



working for a wiser world

Welcome

It is my pleasure to welcome you
to the 2003 UNEP-WCMC
Annual Report.



This year, UNEP-WCMC has been deservedly recognised in a number of important ways for its sterling work in biodiversity. In 2004, the Centre will celebrate its 25th anniversary, and we look forward to working alongside them to ensure that their next 25 years will be as successful as the first.

Communicating biodiversity to the world is one of our biggest challenges for the future, and guiding the Centre's strategy in the coming years will help us achieve this vital objective. Raising awareness of the benefits and services provided by our forests, mountains and coral reefs is crucial to building effective conservation strategies. We look to the Centre to highlight the enormous significance of our natural world, and encourage them to continue educating and informing policy-makers and governments to this end. A sustained focus on building partnerships and forging links with biodiversity centres around the world will position the Centre well for the challenging work that lies ahead.

The Centre's valuable work would not be possible without the support of many individuals and organisations, in particular the Scientific Advisory Council, chaired by Dr Cristián Samper, the WCMC 2000 Board of Trustees and their Chairman, Sir Rudolph Agnew. I would like to extend my sincere thanks to all of them for their contributions.

UNEP-WCMC is helping to create a wiser world; a world in which the true significance of biodiversity to all our futures is understood and acted upon.

A handwritten signature in black ink, appearing to read 'Klaus Toepfer', with a stylized flourish at the end.

Klaus Toepfer,
Executive Director, UNEP



Foreword



Biodiversity is about so much more than wildlife, ocean pollution and endangered species; it is what keeps us alive.

2003 has been a remarkably successful year for the Centre, and this report gives us an opportunity to look back on our achievements as we approach our 25th anniversary in 2004.

Compiling the IUCN Red Data Books on endangered species in the 1980s was the Centre's first milestone, and established our reputation as a provider of sound, unbiased information on biodiversity. Over the next two decades, the Centre formed working partnerships with governments, policy-makers, non-governmental organisations such as WWF and conventions such as the Convention on Biological Diversity (CBD). Then, as now, our authoritative reports and databanks helped to shape world decisions about conservation of the earth's valuable resources for future generations.

In 2000, the Centre was adopted as the centre of excellence for biodiversity by the United Nations Environment Programme, working to an international mandate set by the UNEP Governing Council. This major development enabled us to expand our range of biodiversity information services and inform a wider global audience about the benefits provided by the natural world. Our focus on building and maintaining strong partnerships has continued to be a key element of our work, and in 2003 we were delighted to welcome a number of important visitors to Cambridge, including Ronnie Jumeau, Minister of Environment for Seychelles, Achim Steiner, Director General of IUCN and Amos Muhinga Kimunya, Kenyan Minister of Lands and Settlements, amongst many others.

The concept of 'biodiversity' is still relatively new, but we are working hard to ensure it is recognised and understood. Biodiversity is about so much more than wildlife, ocean pollution and endangered species; it is what keeps us alive. The complex relationship between natural ecosystems provides the world's population with food, water, fuel and shelter. Our work in 2003 has, more than ever, been focused on the intrinsic links between humans and

the environment and the impact of human progress on our surroundings. The opposite poles of poverty in the developing world and mass consumption in the developed world are equally damaging to biodiversity, and effective solutions are urgently needed.

The Centre understands that environmental issues are at the heart of our economic, social and cultural structures. The importance of implementing a global political agenda to address conservation and sustainable resource management cannot be understated - ultimately, all our futures are at stake.

Mark Collins,
Director, UNEP-WCMC

Marine species and ecosystems have been used by humans since the beginning of history. Even now, marine fisheries are globally by far the most important source of wild food. Assessing the status of oceans and marine ecosystems is one of the Centre's highest priorities.



Co-ordinating conservation action mitigates threats to coral reefs.

Oceans and rivers: water for life

Our most precious resource, water quenches our thirst, supplies our food and ensures basic sanitation.



Coral reefs harbour fish and encourage tourism.

Of all our ocean resources, coral reefs are one of the most vital. These precious and beautiful ecosystems harbour fish and encourage tourism, making their conservation a key focus for the Centre. Some of our coral reef work in 2003 included developing techniques for the remote sensing analysis of reefs in partnership with the University of South Florida and creating a CD-ROM for the growing ecotourism market. *The Field Guide to Western Atlantic Coral Diseases* shows divers how to recognize coral disease and record their findings in a shared database, encouraging 'on the ground' biodiversity research.

In May, UNEP's Coral Reef Unit (CRU) was relocated to UNEP-WCMC. Previously based in Geneva, the CRU will greatly increase our role in policy implementation.

In 2003, the Centre consolidated its coral reef work: the CRU, relevant components of the Marine & Coastal Programme, the International Coral Reef Action Network (ICRAN) and the International Coral Reef Initiative (ICRI) formed a collective known as 'Corals@UNEP-WCMC'. This taskforce will reinforce our position as one of the world's leading centres for coral reef conservation activity.

As part of 'Corals@UNEP-WCMC', ICRI creates a forum for nations worldwide to develop coral reef conservation strategies, giving advice and guidance to global conventions and policy-makers. ICRAN serves as its 'action arm', putting the policy and conservation strategies of global partners into practice. Both initiatives strive to raise awareness of the importance of coral reefs, and to facilitate the best management and conservation of marine resources to benefit coral reefs and the communities that depend on them.

"Coral reefs protect the physical structure of coastlines and are essential to the social and economic structures of over 100 nations worldwide. By co-ordinating conservation action, we aim to ensure that threats to these territories are mitigated."

Stefan Hain, Head of CRU, UNEP-WCMC





IMapS is a key resource for bodies such as the International Maritime Organization (IMO).



UNEP-WCMC furthered its beneficial partnership with The International Petroleum Industry Environmental Conservation Association (IPIECA) in developing an oil spill training course and accompanying video. These tools, used in conjunction with the Centre's IMapS software, train emergency response units to react quickly and effectively in oil spill situations to minimise damage to marine and coastal ecosystems.

2003 saw the launch of two important publications focusing on marine conservation issues.

The World Atlas of Seagrasses, launched in October at London's National Maritime Museum, is the first ever publication to map the distribution of the world's seagrasses and outline the threats to their survival. Seagrass beds are a vital ocean ecosystem with a high level of biodiversity; turtles, dugongs, seahorses and cuttlefish are just a few of the many species dependent on seagrass beds throughout the world. Climatic and oceanic carbon cycles and coastal protection are also stabilised by seagrass. The Atlas highlights the dangers to this important natural resource and will act as a decision-making tool for future conservation projects.

From Ocean to Aquarium: the global trade in marine ornamental species, the 17th publication in the successful UNEP-WCMC Biodiversity Series, is based on data from the Centre's Global Marine Aquarium Database, compiled with the assistance of the Marine Aquarium Council (MAC). This report has raised awareness that the colourful creatures in our aquariums are traded annually in their millions in what has become a lucrative global industry. The document outlines the dangers posed to some species such

as anemones, starfish and clown fish and makes recommendations for safe, sustainable trade for the future, such as buying MAC certified fish, which are collected, handled and transported according to internationally approved standards.

The report was released to coincide with the Disney animation *Finding Nemo*, when tropical fish interest was at its peak; it consequently attracted massive media and public attention.

"Our report estimates that 50,000 people in Sri Lanka are directly involved in the export of marine ornamentals. The activity provides jobs in rural low-income coastal areas and a country revenue of around \$5.6 million a year, giving a strong incentive to maintain fish stocks and reef environments in good condition."

Ed Green, Head of Marine & Coastal Programme, UNEP-WCMC



The aquarium trade generates an estimated \$200-300 million per year worldwide.



Mountains are home to one-fifth of humanity and large numbers of wild species, many rare and threatened.

Mountains and forests: a breath of fresh air

Timber for construction, clean water, energy, food, recreation and the very air we breathe come to us courtesy of healthy mountain and forest ecosystems.



Spatial data can help identify the most crucial areas for tree conservation.

Millions of people, from those living in remote corners of the world to modern city-dwellers, are daily users of the services provided by our natural habitats. However, human-induced factors such as climate change and environmental degradation are threatening even the most ancient trees and mountains. The Centre's work in 2003 drew attention to the enormous social and economic value they hold.

Following our successful launch of *Mountain Watch: environmental change & sustainable development in mountains* during the 2002 International Year of Mountains, the Centre established the Mountain Cloud Forest Initiative (MCFI) with the IUCN Commission on Ecosystem Management and the UNESCO Man and Biosphere Programme. Lush, tropical cloud forests are found in parts of Africa, Asia and Latin America and their importance to the living world cannot be underestimated.

The forests are home to a myriad of exotic species, and are able to capture moisture through condensation from the clouds, providing a vital water supply to millions in cities such as Dar es Salaam and Quito. *The Cloud Forest Agenda* report, planned for launch in 2004 under the MCFI, will map the status and distribution of these precious habitats and make recommendations to keep them safe from harm.

In 2003, the Centre entered the final stages of a project supported by the UK Department for International Development Forestry Research Programme, entitled *Commercialisation of non-timber forest products in Mexico and Bolivia: factors influencing success*. The resulting report and CD-ROM, expected in September 2004, will reveal how some Latin American communities make a living by harvesting and marketing forest by-products such as pita, a plant fibre used for embroidery, and natural rubber.

The Centre updated and promoted its Forest Restoration Information Service website with support from WWF and the UK Forestry Commission. We were also commissioned by the UK Department for Environment Food and Rural Affairs (DEFRA) to produce two reports on endangered forests. The first, *Towards a Global Tree Conservation Atlas*, was published in July and drew attention to the plight of some 8,000 trees under threat of extinction, including the unusual monkey-puzzle tree. Work on the second report, entitled *Forests at Risk: assessing the vulnerability of forest ecosystems to environmental change* will continue in 2004, along with more groundwork for the *Global Tree Conservation Atlas*.

In 2003 the Centre worked in partnership with INBAR (International Network for Bamboo and Rattan), to produce *Bamboo Biodiversity*, a study of bamboos in the Asia-Pacific region. Worldwide, over 2.5 billion people trade in or use bamboo. Globally, domestic trade and subsistence use of bamboo are estimated to be worth \$4.5 billion per year, while export of bamboo generates another \$2.7 billion. Species such as the tiny bamboo bat, the red panda and the critically endangered golden bamboo lemur all depend on bamboo for their survival. The partner publication, due for release in May 2004, will focus on Africa, Madagascar and the Americas. Together, the books constitute the world's first comprehensive bamboo study.

The Centre's *Mangroves of East Africa* report, released in the first half of 2003, focused on factors and activities that affect mangroves across East Africa. A series of case studies from South Africa, Mozambique, Madagascar, Tanzania, the Seychelles, Kenya and Somalia highlight the value and vulnerability of these ecosystems. Mangroves bridge the gap between forests and oceans - situated on coastlines, they prevent coastal erosion as well as providing timber, fuel and food to the growing East African population.



Unsustainable levels of felling poses a threat to tropical tree species.



Animals and habitats: sharing our lands

Human beings are territorial animals. The lands we divide between our communities are also home to wild fauna, farms, crops and, increasingly, housing and industry to meet the demands of a growing population.

Successful development depends upon sustainable management. One of the biggest challenges we face in this new century is to protect and conserve our lands and the species that inhabit them, so that our resources last as long as our green spaces. Our work on protected areas, World Heritage sites and species made an outstanding contribution in 2003.



Protected areas are home to a myriad of species.

UNEP-WCMC played a key role in the World Parks Congress, convened in Durban in September, where we launched the *2003 UN List of Protected Areas*, funded with substantial contributions from the private sector. The report revealed that over 100,000 protected area sites now exist, as opposed to just over 10,000 in the 1960s.

Furthermore, an agreement on Cooperation on Global Biodiversity Conservation and Protected Areas was signed by the Centre, UNEP and IUCN. This partnership significantly strengthens our effectiveness in terms of influencing policy implementation. Our promotion of the World Database on Protected Areas (WDPA) was welcomed by all parties at the Congress, and with the assistance of the WDPA Consortium, a group of supporting international organisations, the aim to make the database a 'world standard' will progress further in 2004.



"It is tremendously gratifying to see the progress we have made in conserving our heritage sites. Over 12% of the earth's surface is now considered 'protected' by legislation. It is important to understand that some national parks need not exclude people or industry; there are many different ways to ensure their survival for the future."

Stuart Chape, Head of World Heritage, Ramsar and Protected Areas, UNEP-WCMC

The Centre was very much involved in work on UNEP's Great Apes Survival Project (GRASP) initiative. Every one of the great ape species is dangerously close to extinction due to culling of the animals for bushmeat and the destruction of their habitats through deforestation. Some species may vanish completely within the next 50 years. In 2003, the Centre contributed vital data and statistics to UNESCO and UNEP, enabling them to make initial reports on the plight of these majestic animals, who share more than 96% of their DNA with humans. In the coming year, UNEP-WCMC will continue compilation of the *World Atlas of Great Apes*, scheduled for a 2005 publication to coincide with an international GRASP conference.



**Conservation measures
are needed to protect
the greatest and
smallest living
creatures.**



**We humans
do not stand
alone on
this planet...
our very survival
is dependent on
the existence of
other species –
plants, animals
and micro-
organisms.**



Research indicates that the western chimpanzee has already disappeared from Benin, The Gambia and Togo.

Wildlife trade was another key focus for the Centre in 2003, with major support being given to the implementation of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), whose aim is to ensure that international trade in specimens of wild animals and plants does not threaten their survival.

The CITES Trade database, maintained by the Centre on behalf of the CITES Secretariat, includes data on all international transactions reported by the Parties to the Convention, and contributes to global efforts to protect endangered species. New Oracle software introduced in November allowed us to enhance the speed, security and processing capacity of the database, which now holds close to 6 million trade records.


The CITES Species database, maintained with the support of various users, including the European Commission, contains data on some 33,000 endangered species, such as the albatross, the red-kneed tarantula and the great white shark. In 2003 the *Checklist of CITES Species* was produced from this database on behalf of the Secretariat, both in book form and as a CD-ROM. This publication is distributed to CITES authorities worldwide, and is an important tool in the identification of species in trade.

The Centre continued to provide additional support services to a number of Parties to CITES and the European Commission.

In 2003, UNEP-WCMC continued its long-standing collaboration with the Convention on Migratory Species (CMS). This Convention, which aims to conserve terrestrial, marine and avian migratory species, was established in the same year as the Centre. The Centre assisted the Secretariat in the implementation of the CMS Information Management Plan (IMP), a strategic approach to information management adopted by the Conference of the Parties at its 6th meeting. The IMP is now a part of the Convention's Information Management System and a standard reporting format that will enable harmonisation and exchange of CMS information with that of other multilateral environmental agreements.



Humans everywhere depend on the natural world for their basic survival needs.



Policy and practice: capacity building for the future

In 2003 UNEP-WCMC worked towards the target of reducing biodiversity loss by 2010.

Throughout the year, the Centre continued to provide support to intergovernmental organisations and governments around the world to drive capacity building and policy development. Our ongoing work for international agreements such as the Convention on Biological Diversity (CBD) helps to encourage adoption of environmentally sound policies and practices. Our work in 2003 also supported achievement of the Millennium Development Goals (MDGs): a framework for reducing poverty and improving lives in the developing world.

In response to the challenges set out at the Johannesburg World Summit in 2002, the Centre and other collaborators sponsored a workshop in March 2003, on the theme: *Biodiversity After Johannesburg: The Critical Role of Biodiversity and Ecosystem Services in Achieving the UN Millennium Development Goals*. UNEP-WCMC helped to develop ideas and options for action in the short- and medium-term for decision-makers and other stakeholders in both developed and developing countries.

'You have got 7 years'. This headline accompanied our 2010 - *The Global Biodiversity Challenge* meeting, convened jointly with the CBD Secretariat and the United Nations Development Programme (UNDP) in May. This conference, attended by representatives from over 150 nations, was a major step forward in addressing the internationally adopted target of significantly reducing the rate of biodiversity loss by the year 2010. The conference outcomes illustrated the next steps forward: initiating partnerships, creating a framework for measurement and assessment of biodiversity loss and, fundamentally, harmonised reporting and effective communication of findings. These

UNEP-WCMC assesses the status of biodiversity in countries around the world.



discussions provided input to subsequent CBD meetings, and the Centre is now well positioned to make a substantial contribution to these tasks, which will form an integral part of our 2004 work programme.

The Centre also contributed to the first Millennium Ecosystem Assessment (MA) report: *Ecosystems and Human Well-being: A Framework for Assessment*, published in September 2003. The MA is a \$21 million scheme with a four-year mandate and international backing, which will assess the current state and future outlook of human well-being and the ecosystem services that sustain development, and put forward options to help conserve ecosystems and enhance their contribution to human well-being and poverty reduction. UNEP-WCMC provides technical support and a range of important data sets to the MA.

“Each one of us is intrinsically linked to changes in ecosystems, both through the impacts we have on the environment, and by the consequences of those changes on us. The Millennium Ecosystem Assessment will put humans at the centre of its study, and demonstrate how fully our needs – cultural, aesthetic, economic, physical, and spiritual – are dependent on the earth’s biological resources.”

Neville Ash, MA Condition Working Group Co-ordinator, UNEP-WCMC

For centuries, knowledge about our well-being and its relationship to our surroundings has been passed down from generation to generation in indigenous communities throughout the world. In December, the Centre completed a composite report on the knowledge, innovations and practices of indigenous and local communities and how they relate to the sustainable use of biodiversity. The report’s recommendations were commended

by a CBD working group, and will play an important part in the Convention’s objective of ensuring that traditional knowledge, and its wider implications for the natural world, is respected, preserved and maintained.

Environmental degradation and subsequent human struggles can be greatly magnified by conflict. In 2003, UNEP-WCMC prepared a country profile on Iran and delivered a web site on biodiversity in Iraq. We also collated background literature for country reports on Côte d’Ivoire, Angola and Somalia.



Business and technology: the e-environment

The days when 'business' and
'environment' sat at opposite ends
of the table are gone.

Widespread availability of news, facts and figures via the Internet has changed attitudes towards transparency, and consumers are increasingly aware of issues such as GM foods and the accountability of their service-providers. UNEP-WCMC increased its capacity in 2003 to enhance our database technology and offer tailor-made analytical services to clients and partners. Our work will ensure that multinational companies can fulfil Corporate Social Responsibility (CSR) criteria and make environmental regeneration part of every major business plan.

One of our most exciting developments in 2003 was the launch of Project Proteus at London's Natural History Museum in October. By far the Centre's most ambitious venture to date, Project Proteus aims to connect networks of data rich conservation organisations and deliver them via the Internet to users all over the world, from heads of state to school children. Anglo American, BP, Co-operative Insurance Services, Earthwatch Institute (Europe), ESRI UK, HSBC, Novell UK, Oracle, Premier Oil, Rio Tinto, Statoil, The Total Foundation and The Vodafone Group Foundation collectively pledged their support to this project in 2003, and we anticipate more private sector interest in the coming year.

"It is critical for industries to understand the sensitivities of the environments in which they operate. The data and assessments provided by UNEP-WCMC are crucial to building this knowledge. Proteus will be a more systematic way of ensuring quality information is sourced, maintained and made accessible to decision-makers, who endeavour to minimize impacts on the environment."

Peter Hall, Director of Biodiversity Information Services, UNEP-WCMC

Other technical advances in 2003 included a strategic review of the Centre's web-based services, publications and library resources. This review helped identify changes necessary to deliver improved services under Proteus, set to continue into 2004 and beyond.

We also increased interoperability between databases and used GIS technology to produce interactive web-based map services. A Marine Turtle Interactive Mapping Systems, which will provide information on the distribution and current status of turtles across the world, will be released in early 2004.

The number of visitors to the UNEP-WCMC web site increased to 2.8 million in 2003, up 5% from the comparable figure for 2002. Hits rose by 27% to 37 million and the volume of data downloaded increased by over 50% in comparison with last year.





Education and training: a lasting legacy

The future of conservation lies in sharing new information and passing on our knowledge and skills to future generations.

The future of conservation lies both in sharing new information with others and passing on acquired knowledge and skills to future generations. Our participation in worldwide meetings, workshops and seminars in 2003 allowed us to widen further our network of partners and collaborators, and welcome new faces to the field of environmental research.

UNEP-WCMC co-ordinated the UNEP-GEF Biodiversity Indicators for National Use (BINU) project, established in Ukraine, Philippines and Ecuador. Learning how to measure biodiversity and draw up indicators to signal changes and trends is an important part of conservation action. A mid-term meeting was held at the Centre at the end of June, at which partners discussed steps to be taken in the next 18 months. Valuable results from the BINU project and other Centre initiatives were presented at the CBD Subsidiary Body on Scientific, Technical and Technological Advice (SBSTTA) meeting held in November.

In July, the UNEP-WCMC Chevening Scholarships in Biodiversity completed its first successful year. The aim of the scholarships, introduced with the support of the UK Foreign & Commonwealth Office, is to provide in-service training for talented overseas graduates, who will become future figures of authority in their home nations. The first six scholars benefited greatly from the scheme and will go on to make their mark in environmental circles.

Aram Gevorgyan, our Armenian Chevening scholar, carried out an independent review of the CBD Clearing-House Mechanism during his year with UNEP-WCMC and was subsequently accepted as an information clearing-house specialist in Armenia. In October, a new intake of scholars arrived at the Centre, and we expect an equally successful outcome to the second year of this initiative.

The scientific knowledge base at the core of the Centre's work was guided throughout the year by the Scientific Advisory Council (SAC). The Council members are among the world's leading scientists, experienced in a wide range of biodiversity and environmental subjects. SAC meetings in May and November provided key guidance for UNEP-WCMC projects and programmes,

and emphasised the need to establish a network of collaborating centres in developing countries. The bi-annual meetings were attended by observers from UNESCO, The World Bank, IUCN, WWF and the UN's Food and Agriculture Organization (FAO).

In 2003, UNEP-WCMC also provided maps, analyses and training for clients including UNEP, Anglo American, BP, ABN-Amro and environmental consultants and set up a training course in biodiversity information management for the Darwin Initiative Nepal Project.

In our commitment to spread biodiversity knowledge far and wide, we answered some 2,500 enquiries, mostly received via email, donated 140kg of duplicate book stock and WCMC publications to Liberia, Philippines, and South Africa, and distributed a further 200kg at the annual Cambridge Student Conference on Conservation Science in March.



Finance & Human Resources

UNEP WCMC Financial Results Year End 31 December 2003

The Centre's budget for 2003 was designed to expand our management capacity bringing in additional skills and experience to build a more solid base for future growth to meet the requirements of a UNEP Biodiversity Centre. During the year, turnover increased by over 15% from £3.4M (US\$6M) in 2002 to £3.9M (US\$6.9M) and reserves increased by £10K (US\$18K) to £304K (US\$540K).

Income from UNEP continues to play a major role in the Centre's work and this is demonstrated in the chart. UNEP's financial support for the Centre's Directorate continues at 3% of total income, with 6% from the DEWA Strategic Project and 31% from other UNEP projects. A number of UNEP projects are primarily funding third parties (pass-through projects) and these totalled 5% of total income in 2003, for which the Centre receives a 10% contribution to administrative overheads. Strong support for the Centre's programme of work came from governmental organisations, which increased from 14% to 17% in 2003 and other intergovernmental organisations contributed 15%. Significant income was also contributed from the corporate sector, increasing from 13% to 15% in 2003, with funds from non-governmental organisations remaining steady at 5%.

During 2003 the Centre achieved its objective of expanding the Centre's management capacity. This has been accomplished during a year in which turnover has increased and the Centre's reserves have grown.

Income & Expenditure Report



	2003		2002	
	£	US\$ *	£	US\$ *
Income				
Support from UNEP	113,745	202,239	90,182	160,344
Rental and miscellaneous income	86,895	154,499	157,324	279,722
	200,640	356,738	247,506	440,066
Restricted Project Income (UNEP)	1,674,828	2,977,844	1,379,444	2,452,651
Restricted Project Income	2,037,633	3,622,911	1,767,954	3,143,422
	3,913,100	6,957,494	3,394,904	6,036,139
Expenditure				
Personnel	2,833,686	5,038,294	2,494,914	4,435,957
Travel	228,433	406,154	186,070	330,832
Operational	321,171	571,042	210,184	373,707
Marketing and outreach	78,456	139,495	38,401	68,277
Establishment	73,869	131,339	54,637	97,145
Computer services and office supplies	217,668	387,014	168,188	299,038
Professional services	1,000	1,778	5,947	10,574
Bad Debt Provision	(10,000)	(17,780)	16,875	30,004
Depreciation	159,729	283,999	83,636	148,705
WCMC 2000 interest	24	43	8,692	15,454
	3,904,037	6,941,377	3,267,544	5,809,693
Operating Surplus	9,064	16,116	127,360	226,446
Bank interest receivable	690	1,227	5,375	9,557
Surplus on ordinary activities for the period	9,754	17,343	132,735	236,003

* US\$ Exchange Rate as at 31 December 2003 =1.778

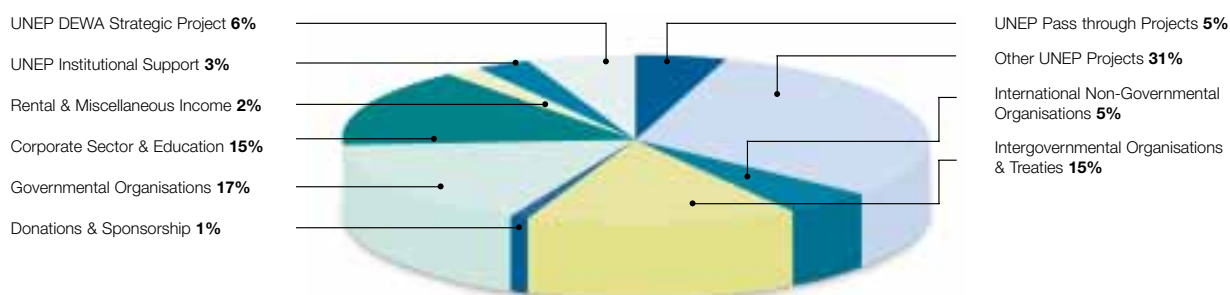
Balance Sheet

	2003				2002			
	£	US\$ *	£	US\$ *	£	US\$ *	£	US\$ *
Fixed Assets								
Tangible assets			322,486	573,380			333,179	592,392
Current assets	1,207,620	2,147,148			1,352,987	2,405,611		
Less: current liabilities	1,225,817	2,179,503			1,391,631	2,474,320		
Net current assets/(liabilities)			(18,197)	(32,354)			(38,644)	(68,709)
Net assets			304,289	541,026			294,535	523,683
Representing: Income and expenditure account								
Opening balance			294,535	523,683			161,799	287,679
Surplus for period			9,754	17,343			132,735	236,004
			304,289	541,026			294,535	523,683

* US\$ Exchange Rate as at 31 December 2003 =1.778

Market Segmentation of Income

Year Ended 31 December 2003





Human Resources

This year, the Centre continued its commitment to staff training and development.

This year, the Centre continued its commitment to staff training and development, in line with the high standards expected of an Investors in People accredited organisation. 20 new staff members were recruited, 13 in replacement positions and 7 in newly created posts. The Centre's new structure for a divisional management team neared completion towards the end of 2003, and will be finalised in early 2004. Posts for a Director of Assessment & Early Warning and a Director of Information Services were filled, and administrative support is scheduled to increase in early 2004.

The overall gender balance moved from 57% male and 43% female in April 2003 to 49% male and 51% female in November 2003. The gender balance within age groups was similarly balanced, except at either end of the spectrum. The 20-30 age group stood at 32% male and 68% female, whilst the 50-60 age group showed the exact opposite. Over 20 nationalities were represented.

Training in over a dozen different skills, including SQL database proficiency, beginners' French and GIS online software formed part of the Centre's HR programme for 2003. In 2004, staff will be given new training and development plans in accordance with Investors in People standards.



Networks & International Relations

A selection, based on activities in 2003 is given below.



International and Regional Organisations

ACOPS (Advisory Committee on Protection of the Sea)
 AEWA (African-Eurasian Waterbird Agreement)
 ARCBC (ASEAN Regional Centre for Biodiversity Conservation)
 BGCI (Botanic Gardens Conservation International)
 BirdLife International
 CAFF (Conservation of Arctic Flora and Fauna)
 CBD (Convention on Biological Diversity)
 CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora)
 CCAD (Central American Commission for Environment and Development)
 Equilibrium Consultants
 CIFOR (Center for International Forestry Research)
 Clean Caribbean Cooperative
 CMS (Convention on Migratory Species)
 Conservation International
 Earthwatch Institute, Europe
 ECNC (European Centre for Nature Conservation)
 EEA (European Environment Agency)
 European Topic Centre on Nature Protection and Biodiversity
 European Commission
 European Commission Joint Research Centre
 FFI (Fauna and Flora International)
 ILED (International Institute for Environment and Development)
 ICIMOD (International Centre for Integrated Mountain Development)
 International Crane Foundation
 ITOPE (International Tanker Owners Pollution Federation Limited)
 IUCN - The World Conservation Union
 MAC (Marine Aquarium Council)
 Mangrove Management Group
 Ramsar Convention Secretariat
 SPREP (South Pacific Regional Environment Programme)
 The Nature Conservancy
 TRAFFIC International
 UNESCO
 UNESCO World Heritage Centre
 UNEP GRID Offices
 UNEP Regional Offices
 UNU (United Nations University)
 WDP Consortium
 WorldFish Center
 World Resources Institute
 Wetlands International
 Wildlife Conservation Society
 WWF International

National Conservation and Research Organisations

Aburi Botanical Gardens, Ghana
 Autoridad nacional del ambiente, Panama
 Centre for Remote Sensing and Geographical Information Systems, Ghana
 CONABIO (Comisión nacional para el conocimiento y uso de la biodiversidad), Mexico
 CONAF, Ministry of Agriculture, Chile
 English Nature

FAAC (Louisiana Fur and Alligator Advisory Council)
 JNCC (Joint Nature Conservation Committee), UK
 Kenya Marine and Fisheries Research Institute
 Kenya Wildlife Service
 Ministry of Agriculture, Nature Management & Fisheries, The Netherlands
 Ministry of Environment, Republic of Seychelles
 Ministry of Environment, Science & Technology, Ghana
 NASA, US
 NSW National Parks and Wildlife Service
 Royal Botanic Garden Edinburgh, UK
 Royal Botanic Gardens, Kew, UK
 Rufiji Environment Management Project
 Southern African Wildlife College, RSA
 State Ministry of Environment, Indonesia
 The Natural History Museum, UK
 The Netherlands Environment Assessment Agency (RIVM)
 University of Cambridge, UK
 University of East Anglia, UK
 University of Ghana
 University of Hull, UK
 University of Queensland
 University of South Florida, US
 Yale University

Sponsors

AEWA (African-Eurasian Waterbird Agreement)
 Aga Khan Development Network
 Anglo American
 APR Smartlogik
 Asian Development Bank
 Bloomberg Foundation
 British Airways
 British Council
 BP
 BHP-Billiton
 CAFF (Conservation of Arctic Flora and Fauna)
 Cambridgeshire County Council
 CBD (Convention on Biological Diversity)
 CEP (Caribbean Environment Programme)
 ChevronTexaco
 CIS (Co-operative Insurance Society)
 CISCO Systems
 CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora)
 CMS (Convention on Migratory Species)
 Darwin Initiative
 David and Lucile Packard Foundation
 DEFRA (Department for Environment Food and Rural Affairs), UK
 DfID (Department for International Development), UK
 Diageo
 Earthwatch Institute, Europe
 EFI (European Forest Institute)
 ESRI GIS and Mapping Software
 Estuarine Research Federation (ERF)
 European Commission
 European Environment Agency/European Topic Centre on Nature Protection & Biodiversity
 ExxonMobil
 FAO (Food and Agriculture Organization of the United Nations)

FFI
 Foreign & Commonwealth Office, UK
 Federal Ministry of Education and Research, Germany
 GEF (Global Environment Facility)
 Global Marine Systems
 Government of Ireland
 Government of Italy
 Hedley Foundation
 HSBC
 ICRAN
 INBAR (International Network for Bamboo and Rattan)
 IPIECA (International Petroleum Industry Environmental Conservation Association)
 IUCN - The World Conservation Union
 JNCC (Joint Nature Conservation Committee), UK
 Ministry for the Environment of Iceland
 NOAA (National Oceanographic and Atmospheric Administration)
 Novell
 Oracle
 PADI
 Peters, Elsworthy & Moore
 Perth College
 Premier Oil
 Raleigh International
 Ramsar Convention on Wetlands
 Richard and Rhoda Goldman Fund
 Rio Tinto
 RMC Group
 Scientific Committee on Oceanic Research (SCOR)
 Scottish Natural Heritage
 Shell International Limited
 Statoil
 Supalite
 Swedish Scientific Council on Biological Diversity
 Swiss Agency for Environment, Forests and Landscape
 Swiss Development Corporation
 The International Council on Mining and Metals
 The Netherlands Environment Assessment Agency (RIVM)
 The Salters' Company
 The Total Foundation
 The Vodafone Group Foundation
 The World Bank
 Thomas Miller & Co
 TotalFinaElf
 Tropical Marine Centre
 UKHO (UK Hydrographic Office)
 UN Foundation
 UNEP
 UNEP-GPA
 UNEP GRID Arendal
 UNESCO-IOC
 University of California Press
 University of Hull
 University of New Hampshire
 UNU (United Nations University)
 World Seagrass Association
 WWF International

Publications

UNEP-WCMC's principal 2003 publications are listed below:

The World Atlas of Seagrasses

2003 United Nations List of Protected Areas

The Field Guide to Western Atlantic Coral Diseases

The year also saw the publication of five new additions to the UNEP-WCMC Biodiversity Series:

Mangroves of East Africa

Bamboo Biodiversity

Towards a Global Tree Conservation Atlas

Global Marine Assessments

From Ocean to Aquarium: the global trade in marine ornamental species

More information about our publications and free downloads can be found at <http://www.unep-wcmc.org/reception/publications.htm>



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The year ahead: 2004 and beyond

In our 25th anniversary year, our work will continue to reaffirm the critical importance of biodiversity to human well-being.

Efforts to conserve our world have been in evidence for centuries, but with an increasing population, advances in technology and the wide use of artificially created products, conservation and sustainable use of our resources has never been so important. Having established a target to reduce the loss of biodiversity by 2010, at the forefront of government agendas, it is imperative that our resolve to tackle environmental issues remains strong in the years to come.

In 2004, UNEP-WCMC's 25th anniversary year, our work will include commencing a *World Atlas of Mangroves*, launching a new report on the state of the world's protected areas, a Cambridge lecture series on the future of our environment and participation in a range of international meetings. UNEP-WCMC understands that the importance of the world's extraordinary biodiversity is difficult to quantify - put simply, our love of nature is at the heart of what it means to be human. In the year ahead, we will continue to build on our strengths to fulfil our international mandate and help create a sustainable future for us all.



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