentiality

(i) Website and e-mails

Due to the project being groundbreaking and the sensitive nature of certain material, all members of the WLT team, interns and volunteers, have agreed to sign a confidentiality clause. This also applies to the monthly updates that are posted by WLT staff, interns, and volunteers, which must first be approved by either Jason Turner or Linda Tucker, as well as any e-mails that are sent which make reference to the project of the WLT. The WLT disclaimer must appear at the end of any e-mail.

(ii) Disclosure of Confidential Information

It is also agreed that members of the WLT team will not intentionally or knowingly share / reveal any confidential or sensitive information in conversation with anyone outside of the WLT and its network, especially the media or any party that may not have the best interests of the white lions or the Global White Lion Protection Trust at heart. This extends also to informal and familial relations. If unsure of the sensitive or confidential nature of any information, please direct your queries either at Linda Tucker or Jason Turner. Should either be unavailable, you may direct queries to Wendy Strauss.

(iii) Scientific Data and Research Material

Please see the “WLT Research Policy” which pertains to scientific data and research material.

9. Photographic / film / video copyright
All members of the WLT team have agreed that no photographs or video footage whatsoever of the white lions shall be taken without the prior written permission of the Global White Lion Protection Trust (WLT). The copyright on all photographic images and material is ceded to Linda Tucker / the Global White Lion Protection Trust to be used at the discretion Linda Tucker / the Global White Lion Protection Trust for the purposes of the white lions’ welfare and protection.

**The Global White Lion Protection Trust looks forward to a harmonious and enjoyable working relationship with all its staff and team members.**

**Date: ____________**

**Signed by:**

________________________

**Intern / Volunteer:**

________________________  **Jason Turner** (Lion Ecologist, WLT)

________________________  **Linda Tucker** (CEO WLT)
GLOBAL WHITE LION PROTECTION TRUST INDEMNITY

The parties to this indemnity include:

I. The Global White Lion Protection Trust (Indemnitee), otherwise referred to as the “Trust”, “Property”, or “Conservancy”

II. Persons entering the property of the Global White Lion Protection Trust (Indemnitor(s)), otherwise referred to as “I/we”, with the understanding that in the following indemnity: 1) any one gender shall include both genders; 2) the singular shall include the plural and vice versa; and 3) natural persons include created entities (corporate or incorporate), the State and vice versa.

I/We, the undersigned,

I. Understand that I/we enter the property managed by the Trust at my/our own risk.

II. Acknowledge that I/we are well acquainted and fully aware of and appreciate the real dangers and risks that are associated with game reserves arising from the presence of wild and rehabilitated dangerous animals, mammals, reptiles, birds and insects and the real risk of suffering bodily harm, injury, death and/or loss to property which may arise as a result of an encounter with and/or the presence of wild animals and/or reptiles and/or birds and/or insects whilst on the premises or property of the reserve.

III. Waive all claim or claims of whatsoever cause or nature howsoever arising against the Trust, its founder, trustees, associates, employees, staff members, the owner/s of the property and/or any person connected whether directly or indirectly with the running of the property and the Trust which I/we might have arising out of harm, injury, death or loss suffered whilst on the premises or property of the reserve whether or not arising from an act of commission or omission on the part of those hereby indemnified or the aforementioned parties.

IV. Indemnify and hold harmless and free, the Trust, its founder, trustees, associates, employees, staff members, the owner/s of the properties of the Conservancy (Tortello Investments 138 (Pty) Ltd/Inyanga Trading 131 Pty Ltd) and/or any person connected whether directly or indirectly with the running of the property and the White Lion Project from any and all claims whatsoever arising for any damage or injury to my/our physical persons or to my/our property or to the other members of my/our party, however so arising for the entire length of my/our stay on the property.
V. **Undertake and agree** that this waiver and indemnity shall be effective in respect of my/our present visit to the property and future visits thereto, and shall continue to be fully effective and operative until withdrawn by me/us and given 30 (thirty) days written notice to the Trust.

By signing the indemnity, I/we warrant that I/we are duly authorized to sign and bind my/our principle, as well as each member of my/our accompanying party, to these terms and conditions. In the event of injury the reserve may at its discretion and without prejudice and without admission of liability arrange and pay for emergency medical treatment for and on behalf of any guest. **Furthermore, I/we, the undersigned:**

**PHOTOGRAPHIC COPYRIGHT**

I. **Agree** that no photographs or video footage of the White Lions, of any nature whatsoever, shall be taken without the prior written permission of Linda Tucker and/or the Trust. The copyright of all photographic images and material of the White Lions is assigned to Linda Tucker and owned by Linda Tucker and aforesaid material may not be disseminated, reproduced or published, without the prior written permission of Linda Tucker and/or the Trust.

II. **Agree** that no photograph or written description of the Global White Lion Protection Trust or its activities will be posted on my/our website/s, Facebook or any other electronic media or shared with other parties, without prior written permission from Linda Tucker and/or the Trust.

III. **Consent** to be photographed while on the Property and authorize the Trust to publish those photographs for any purpose and in any form, unless Linda Tucker and/or the Trust approves exceptions in writing prior to entering the Property.

**EXPLANATION OF NON-PHOTOGRAPHIC POLICY**

The Trust prohibits photography of the White Lions, with exceptions for research or staff purposes as discussed directly with Trust senior staff, for the following reasons:

I. **Safety of the lions:** due to the controversial nature of our position on ‘canned’ hunting practices, poaching threats, and because protecting the White Lions is our first and foremost priority, it is Trust policy to limit public-facing information exposing our location, operations, strategy or the state of the White Lions themselves.

II. **Animal welfare and rights:** animals are often the photographic subject of advertising campaigns, news headlines and screensavers; little or none of the money generated from these photographs is ever returned or dedicated to the protection of the species that they exploit. It is Trust policy to limit release of White Lion photos to prevent their indiscriminate use and, in the event of their use, direct profit specifically towards White Lion protection. We hope this leadership position on behalf of silent
stakeholders is followed by other organisations striving for conservation causes

III. Trust reputation: it is Trust policy to vet photographs that may impact the public’s perception of the White Lions and/or our program. The rehabilitation and re-wilding of the White Lions is considered controversial and many critics would take the opportunity to discredit success, especially if given easily misinterpreted information or photographs

CONFIDENTIALITY
Whilst operating with the Trust, I/we may have access to confidential material, which includes knowledge about the history and/or whereabouts of White Lions rescued from canned hunting camps, as well as strategic planning in respect of White Lion protection, whether scientific or cultural/ceremonial. I/we, the undersigned,

I. Agree that I/we will make no unauthorized use of this confidential information, nor any other confidential information gained during the period of my/our operation on the Trust and will not disclose it to any person. I/we will also not pursue any endeavor relating to White Lions unless I/we do so in direct association with the Trust/Linda Tucker and with the approval of the Trust and/or Linda Tucker. If in doubt about such information, I/we am/are required to clarify any uncertainty with the Trust.

II. Agree to show respect for the environment and to uphold the good name and reputation of the Trust and its personnel at all times.

CODE OF CONDUCT
The project is not open to the public and those invited into the project are granted access by special invitation only. The following scientific and conservation protocols must be strictly adhered to at all times for the protection and safety of all parties involved. I/we, the undersigned, agree to abide by the following codes of conduct:

1. No activity or action in regards to the White Lions on the Conservancy may be taken without prior approval from Trust personnel.
2. Trust personnel must be present at all times when monitoring the lions.
3. The following protocol must be followed when monitoring the lions by vehicle:
   a. Minimum possible human imprinting.
   b. Respect for nature’s laws and nature’s sovereignty at all times.
   c. Respectful distance from lions and other animals always to be maintained.
   d. No off-road driving, unless by prior approval, and in such cases kept to minimum.
   e. No speeding / driving in excess of speed limit of 30km/h.
   f. No eating in front of the lions.
   g. Human voices kept to an absolute minimum.
   h. Zero alcohol.

INITIALS
i. Tracking equipment (telemetry) to be used at all times when entering or leaving ANY entrance gates, camp gates, any other gates, or at any other time when getting out of the vehicle on any / all WLT properties.

j. No person may sit on the roof of the vehicle, when the vehicle is moving or stationary, due to safety concerns.

k. No person may approach the lions on foot at any time, whether in the acclimation boma / enclosure or when free-roaming.

l. Use of electronic equipment, such as cellphones, is prohibited.

4. Any feeding of lions as part of reintroduction program takes place by use of designated Trust vehicle. No other vehicle may carry meat of any kind unless by instruction of the Head of Operations or CEO of the Trust.

5. Feeding of lions takes place only at the acclimation boma stage of the reintroduction, and in exceptional cases in the sub-habitat stage, without any association of carcass with vehicle, and only by order of the Head of Operations of the Trust.

6. Nothing will be removed from the Property, whether animal, plant or inanimate object without the prior written permission of Linda Tucker or Jason Turner.

7. Furthermore, no damage may be done to the land in any way, shape or form.

SIGNATURE(S) (ON BEHALF OF MYSELF AND THE OTHER MEMBERS OF MY/OUR PARTY)

NAME(S) IN FULL

____________________________________  _______________________________________  
NUMBER IN GROUP                      DATE
The following is only to be completed by Scientific Research Interns only!

Research Proposal Form

The Research Proposal Form must be completed and submitted to the global White Lion Protection Trust (WLT). Kindly submit the completed form to Lion Ecologist and Senior Scientific Advisor, Jason Turner: jason@whitelions.org. The request review panel will review the application, and further information may be requested depending upon the research project being proposed.

The research project will only commence once formal approval has been granted by the WLT review panel, which will be within a reasonable timeframe following receipt of the application. The WLT reserves the right to either amend or terminate the research project.

It is required that the Principle Investigator forward an “interim Report” one month following completion of his/her onsite research at the WLT project and two weeks prior to submission for marking/publication. In addition, the WLT requires a) a full project report; b) a 500-word synopsis of the report; and c) a copy of all raw data collected during the course of the research project. All submissions must be in electronic format.

Please fill out the following forms, save the forms, and return via email to Jason@whitelions.org.

1) Principle Researchers’ Information

<p>| Title: | o Dr. | o Mr. | o Mrs. | o Ms. | Name: |</p>
<table>
<thead>
<tr>
<th>Home Phone:</th>
<th>Mobile:</th>
</tr>
</thead>
</table>

Email:

Job Title/Responsibilities:

Name and contact Details of Project Supervisor:

<table>
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<tr>
<th>Level of Study</th>
<th>BS</th>
<th>MA</th>
<th>PhD</th>
<th>Professional</th>
</tr>
</thead>
</table>

Other:

2) **Project Information**

Co-Researchers:

Additional Institutions (if a collaborative study):

Research Area:

Project Title:

Rationale:

Aim:
Objectives:

Methodology (Include a brief outline of any procedures/equipment, facilities or support required):

Sample Request: | Source a) Live Specimen b) Post Mortem Details:

Data Request: | a) Animal Records b) Clinical Records c) Intellectual Data

Funding Source/ Requirements:

Benefits of Research to WLT/Scientific Community:

Benefits of Research to Species Studied:

Proposals to Disseminate Research:

<table>
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<tr>
<th>Proposed Start Date:</th>
<th>Anticipated Finish Date:</th>
<th>Report Deadline:</th>
</tr>
</thead>
</table>

Submitted By: | Date:

To be Completed by WLT Lion Ecologist.

| Date Received: | Review by Ethics Committee: 1. Yes 2. No |
Research Policy

- Data ownership must be discussed and agreed with the WLT Lion Ecologist before the project commences. The WLT Lion Ecologist reserves the right to have an electronic copy of raw data collected, regardless of ownership. A contract of agreement will be drawn up prior to projects commencing.

- Data and samples acquired at the TSAU! Centre for White Lion Reintroduction may not be used by researchers for any other purpose than those stated in the Research Proposal and may not be passed to any third party without the explicit written consent of the WLT regardless of ownership.

- Where data is owned by the WLT data may be passed onto third parties without notifying the researcher.

- If a third party requires access to data that is not owned by the WLT, permission will be sought from the researcher.

- In all cases, authorship and acknowledgements are to be agreed prior to projects commencing. If not co-authors representing the WLT will be credited in the acknowledgements of any resulting publications.

- The contents of Research Project Reports may be used by the WLT for
non-scientific publicity purposes without notifying the researcher. For example, in WLT public forum releases and information provided on the WLT website.

- If the WLT wishes to use the content of a Research Project Report for scientific purposes, following completion of a project, then permission will be sought from all authors. Any publications will be sent to all authors at least two weeks prior to submission to allow for constructive comments and feedback.

**Conditions of Undertaking Research at TSAU! Centre for White Lion Reintroduction**

- Before any projects can begin, all researchers are required to read, understand and agree to comply with the Terms of Association as well as any applicable Health and Safety Guidelines for Researchers.

- Researchers must arrange accommodation and/or travel to/from TSAU! Centre for White Lion Reintroduction prior to undertaking research. The Research Officer can advise on accommodation within the area if necessary.

- The Research Officer will supply researchers with basic information about the White Lions being studied and will facilitate the practical requirements of the study.

- The Research Officer can give general academic supervision in relation to the design and choice of statistical analysis. The Research Officer will not provide detailed tuition or undertake data collection, data entry or detailed statistics.

- Where projects are being undertaken over a long period of time, or of particular interest to the TSAU! Centre for White Lion Reintroduction researchers will have regular meetings with the Research Officer to discuss the progress of the project. In all such cases this will be agreed prior to research being undertaken.

- The WLT makes no warranty that any advice, information or samples given to researchers during the course of a project, by any WLT employee is accurate, fit for a particular purpose, viable, uncontaminated or safe.
Researchers must fully co-operate with all WLT employees at all times and respect their constraints and requirements.

Researchers must provide the WLT with an interim report (1-2 pages long) within 1 month of research being undertaken at TSAU! Centre for White Lion Reintroduction.

On completion of the project, researchers must provide the WLT with a full Research Project Report (which may be in the form of a scientific publication) and an electronic 500 word synopses of the whole project, at least two weeks prior to submission of their Project Report (either for academic purposes or scientific publication). This will enable the WLT to give constructive comments and feedback.

The WLT will require an electronic copy of raw data collected (See Ownership, Authorship and Publication agreements).

The WLT reserves the right to terminate a research project and withdraw a Research Pass at any time, for instance in cases where the WLT Lion Ecologist is dissatisfied in any way with the researchers' conduct.

Researchers have to inform the Research Officer immediately, if it becomes clear that for any reason projects are going to extend past the proposed finished date, or if projects can't be completed.

The WLT reserves the right to postpone or terminate any project due to animal health issues or in the case of a project-related emergency.

Any funding by WLT for a research project that can't be completed must be repaid in full to the WLT.

The WLT will not be held responsible for any inconveniences or challenges arising from research carried out at the TSAU! Centre for White Lion Reintroduction.

Internet services, e-mail and any other resources provided by the WLT must only be used in relation to the research project and not for personal use. No resources are to be removed from site without explicit written consent from the Lion Ecologist.

Researchers’ details will be held in a database for the WLT's use only and will not be passed to any third parties without explicit consent.