



GEO Certified® Report Burnham & Berrow Golf Club

Prepared by independent verifier Bob Taylor

Certified by GEO Foundation: 2025
Recertification due: 2030

"The Golf course makes up almost two thirds of the entire Berrow Dunes Site of Special Scientific Interest (SSSI). The course supports over 240 of the 272 species of wildflower recorded within the SSSI. It is therefore not coincidental that the presence of the golf course, and indeed historic and ongoing management provided by the club has effectively conserved the dunes through time. Key species such as Lizard Orchid are increasing as evidenced by the ongoing 'annual' rare plant monitoring programme now in place. The club retain good communication with a range of conservation interest groups including Natural England (Statutory Consultees), and management is directed by way of an ongoing 5-year management plan and through Higher Level Stewardship.

Other significant highlights include the improvements in communication, which are self-evident on the club's website. A professionally produced video with Natural England also shows just how important and effective course management is for conserving both the habitats and species. Scrub management has exposed historic World War 2 pill boxes which are on view and accessible. The captain's charity has this year alone raised over £ 30000 for the selected RNLI charity. The club also runs a number of events and operations that benefit local good courses and beach cleaning support is another stand out feature. The club also offer support towards the preservation of the historic church which sits on the Northern Boundary of the course.

The new maintenance complex has a range of features included that satisfy and comply with pollution control requirements whilst also improving welfare facilities for men and for women. Similar improvements were noted within the clubhouse with a standout feature being the stair lift and the facilities in place for those less mobile. Water and energy are now being monitored with graphical representation which helps identify any spikes much more readily.

Burnham and Berrow Golf Club is a prestigious and well-known club. It is a final qualifier for the Open Championship and, moreover, it is a club that recognises the importance of sustainable working and is keen to continue progressing further.

I have no hesitation in recommending recertification for this club."

Bob Taylor
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Burnham & Berrow Golf Club has successfully achieved GEO Certified® status for its outstanding work to foster nature, conserve resources and support the community.

GEO Certified® is the most respected certification for golf, based on a credibly and transparently developed modern sustainability Standard of best practice.

Burnham & Berrow Golf Club has:

1. Met the required certification criteria for sustainable golf operations
2. Successfully completed the official third-party verification process
3. Successfully passed the final evaluation by GEO Certification Ltd. (autonomous subsidiary of GEO Foundation)

GEO agreed with the conclusions of the official verification report, that, having achieved all mandatory criteria; and with specific Continual Improvement Points (CIP) set for the future and Critical CIP's (CCIPs) to be reviewed at recertification, Burnham & Berrow Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Burnham & Berrow Golf Club can therefore claim a position as a leader in advancing sustainability in golf – making important contributions in protecting nature, conserving resources and strengthening communities.

The GEO Certified® Report that follows comments on the actions undertaken against the criteria, as observed by the independent verifier during the assurance process.

Certification is nearly always the result of a dedicated team effort resulting in many practical and valuable social and environmental results around the golf course, maintenance facility and clubhouse. These dedication and leadership qualities are an important part of ensuring the resilience of the golf facility and the golf industry into the future and also as part of society's wider effort to pull together for people and planet.

We congratulate all involved.

Jonathan Smith
Founder and Executive Director, GEO Foundation
GEO Certification Ltd. Board Member

Kelli Jerome
Executive Director, GEO Foundation

Carole Kerrey
Director, Certification and Credibility,
GEO Certification Ltd.



Verification and Certification

Verification

The official third-party audit was carried out by an independent verifier, accredited by GEO to undertake verifications of golf facilities applying for certification.

Verification involves reviewing practices and data, using the International Voluntary Standard for Sustainable Golf Operations as the guide to ensure comprehensive and consistent evaluation of performance. A detailed verification report is submitted for evaluation by GEO Certification Ltd, a subsidiary of GEO Foundation.

Certification

GEO Certification Ltd, an autonomous subsidiary of GEO Foundation [both not-for-profit entities], undertook a full review of all content submitted through the OnCourse® online platform and the report submitted by the verifier, ensuring:

- Comprehensiveness – activities undertaken touched on all elements of the Standard
- Consistency – that the verification approach was balanced, well weighted and with consistent depth of evaluation across each theme
- Accuracy - matching the verification report with evidence submitted by the golf facility to ensure statements and claims were accurate

GEO Foundation is an international not-for-profit founded to advocate, support and reward sustainability in and through golf. Over more than ten years, the group has worked collaboratively with dozens of golf industry associations and government and non-government organisations around the world, to help golf become a sustainability leader, striving for a net positive social and environmental impact. In addition to managing and assuring GEO Certified®, GEO Foundation also provides a suite of credible, practical programmes for golf facility management, new golf developments and golf tournaments called OnCourse®, often delivered in partnership with national golf bodies. Find out more at www.sustainable.golf

Credibility

GEO Certified® is part of the ISEAL Alliance, a group of the world's foremost credible certification systems including Fairtrade, Rainforest Alliance, Forest Stewardship Council, Marine Stewardship Council and many others. GEO Foundation earned and retains full membership of the ISEAL Alliance global association following a rigorous evaluation against the ISEAL Codes of Credibility in Sustainability Standards and Certification. The ISEAL Codes cover standard-setting, assurance, and monitoring and evaluation. Find out more at www.isealliance.org



Verifier's Report

The Sustainability Agenda for golf covers the following themes and action areas:

THEMES	ACTION AREAS
Nature	• Habitats & Biodiversity • Turfgrass management • Pollution prevention
Resources	• Water • Energy • Materials
Community	• Partnerships & Outreach • Golfing & Employment • Advocacy & Communications

Included below are the observations made by the Independent Verifier against each item in the Standard.

NATURE

N1 Habitats and Biodiversity

Objectives	Requirements	Mandatory Practices	Verifier Notes
N1.1 Understand the site and surroundings	N1.1.1 Sound understanding of the nature and landscape value of the site	General knowledge of the wildlife and habitats on the site	The site has been mapped for Higher Level stewardship (HLS) which is in place and producing good effects on the ground. Digital and hard copies show vegetation character types, particularly area of scrub, and where management has and is taking place. The club also work to an Ecological management plan (EMP) which identifies habitats and directs ecological management. The coastal habitat is well represented, and the site also supports saltmarsh and fresh water lagoons and marsh. Over 272 species of flowering plant have been recorded through the SSSI and over 240 of these are recorded from the golf course. The club are aware of 21 notable species which are being mapped annually by a local UK botany recorder who also is a member at the club. All records are submitted to Bio records centre.
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Identify rare, protected or endangered species found on the golf course; Understand legal responsibilities for landscape protection and special area designations, if applicable	The 27 holes fall within and indeed make up much of the Berrow Dunes SSSI. This is well documented. The club are very aware and understand their obligations for management and work with Natural England to agree management by way of the HLS and agreed management plan. Staff and members are made aware through media comms and staff briefings etc. Greenstaff discuss orchid positions and agree areas of cutting. These all give reference to the sites importance for wildlife. The site includes the off-course marsh and adjacent Berrow Nature Reserve. The club have good relations with Somerset Council and Natural England regarding the wider landscape management. The club are aware of other off-site designation through the landscape, and we discussed the importance of continuing the landscape approach towards management.

			I was made aware of the increasing populations of lizard orchid and the presence of a very rare club rush known from only two sites the second site being Saunton Sands.
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	The club is aware of a number of Pill boxes and since the last review have removed scrub and improved access and conditions to and around them. The CIP to encourage bats has been actioned. There is a 13th century church on the northern course boundary, recorded in the doomsday records. Although on golf course land, it is managed externally. The club work with the church with funding and assistance as required for upkeep and preservation.
N1.2 Opportunities to naturalise the golf course	N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass	Monitor patterns of play to identify underutilised areas of turfgrass	Land take for golf is minimal. The club manage minimal turfgrass area leaving approx. 108ha for conservation. This is managed in accordance with HLS and the current EMP. Moreover, the rough has been extended significantly more over the last few years. This is evident on site. Members feedback has helped here, alongside greenstaff scouting and discussion.
N1.3 Actively create and manage habitats for wildlife	N1.3.1 Projects to create and manage habitats in the best way for wildlife and golf	Prioritise native species of varying size and structure when planting Prioritise native trees and shrubs when planting Prioritise native aquatic species of varying size and structure when planting Establish mowing buffer zones next to water bodies and wetlands	The HLS and management plan all direct management towards reducing scrub and rank grassland and to develop, increase and conserve coastal interests i.e. dune grassland, dune slack and associated marsh etc. The CIP from the last review has been actioned and records are kept of population numbers and locations. All records are submitted to Bio records centre.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species	Follow local best practice to protect or attract endangered, protected or rare species found on site	As above, Sand scrape's are evidence of scrub removal these are recovering well with appropriate weed control in place. Good practice is also evidenced by the increasing orchid populations and the number of flowing plants being recorded. Bird species too are in good number with cattle egret being a notable species. The CIP from the last review is being progressed and is ongoing.
N2 Turfgrass			
N2.1 Maintain optimum turfgrass and soil health	N2.1.1 Appropriate turfgrass varieties adapted to climatic and	Select appropriate grass species for the climate	The club manage soil and nutrients to maintain preferred grass species which on the greens is red fescue. Fairways are hard fescue dominant.

	other geomorphological factors		Wear issues this year are significant (no rainfall between February to August). Perennial Ryegrass is being used on paths. The club are working towards increasing dollar spot resistance which they recognise as an increasing issue, though weather conditions this year have largely negated the problem at least in the short term. The club is a final Open Qualifier requiring specialist set up expertise. The club have a very dedicated and very experienced team of greenkeepers. The appointed course manager has been in post as an improving greenkeeper for a number of years and thus is experienced with regards to course issues and management. Botanical composition of greens was very good. Moisture levels are closely monitored and recorded using POGO. Fertiliser use is informed by regular testing, and is given on a minimal basis to favour the preferred finer grass species.
	N2.1.2 Practices to maintain good soil structure and condition	No specific international requirement, however, identify course management and agronomic activities and look for continual improvements	The green staff adopt a minimal use policy for all pesticides. Dew management with aeration and sand topdressing is seen as key to minimising disease effects. Soil sampling is undertaken routinely and moisture management using POGO is uploaded The club benefits from management advice provided by The R&A agronomist's.
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Test and monitor soil pH; Follow legal requirements when timing fertiliser applications Ensure staff are fully qualified to use fertilisers Ensure staff use appropriate protective equipment Regularly calibrate and test applicators	The greenstaff keep records of all chemicals including fertiliser use. Fertiliser management is recorded and is timed using experience and on-site scouting. Turfkeeper is used to record data. The greenstaff currently prefer a mix of slow-release granular feeds with occasional liquid feeding. I noted a slight increase in use for 2025, which is no doubt a reflection of poor growth and excessive drought issues that have limited recovery.
	N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Cultural techniques are always the first line of active defence alongside ongoing proactive management. IPM includes dew removal, regular checks on mowing blades, aeration and verticutting with occasional sand

		Change hole locations frequently	injection, and wetting agent use all to sustain and promote growth within what is a very sand dominant environment. No perceived issues noted
N2.3 Use chemicals responsibly	N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues	Identify and track pest and disease hotspots, including sensitive areas Scout the course daily for early signs and symptoms Accurately diagnose to determine the cause of weeds, pests and diseases	Dollar spot is generally the major disease noted by the course manager and this is I am informed identified and managed through data analysis, (smith Kearns), and by way of mechanical and fungicide prevention. The problem has not been recognised through 2025 (to the point of writing) given prevailing weather conditions. Temperature values are however recorded and monitored alongside moisture levels, to inform when and how to manage. Local (spot) applications of fungicide are preferred to broadscale treatment.
	N2.3.2 Application of chemicals with full safety precautions	Use legally registered and approved products; Prefer products for the specific weed, pest or disease; Follow legal requirements; Ensure staff are fully qualified to use pesticides; Ensure staff use appropriate protective equipment; Regularly calibrate and test applicators; Dilute and dispose of leftover product on untreated areas of amenity turfgrass	The club work to COSHH Risk assessing and have and use appropriate PPE which is housed in the greenkeeping facility within a locked unit. 5 staff are trained to PA1 PA2, and PA6. Risk assessment data was made available and is kept in a risk assessment folder. The club are currently transitioning to digital format by way of 'Ground to Control' The limits and controls on spraying are documented within the club's spray control document. I was informed that all applications of chemicals on the course are weather dependant. The machinery is modern with shrouded booms to prevent spray drift. The green staff adhere and are aware of the label requirements Equipment is regularly calibrated (jug testing). All containers are stored in a bunded and locked chem safe and once used are washed as per the guidance and removed using a registered contract firm (Green Waste).
N3 Pollution Prevention			
N3.1 Prevent pollution across the entire site	N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations	Document procedures for emergency spill responses ; Retain no-spray/no-spread buffer areas next to water bodies and wetlands;	An emergency spill document is in place adjacent the wash down area. All chemical mixing is carried out within a designated zone within the maintenance complex. Occasional mixing is carried out on site but on managed amenity turf or on a designated hard standing as per guidance. See also N2.3.2 above.

		Retain no-spray/no-spread buffer zones in and around ecologically sensitive areas	
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	All safety data was made available and is up to date. Spill notices are in place. Kitchen chemicals are stored securely and appropriately within a designated cupboard. Bar and Kitchen staff are familiar with chem use and spill management.
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	Wash machinery over an impermeable, leak-free surface; Mix and load pesticides and fertilisers over an impermeable, leak-free surface; Triple rinse pesticide containers and applicators	The petroleum tanks are double skinned bunded and raised over a hard surface within the new complex. The new wash down area with a closed loop unit is in place. Spill kits, notices etc. are present. Machinery is modern and is regularly serviced. See also N3.1 and N2:3:2 above.
	N3.2 Safely manage hazardous substances	N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	List of hazardous substances, made available to authorised staff; Product and material data safety sheets; Well ventilated concrete or metal building; Impermeable, leak-free flooring; Sufficient storage capacity; Spill containment kits; Secondary containment e.g., bunds or drip trays; Emergency wash area, as per local requirements (body shower and / or eye wash station); Hazardous substances safely collected by a registered company or body ; Follow any additional legal requirements The club use Greensman (waste contract) via an ongoing rolling contract. Clubhouse waste is via a mixed skip that is separated by the contractors. Waste collection notices were made available to view. Spill kits are in place in all areas where spills are generally anticipated and those viewed were not overly obstructed and were easy to locate. The rebuild of the maintenance complex has been completed encompassing all necessary provisions for compliance and best practice, i.e. fire risk assessments purpose-built storage areas, welfare facilities lady's toileting and shower, drying room and TV fridge and dishwasher. Energy efficiency interests have also been included - LED lighting for example. I was pleased to see the new showers and emergency wash areas are now in place and are available for greenstaff use. Fire extinguishers were in place and were accessible. All fire extinguishers and the fire safety systems are serviced annually. The new complex has been built in line with and in accordance with planning consent and all local byelaws.

	N3.2.2 Legal compliance in the storage and handling of fuels and gases	Tank secured to a horizontal, flat, non-combustible surface; Secondary containment of fuel in the event of spills e.g. bunds and drip trays; Inspection of storage tank(s) at least quarterly, if required; Fire extinguisher in the immediate area	As above, all petroleum's are correctly stored within purpose built double skinned tanks. They have been sited within the complex on bunded hard standings. Staff are trained to accept and manage fuel deliveries (to take receipt of deliveries) and to use fuels (storage and use).
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage, treatment and discharge	Impermeable, leak-free surface; Treatment as per local requirements (oil, grease and / or clipping separation); Formal discharge agreement, if applicable	All washdown is recirculated so no discharge. A discharge licence is not required as all waste is returned and used and not discharged. Clubhouse waste is via local authority systems.

RESOURCES

R1 Water

Objectives	Requirements	Mandatory Practices	Verifier Notes
R1.1 Minimise water demand	R1.1.1 Measures to reduce the need to consume water	Select appropriate grass species for the climate e.g., drought and disease tolerance; Target irrigation to essential playing surfaces; Prioritise native, drought tolerant species for landscaping and planting	Irrigation is targeted using up to date and fully serviced irrigation equipment. Volumes are calculated using moisture meters backed by the on-site weather station. Careful use in a specific and targeted manner is helping to minimise total water used on the golf course although volumes in 2025 for the next review will understandably be higher than the average norm. 800mm of rain would be normal for the area. This year from February to August, less than 150mm has been recorded. Species selection is appropriate, and a reservoir provides over 40000m3 sufficient for any normal year. The course is standing up well to the excessive drought. The rough receives no irrigation. The fairways were hard dry, offering ideal links conditions.
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Schedule irrigation based on informed assessment of soil moisture and weather forecasts;	The club have a comprehensive weather station installed on site. This measures evapotranspiration, rainfall etc. and is used in conjunction with site moisture readings.

		Evaluate new irrigation technologies e.g., central control, precision sprinklers etc.; Provide staff training on efficient irrigation practices; Adjust sprinklers to playing surfaces only	The club have installed (2011) a modern fully automated Toro irrigation system with head-to-head control. New energy efficient pumps have recently been installed (2023). Irrigation contractors provide shut down and start up servicing on a ongoing 2 x per year service plan. Includes pressure testing. The greenstaff regularly audit adjusting angles of the individual heads to ensure optimum irrigation arc. Irrigation is applied and recorded in mm not minutes and is backed by hand irrigation as needed. Water abstraction is via ground water from ditches off holes 7 and 8. This is backed by the lagoon situated to the end of the practice ground. Water is stored in a reservoir. All water abstraction is licenced by Environmental agency.
	R1.2.2 Practical measures to use water more efficiently in buildings	Monitor and record water consumption (bills, flow meter etc.); Encourage water conservation practices amongst players and staff	Water volumes are recorded every 6 months from the 4 meters, and the results are graphically represented (last CIP has been completed and is in place). I understand that the water company is also quite proactive in contacting the club should any anomalies arise. All staff are informed to remain vigilant and to report any anomalies following their visual checks.
	R1.3 Source water responsibly	R1.3.1 Measures towards alternative, lower quality sources of water	Water abstraction permit, if required; Report water consumption to environment agency, if required The club work to their abstraction Licences. Southern lagoon 1st March – 31st October Northern ditch (holes 7 & 8) Winter licences for topping up reservoir November 1st – March 31st Summer licence April 1st – October 31st In addition, the irrigation pumps are new and much more efficient. The irrigation system is serviced and tested at appropriate 6month intervals and irrigation is particularly in 2025 very tightly controlled and monitored
R2 Energy			
R2.1 Reduce energy demand	R2.1.1 Measures to reduce the amount of energy consumed in golf course maintenance	Naturalise non-playing areas to reduce mowing and other energy intensive inputs	The club via the habitat mapping in place can identify the amenity grasslands and are able to accurately target irrigation and management requirements. The greenstaff are experienced and monitor soil, ground and climatic conditions daily.

			The club are slowly transitioning to solar and electric buggies and machinery. The last CIP relating to R1.3.1 has been completed and a recording system is now in place, managed by main office.
R2.2 Maximise energy efficiency	R2.2.1 Measures to use energy and fuels more efficiently in buildings	Monitor and record energy consumption (bills, meters etc.)	Energy use is now being carefully monitored, and the results are being graphically represented. The data collated from the last review to 2025 show very similar and comparable results. CIP from last review is in place and working well.
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	Understand the energy mix of your electricity supplier; Explore possible greener energy providers	This is an area of interest to the club and one which is under constant review to reduce the club's reliance on mains. Little further progress has been made since last review. Solar needs now to be reinstalled on the new maintenance facility building.
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on necessity, including opportunities for recycled, reused and locally sourced alternatives	No specific international requirement, however, identify activities to reduce the demand for materials and look for continual improvements	The club are working on an ongoing basis to gradually reduce waste materials for products purchased. The use of plastic bottles has been markedly reduced, and water filling stations have been installed at the pro shop and at the 11th hole. The club monitor stock and its use purchasing as required. Waste is via a mixed skip which is separated by the contractors following their collection. Local suppliers are preferred and used as much as is practically possible. Clubhouse and other materials are reused, where possible. A recent example being old pelmets made good for shelving. The CIPs from last review are ongoing but good progress has been made - see below. The club have a structured waste policy in place which gives commitment to implementing responsible waste management practices across operations, aligning with the principles of the waste hierarchy: Prevention, Reduction, Reuse, Recycling, Recovery, and Disposal. They strive to reduce environmental impact by promoting sustainability, reducing waste sent to landfills, and fostering a culture of environmental responsibility among staff, members, and visitors. The document covers staff training and the collaboration with suppliers.

R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	The greenstaff now receive seaweed products in boxes rather than cartons. Hand and shower gels and suncreams are all now purchased as refillable. Larger quantities of fertiliser are purchased in larger 500kg bags to reduce the waste of smaller sized packaging. The club still require a mixed-use skip for general wastes which is collected using a regulated contract firm (Greensman). Turves and grass clippings are composted. Waste bins are labelled but members are encouraged to take litter home.
R3.3 Reuse and recycle	R3.3.1 Waste stream separation for maximum recycling and re-use opportunity	Put in place a recycling separation system, according to local rules and availability; Clear, simple and visible bin signage; Monitor and record weight of waste for each stream e.g. invoices, bills etc.	As above and as per waste policy now in place. Compostable cups are now being used through clubhouse areas for take outs. Glass, paper, card and food are all collected by preferred contract firms. Recycling is not carried out in advance of collection as per the 'Local authority policy'. Bins are labelled. CCIP: Please source more appropriate bins for recycling, as per our discussion.
R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	Authorised waste collector for general, hazardous, industrial and green waste, if required	The club is compliant and now have year-end records of waste uplifts, waste volumes etc. The club use Towens - Green waste contract firm. Acumen waste servicing manage washdown wastes.

COMMUNITY

C1 Health & Wellbeing

Objectives	Requirements	Mandatory Practices	Verifier Notes
C1.1 Improve health and wellbeing	C1.1.1 Benefits to human physical and mental	Plans in place to respond to incidents and emergencies	The club have good health and safety policies in place, catering for mobility and disability needs to accident and emergency procedures. Mental well-being is catered for by the quality and diversity of facilities on offer be it

	health from golf and facility activities		outdoor access, low-intensity walking and the carefully maintained natural surroundings, or the volunteer coaching provision and working with youngsters. Those less able are well catered for in the clubhouse. Social memberships as below are provided to ensure health and wellbeing is catered to those less mobile members. The club provide social events weekly and throughout the year particularly for the elderly. The golf course itself affords physical and mental health benefits to those that play and or come to be coached through the different options available.
C1.2 Be open and inclusive	C1.2.1 Inclusivity and diversity in membership and visitor policies	Membership policies free from discrimination across age, gender, sexual orientation, religion, and ethnic background	The handicap limits apply only to the championship course and not to the second Channel course which is a further benefit to anyone wishing to take up the game. The club is a gender-neutral club. Transgender interests are catered for. The club have no restrictions on membership. The club prides itself on being open and diverse, evidenced by blocked unspecific tee times for mixed play. Membership is broad and available to all. The club have a strong social golf membership which runs social events which particularly benefits those unable to play. Practice is available for all through the Love golf programme run by the retained female Pro. A programme of low fees is available for golf coaching and the Shane's academy is available to youngsters. Taster sessions are also provided. The club provide reduced rates for disabled and those with mobility issues. A stair chair has been installed in the clubhouse. The greenkeeping complex has been upgraded and includes female toileting facilities.
C1.3 Employ fairly, safely and provide career opportunities	C1.3.1 Ethical and legal employment, working conditions and professional development	Adopt an equal opportunity recruitment and hiring policy; Follow all relevant legislation and best practice for hiring and employment; Follow all relevant legislation and best practice for worker safety	There are no obvious barriers to employment at Burnham and Berrow. A solid programme of induction is in place and this as we discussed could potentially be improved further given the CIPs outlined above covering waste, pollution control and disease management. CIP: Please revise induction policies to ensure all environmental/sustainable interests are made clear. This should include energy saving at all times.

<u>C2 Outreach & Inclusion</u>			
C2.1 Diversify access and provide multifunctionality	C2.1.1 Social and recreational activities at the facility	No specific international requirement, however, identify multifunctional activities and look for continual improvements	Agreement has been given for locals to use the course outside of the busiest periods for walking including dog walking.
C2.2 Provide for volunteering and charity	C2.2.1 Opportunities available for volunteering and support of charities and good causes	No specific international requirement, however, identify activities to support volunteering and charity and look for continual improvements	The club assists in beach cleaning activities offering both time and resources are required. The club provide materials for footpaths and restoration requirements.
C2.3 Establish active community partnerships	C2.3.1 Positive and constructive engagement with neighbours, the local community and other groups	No specific international requirement, however, identify partnerships and community activities and look for continual improvements	The club has a good relationship with Natural England and with Local wildlife groups who are all encouraged. The club work closely with the somerset rare wildflower group recorder, who now carries out annual botanical monitoring of the rare plant interests over the course. The club run raffles which raise monies for local good causes. The club host an annual captain's charity event which this year provides funds to RNLI and the children's hospice. Volunteer members provide the time to encourage juniors through the Just Play programme. The club this year sourced over 120 volunteers to help with the successful delivery of the final qualifying rounds for The Open. The beach clean is popular providing greater insight into the activities of the golf club alongside practical local engagement. The club have a close relationship and help the Somerset Green Open spaces group with managing sea buckthorn etc. CIP: Please explore possible opportunities to collaborate with other bodies in the area, including the local naturalists and / or wildlife groups. Other bodies too, such as local historians, may welcome the opportunity to see the historic interests on the course. They may even offer novel ways of preservation. CIP: Please explore the possibility of working with the local schools and introducing school children onto the course by way of simple nature conservation or other project working.

C3 Communications & Advocacy			
C3.1 Engage staff and golfers	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	Involve staff and committees in sustainability efforts; Involve golfers in sustainability efforts; Post sustainability information in the clubhouse and / or on the golf course	A Highlight that I noted was the Burnham on sea website which has been uploaded with videos and interest features for members and visitors alike. The club use a marketing firm "Front 9" for their professional website development. Natural England have contributed to a joint video outlining the value of the course for nature and the benefits of the management given. The club also use Instagram and other social media outlets. The other main forms of communication to members is by email. The club operate Intelligent Booking for tee times and messages are pinned to the clubhouse notice boards. Minutes of meetings are made available to the membership.
C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	Share at least 3 Highlights on sustainable.golf	The club use Burnham on sea.com (local web site) and this is used extensively. It is successful and does form one of the main channels for posting and communicating good practice etc. its reach extends to local businesses and to locals within and outside the Burnham area. On the course notices are provided detailing wildlife interests. These are geared to providing interest along the agreed footpaths.
C3.3 Follow a journey of continuous improvement	C3.3.1 Measures to help track, review and improve sustainability and climate action	Put measures in place to ensure that OnCourse can be updated annually	Sustainability targets and objectives, particularly those identified as CIPs have largely been addressed. A few remain ongoing. The maintenance facility upgrades have massively improved the club's sustainability credentials with modern welfare facilities, upgraded wash down areas and full provisions for spill, and incident management protocols. Signage on-course and around the facility is appropriate and, together with the upload of interest features to the club's website, shows further commitment to sustainable improvement. Sustainability is part of the club's ethos and it is a subject that is included through all areas of operations. CIP: Please update news and data for all project planning on OnCourse.

Golf and Sustainability

Among all sports, golf has a particularly close relationship with the environment and communities, golf facilities can bring many benefits to people and nature - from the protection of greenspace and conservation of biodiversity; healthy recreation for all ages; local supply chains; and jobs, tourism and other forms of economic value.

Adopting a more sustainable approach is also good for golf. It's about presenting a high-quality golf course and providing a memorable experience in natural surroundings. It's about being as efficient as possible. And it's about supporting the community in a range of ways that bring increased recognition, respect and contact.

At a broader level, it's important that golf credibly demonstrates its commitment, and its social and environmental value – strengthening the sport's image and reputation for the long term.

Golf facilities that participate in OnCourse®, an international sustainability initiative assured by the non-profit GEO Foundation, are taking a comprehensive approach and striving to be leaders in the community.

Find out more at www.sustainable.golf