



GLOBAL  
**WHITE LION  
PROTECTION  
TRUST**

IT 8575/02 • 048-299 NPO • 930019129 PBO

Hundreds in captivity. Their genetics modified.  
Technically extinct. 3 Prides in their natural habitat.

TEL: +27 (0) 15 793 0657 FAX: +27 (0) 86 5859726

EMAIL: [info@whitelions.org](mailto:info@whitelions.org)

PO Box 858, Hoedspruit, South Africa, 1380

[www.whitelions.org](http://www.whitelions.org)

## 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
- Anti-poaching patrols

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

Global White Lion Protection Trust

Tsau! Conservancy

+27 15 793 0657

+27 82 821 5730

[jasonturner@mweb.co.za](mailto:jasonturner@mweb.co.za)

[www.whitelions.org](http://www.whitelions.org)



# 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 available to interns / volunteers visiting the TSAU Centre and Mbube Centre for White Lion Reintroduction. Whilst activities are not compulsory, it is advised that the intern / volunteer attempts to complete at least 2 activities highlighted in blue, and 1 each for the activities in yellow (depending on availability). Activities highlighted in green are optional and for the intern's expense.

## 1. Lion Monitoring

- Lion-tracking using telemetry
- GIS mapping
- Recording of lion behavior
- \*Veterinary care of lions

## 2. Anti-Poaching activities

- Fence maintenance check
- Fence Patrol with security team
- Dawn, Dusk and midnight security patrols

## 3. Administrative Assistance

- \*Anti-poaching techniques with Wild-Life Manager
- Depending on office priorities- could include: preparation for exhibitions; assistance with workshops and conferences; and general office administration.

## 4. Habitat Management

- Bush-thinning
- Erosion control
- Gabion construction
- Alien plant control

## 5. Lion Predation Activities

- Supplementary feeding (during boma bonding)
- Boma clearing
- \*Game capture and release

## 6. Scientific Research

- \*Predator/Prey study
- Data capturing of research information

## 7. Cultural Participation

- \*Visit to Mafunyani Village (Cost: R150 per person)
- \*Skills transfer to local crafters

## 8. 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

## 9. Natural Exploration

- On-foot animal tracking with expert tracker
- \*Bird-viewing with Wildlife Manager

## 10. 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, ect.
- 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
- Possibility of weekend excursions to be planned with coordinator

## 11. Unique team contribution

- Activities depending on talent or profession, such as photography, writing skills and the likes, that can make a unique contribution to the White Lion Project or its associate projects.

Please note: (1) Interns will be involved with the day-to-day activities and needs of the project. (2) All activities with a "\*" depend on availability of resources / activities, and (3) As a lion reintroduction project, all WLT accommodation has predator-proof fencing and as such walking may only take place in designated wilderness areas. (4) For all optional non-WLT activities, volunteers (interns) would need to hire a car or a shuttle service



## 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](mailto: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](mailto:Jason@whitelions.org).**

### **1) Principle Researchers' Information**

Title:	<input type="radio"/> Dr.	<input type="radio"/> Mr.	<input type="radio"/> Mrs.	<input type="radio"/> Ms.	Name:
Home Phone:			Mobile:		

Email:					
Job Title/Responsibilities:					
Name and contact Details of Project Supervisor:					
Level of Study	<input type="radio"/> BS	<input type="radio"/> M A	<input type="radio"/> PhD	<input type="radio"/> Professional	
Other:					
<b>2) <u>Project Information</u></b>					
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:			
Proposed Start Date:	Anticipated Finish Date:	Report Deadline:	
Submitted By:			Date:
<b>To be Completed by WLT Lion Ecologist.</b>			
Date Received:		Review by Ethics Committee: 1. Yes 2. No	
Project Approval:	Research Officer:	Head of Section:	Director of

			Wildlife:
Reason if Declined:			
Applicant Advised:			

## **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 synopsis 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.

## **Global White Lion Protection Trust: Intern/Volunteer Information and Kit List**

### **Where are we situated?**

The Internship program is run out of *Tsau!* Conservancy in the Greater Timbavati Region of Limpopo Province. Our nearest town is **Hoedspruit**

### **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>.
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> 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>. 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.

### **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.

## **Volunteer Amenities:**

**Accommodation: Mbube Camp**

***Two Student Coordinators: Hilary Rivers [hilary@whitelions.org](mailto:hilary@whitelions.org) and Divan Grobler [divan@whitelions.org](mailto:divan@whitelions.org) . 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 8 Volunteers
- 2 shared bedrooms (3 in one room, 4 in the other)
- 1 single room
- Linen and Towels are provided
- Single Bed
- Table/Desk
- Chair
- NO A/C
- Ceiling fans in each room
- 2 Shared bathrooms (Hot water showers)
  - Provide your own soap, shampoo, washcloth
- No Internet Access at Camp (prearranged office visits once a week for internet use)
- 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 a different volunteer each night
- 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
- Foil or plastic wrap
- Storage bags/boxes

**Laundry:**

- Washing Machine on site:
  - **Volunteers do their own washing once a week, either on a Tuesday or Thursday.**

**Not Provided:**

- Laundry soap

**Shopping Arrangement:**

- Initial shopping upon or shortly after arrival
- Once a week town trip for groceries and supplies
  - Each volunteer contributes R200.00 each week for communal food.
  - Personal food is an extra charge.
- ATM locations are plentiful
- 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 for Internet use.
- 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

## **Suggested Kit List:**

- Mosquito net (October- April)
- Malaria precautions/ prophylactic (consult a doctor: herbal and non-herbal)
- Bug repellent
- Sunscreen
- Headlamp and flashlight – VERY important for night monitoring and getting around at night.
- Hiking boots or sturdy trainers/sneakers
- Gators (these attach to boots/trainers to protect ankles and seal shoe openings) (November-March)
- Sandals
- Khaki colored clothes, earth tones to blend in or camouflage pattern.

- 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, sweat pants, sweat 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
- Rain gear or poncho (October-April)
- Hat(s)/sun visor for sun protection/shade
- 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.



## Confidentiality statement for:

- Staff members of the Global White Lion Protection Trust
- Local and foreign interns
- Local and foreign volunteers
- Local and foreign partners (individuals and organisations)

Whilst operating as \_\_\_\_\_ of the Global White Lion Protection Trust ("The Trust"), I \_\_\_\_\_ may have had 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 agree that I will make no unauthorised use of this confidential information, or any other confidential information (or any part of it) gained during the period of my operation on the White Lion Conservancy (TSAU or neighboring properties), and will not disclose it to any person outside of the Trust. I will also not pursue any endeavor relating to White Lions unless I do so in direct association with the Trust/Linda Tucker and with the approval of the Trust/Linda Tucker.

I further agree to continue to respect and uphold the good name and reputation of the Trust and its personnel at all times.

Areas of specific concern and strict confidentiality are listed below:

### **(i) Website and e-mails**

Due to the project being groundbreaking and the sensitive nature of certain material, all members of the Trust, interns and volunteers have agreed to sign a confidentiality clause. This applies to the monthly updates that are posted by any Trust staff-member, intern or volunteer, 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 or the Trust.

### **(ii) Disclosure of confidential information**

It is also agreed that members of the Trust, interns and volunteers will not

intentionally or knowingly share / reveal any confidential or sensitive information in conversation with anyone outside of the Trust and its network, especially the media, other wildlife projects/reserves (whatever their stated intention or purpose) or any party that may not have the best interests of the white lions or the Global White Lion Protection Trust at heart.

**(iii) Photographic / film / video copyright**

All members of the Trust, interns and volunteers 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/moving images and material is ceded to Linda Tucker (CEO Global White Lion Protection Trust) to be used at the discretion of Linda Tucker and the Global White Lion Protection Trust for the purposes of the white lions' welfare and protection.

**Remedy and Corrective Actions**

I hereby acknowledge and agree that should I transgress any of the above confidentiality clauses in any form or format - written or spoken or in my actions - the Trust reserves the right to take the requisite legal and corrective action. One such corrective action includes the publishing of transgressions and the names of transgressors on the Trust's public website under the title "Public Caution". In the case of local or foreign interns or volunteers, the Trust will make written submission to the academic institution represented by the transgressor and alert them to any nefarious or unethical activities.

Signed at \_\_\_\_\_ on \_\_\_\_\_

\_\_\_\_\_

Name of Member, Intern or Volunteer

\_\_\_\_\_

Representative of the Global White Lion Protection Trust



**GLOBAL  
WHITE LION  
PROTECTION  
TRUST**

IT 8575/02 • 048-299 NPO • 930019129 PBO

Hundreds in captivity. Their genetics modified.  
Technically extinct. 3 Prides in their natural habitat.

**TEL:** +27 (0) 15 793 0657 **FAX:** +27 (0) 86 5859726

**EMAIL:** [info@whitelions.org](mailto:info@whitelions.org)

PO Box 858, Hoedspruit, South Africa, 1380

[www.whitelions.org](http://www.whitelions.org)

## **Terms and Conditions**

### **TABLE OF CONTENTS:**

- 1. Basic Dress Code**
- 2. Basic conditions**
- 3. Accommodation protocol**
- 4. Transport Options**
- 5. Lion protocol (i) Primary reintroduction area (ii) Acclimation boma**
- 6. Emergency protocol**
- 7. Confidentiality: (i) website and e-mails, (ii) Disclosure of Confidential Info**
- 8. Photographic / film / video copyright**

## 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 Friday* - the day begins at 7:00 am; break for breakfast from 9:00am to 10:00 am; lunch from 13:00 pm to 14:00 pm; with the day ending at 17:00 pm.
- *At all times, when monitoring the lions* - early morning check at 6:00 am; early evening check just before sunset (approximately 15:30 pm); and late night check at approximately 23:00 pm. This is conducted on a rotational basis.
- *Specific monitoring / research regimes* – dependent on the particular phase of the reintroduction at the time, you may be requested to form part of a defined day / night tracking period (e.g. 10-day/knight tracking), which will be discussed and arranged with Jason Turner
- *Saturdays* - the day begins at 7:00 am and ends at 13:00 pm
- *Sundays* – 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 disciplinary 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 there. 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. The Mangoza Base Camp is a communal space to be shared by all staff members, interns and volunteers that are there at any point in time. Once a week, Mangoza will be cleaned by a delegated housekeeper (at present, Sanny). All volunteers are responsible for their own washing. All safety / preventative measures will be taken to prevent any damage (such as caused by fire or rain, vehicle or person) to the camp or any WLT property.

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:** \_\_\_\_\_



**GLOBAL  
WHITE LION  
PROTECTION  
TRUST**

IT 8575/02 • 048-299 NPO • 930019129 PBO

Hundreds in captivity. Their genetics modified.  
Technically extinct. 3 Prides in their natural habitat.

**TEL:** +27 (0) 15 793 0657 **FAX:** +27 (0) 86 5859726

**EMAIL:** [info@whitelions.org](mailto:info@whitelions.org)

PO Box 858, Hoedspruit, South Africa, 1380

[www.whitelions.org](http://www.whitelions.org)

**Signed by:**

\_\_\_\_\_

**Intern / Volunteer:**

\_\_\_\_\_ **Jason Turner** (Lion Ecologist, WLT)

\_\_\_\_\_ **Linda Tucker** (CEO WLT)

**INDEMNITY FORM – TSAU! WHITE LION CONSERVANCY (the Property)**  
**Words importing –**

**1.1 Any one gender shall include both genders; and**

**1.2 The singular shall include the plural and vice versa; and**

**1.3 Natural persons include created entities (corporate or incorporate) and the State and vice versa.**

We, the undersigned,

**Understand** that we enter the property managed by the Global White Lion Protection Trust (the WLT) at our own risk.

**Acknowledge** that 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.

**Waive** all claim or claims of whatsoever cause or nature howsoever arising against the WLT, 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 white lion project which 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 anyone of them.

**Indemnify** and hold harmless and free, the WLT, its founder, trustees, associates, employees, staff members, the owner/s of the properties of the conservancy (Tortello/Inyanga Trading 131 Pty) 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 our physical persons or to our property or to the other members of our party, however so arising for the entire length of our stay on the property.

**Undertake and agree** that this waiver and indemnity shall be effective in respect of my present visit to the property and future visits thereto, and shall continue to be fully effective and operative until withdrawn by me on 30 (thirty) days written notice to WLT.

By signing the indemnity, we warrant that we are duly authorized to sign and bind our principle, as well as each member of 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, we, the undersigned, agree and undertake that:

### **PHOTOGRAPHIC COPYRIGHT**

No photographs or video footage of any nature whatsoever of the White Lions shall be taken without the prior written permission of Linda Tucker and/or the WLT. 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 WLT.

### **CONFIDENTIALITY**

No photograph or written description of the WLT or its activities will be posted on my website, facebook or any other electronic media or shared with other parties, without prior written permission from Linda Tucker or Jason Turner.

Whilst operating with the WLT, I 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 agree that I will make no unauthorised use of this confidential information, nor any other confidential information gained during the period of my operation on the White Lion Conservancy and will not disclose it to any person. I will also not pursue any endeavor relating to White Lions unless I do so in direct association with the WLT/Linda Tucker and with the approval of the WLT/Linda Tucker. If in doubt about the nature of such information, I am required to consult with Linda Tucker and or Jason Turner, and get their approval in writing prior to disclosing it.

### **PROTECTION OF ENVIRONMENT**

Nothing will be removed from the White Lion conservancy, whether animal, plant or inanimate object without the prior written permission of Linda Tucker or Jason Turner. Furthermore, no damage may be done to the land in any way, shape or form.

NAME IN FULL

---

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

### **CODE OF CONDUCT**

#### **Scientific Protocol**

\_\_\_\_\_ NUMBER OF MEMBERS IN GROUP

DATE \_\_\_\_\_

1. The project is not open to the public, and those invited into the project are granted access by special invitation only.
2. As a scientific reintroduction, the following scientific protocol must be strictly adhered to at all times in the best interests of the white lions' protection and safety.
3. No activity or action in respect of the white lions in the White Lion Conservancy (Tsau!) may be taken without prior approval from WLT personnel.
4. A member of the WLT personnel must be present at all times when monitoring the lions.
5. The following protocol must be followed when monitoring the lions in vehicles:
  - Minimum possible human imprinting.
  - Respect for nature's laws and nature's sovereignty at all times.
  - Respectful distance from lions and other animals maintained.
  - No off-road driving, unless by prior approval, and in such cases kept to minimum.
  - No eating in front of the lions.
  - Human voices kept to an absolute minimum.
  - Zero alcohol.
6. Any feeding of lions as part of reintroduction program takes place by use of WLT Isuzu bakkie only. No other vehicle may carry meat on any kind.
7. Feeding of lions takes place only at the reclamation boma stage of the reintroduction, and in exceptional cases in the sub-habitat stage, without any association of carcass with vehicle.

#### **CODE OF CONDUCT - Personal**

I agree to show respect for the environment and to uphold the good name and reputation of the WLT and its personnel at all times.