



GEO Certified® Report Celtic Manor Resort – The Roman Road & The Montgomerie

Prepared by independent verifier Dino Minoli

Certified by GEO Foundation: 2025
Recertification due: 2028

“The Championship Golf Courses demonstrate a strong commitment to sustainability and community engagement, establishing a leading example within the industry. A Sustainability and Energy Manager, an Ecology and Environmental Stewardship Manager and a Sustainability Working Group supervise environmentally responsible projects and practices. Sustainability initiatives encompass the installation of over 200 bird and bat boxes, many bug hotels, three wildflower areas, and four Nature Conservation Sites. Additionally, they employ a sustainable irrigation system powered entirely by renewable energy sources. With more than 60,000 rounds of golf played annually, these courses promote health and wellness while supporting local organisations, generating employment opportunities, and advancing charitable initiatives.

*Dino Minoli
(GEO accredited independent verifier)*



Introduction

GEO Foundation is pleased to confirm that Celtic Manor Resort - The Roman Road and The Montgomerie 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.

Celtic Manor Resort - The Roman Road and The Montgomerie 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, Celtic Manor Resort - The Roman Road and The Montgomerie should be awarded GEO Certified® status.

For the certification period stated above, Celtic Manor Resort - The Roman Road and The Montgomerie 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 – that 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.isealalliance.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	Map all habitats and vegetation types on the site; Regularly update landscape / biodiversity surveys	Highlight: Celtic Manor Resort (CRM) collaborates with Gwent Wildlife Trust (GWT) to enhance local biodiversity. In April 2024, GWT conducted Local Wildlife Surveys in four woodlands—Coldra Woods, Little Bulmore Woods, New Wood West, and New Wood East—recognised by Newport City Council as Sites of Importance for Nature Conservation (SINC). These areas qualified as Local Wildlife Sites by exceeding the threshold of 14 indicator species, reflecting the successful land management by CRM. The surveys included maps, habitat descriptions, and species lists, along with recommendations for preserving floral diversity. These considerations addressed natural processes, ash dieback disease, nest boxes, and invasive species, prioritising health and safety. CIP: Please continue managing the SINC while integrating GWT recommendations. The LWS designation elevates the land's status as a vital wildlife habitat in Southeast Wales and provides benefits like management advice, grant access, and invitations to Landowner Days.
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Understand legal responsibilities for protected landscapes and species; Record and monitor protected, endangered, or rare species found on the site	CRM collaborates with key organisations like the GWT to meet legal obligations for protecting local landscapes and species. The Ecology and Stewardship Manager's membership in the GWT highlights CRM's commitment to environmental stewardship. GWT surveys have identified a range of species in various areas: - Coldra Woods: 27 species, 3 notable features - Little Bulmore Woods: 25 species, 4 key features - New Wood West: 18 species, 2 significant features - New Wood East: 25 species, 2 important features. Additionally, the Ecology and Stewardship Manager recorded 12 mammals, 35 birds, 30 plants, 7 amphibians/reptiles, 20

			insects/invertebrates, and 3 fungi types, demonstrating the importance of conservation efforts. CCIP: Please continue ecological monitoring and compare current results with baseline data, offering insights into wildlife habitat protection and biodiversity changes over time.
	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	CRM, located near Caerleon, blends recreation and history, offering scenic golf courses and sites like the Roman fort Isca Augusta and an Iron Age hill fort. In partnership with CADW, CRM protects important historical sites, including WWII anti-aircraft placements. CIP: Please consider a list of key cultural heritage sites on your website and install plaques on significant historic buildings as appropriate to attract more visitors/value add.
N1.2 Opportunities to naturalise the course	N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass	Observe, track and / or monitor golfer play	Highlight: The Championship Courses covers a total land area of approximately 135 hectares, which beautifully integrates well-maintained landscapes with preserved natural environments. Of this vast area, 77 hectares, or 57%, are dedicated to providing high-quality golf, leisure, sport, and tourism spaces. The remaining 58 hectares, accounting for 43%, are preserved as natural habitats, creating a sanctuary for local wildlife and promoting biodiversity. This careful balance between maintenance and conservation supports ecological integrity while offering members and visitors the opportunity to connect with nature. Gary Connell is also collaborating with Ian Barnett from DLF to select Floral Carpet (for new wildflower areas) on the Roman Road Course to attract insects and create a habitat, while also achieving high visual impact for players and staff alike.
N1.3 Actively manage habitats for wildlife	N1.3.1 Projects to manage habitats in the best way for wildlife and golf	Regularly review and follow a habitat management plan; Prioritise native species when planting and landscaping	Highlight: Course management includes habitat protection and conservation, using both in-house expertise and input from specialists like the GWT and the Dragonfly Society and DLF. This teamwork helps manage habitats and support wildlife at the site. In the past year, the team created about 0.3 hectares of new habitat with three colourful wildflower areas. These enhancements beautify the landscape, improve the golfing experience, and provide resources for pollinators. The Environment and Stewardship Manager and the team have installed over 200 bird boxes for various species, including some that are rare. They also set up bat boxes and bug hotels for insects and reptiles, which feature wildflower roofs to attract pollinators. These initiatives support wildlife and enhance biodiversity.

			CIP: Moving forward, it's important to manage existing habitat projects and seek new opportunities. You could also partner with the local Royal Society for the Protection of Birds and a local ornithologist to monitor the use of the bird boxes. This will help demonstrate the site's importance for wildlife.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		Conservation measures implemented by course management include: - Maintaining natural areas and rough ground for wildlife. - Leaving fallen trees untouched or cutting them up for bug piles. - Planting bee-attracting flowers such as foxgloves and salvias. - Using native trees like oak and birch to protect bee hives near the Ty Newport Hotel. - Keeping native plants around water undisturbed, trimming only when necessary for golf maintenance.
N2 Turfgrass			
N2.1 Maintain optimum turf and soil health	N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors	Select appropriate grass species for climate	Course management focuses on using different cool-season turfgrass types to create a high-quality, sustainable playing surface. Creeping bentgrass makes up half of the greens, while ryegrass is used for the fairways and tees. Fescue grasses are included for their low cost and environmental suitability. These grasses thrive in the local climate, enhancing the golfing experience. When selecting turfgrass, management considers drought and disease resistance, heat tolerance, winter resilience, shade tolerance, and wear tolerance. They also regularly check the soil's organic matter and pH to maintain course quality. CIP: Please continue to progress the most sustainable turf grass species. This is crucial for maintaining optimal, cost-effective playing conditions and a healthy local ecosystem.
	N2.1.2 Practices to maintain good soil structure and condition		Effective course management improves soil health, essential for quality turf. This includes strategies like aeration, topdressing, fertility and pest management, as well as controlling traffic and adjusting mowing practices. Continuous improvements are also underway for surface drainage on the Championship Courses.

	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	Course management assesses weather conditions before applying fertilisers to ensure effectiveness and protect wildlife. Applications are postponed in windy conditions, and rain after application aids soil absorption. Certified staff use personal protective equipment (PPE) and follow posted procedures. Spraying occurs early in the morning, allowing surfaces to dry and enhancing the greens. Records are kept for each task, and training for granular fertiliser application is authorised by the Learning and Development department. Equipment is regularly serviced in-house and annually by an external contractor.
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding	Course management enhances the quality and sustainability of playing surfaces by following industry best practices. Holes are changed every two to three days to minimise wear, and they are positioned in dry areas to mitigate heavy rain impacts. Trained mechanics sharpen blades in-house for a clean cut, reducing bruising and resource use, which lowers emissions. The greens on Championship Courses are vulnerable to pests and diseases due to sloped areas, shaded spots, and stagnant air. To combat these issues, management has improved airflow by clearing bushes, trimming tree branches, enhancing drainage, and training staff to identify early signs of problems.
N2.3 Use chemicals responsibly	N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues	Establish patterns and levels of risk for pests and diseases; Scout the course daily for early signs of pests and disease; Accurate pest and disease identification; Map and track pest and disease hotspots; Establish pest and disease thresholds	Highlight: CRM employs an Integrated Pest Management strategy aimed at reducing the reliance on chemical treatments for pest control. This approach adheres to industry best practices and includes the installation of bat and starling nesting boxes as natural interventions to effectively manage populations of crane flies and leatherjackets.
	N2.3.2 Application of chemicals with full safety precautions	Use only legally registered and approved products; Ensure staff are fully qualified and licenced to use pesticides; Regularly calibrate and test applicators; Use appropriate protective equipment; Dilute and dispose of leftover product on untreated areas of turf .	Course management sources legally approved chemicals from registered distributors and maintains a log of all chemical products used. Staff are trained with City and Guilds applicator qualifications (PA1, PA2, PA6) for safe application. They collaborate with Seven Agriculture for annual testing and calibration of spraying equipment and regularly provide protective equipment to uphold safety standards.
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; Maintain mowing buffer zones around water and all ecologically sensitive areas; Maintain spraying and spreading buffer zones around water and all ecologically sensitive areas; Create a map / aerial visual reproduction, drawing etc of the course showing buffer zones and no-spray, no-spread areas.	Course management uses best practices to reduce pollution and protect health and the environment. These include: clear emergency spill response procedures, no-spray zones near water and sensitive areas and following the Low Environmental Risk Advisory Programme (LERAP). Key parts of LERAP include: 3-meter buffer zones, low-drift nozzles, choosing the right chemicals and ongoing monitoring and assessment. CCIP: Please update contact details on the Chemical Spill Procedure document, as mentioned. CCIP: Please accurately mark the locations of buffer zones and ecologically sensitive areas on a site map, which will help ensure that precautions are taken to safeguard water quality and biodiversity.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Ensure all hazardous materials are safely and securely stored; Ensure compliance with all required standards and systems for hazardous waste and wastewater discharge	Best practices for handling hazardous materials are being followed. CRM partners with licensed waste management companies, such as Veolia and G D Environmental, to ensure proper handling and disposal of hazardous waste. Additionally, there is a valid wastewater discharge license in place.
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	Ensure wash areas are on impermeable, leak-free surfaces; Mixing and loading of pesticides and fertilisers over an impermeable surface; Triple rinse pesticide containers and applicators	Industry best practices are implemented to reduce pollution risks associated with the course maintenance facility. This includes essential measures such as using impermeable, leak-proof surfaces for washing and mixing or loading pesticides and fertilisers and triple-rinsing of containers and chemical applicators to enhance safety and ensure compliance.
N3.2 Safely manage hazardous substances	N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	Maintain a register of hazardous materials available to authorised staff; Safe storage in secure and ventilated concrete or metal building; Sufficient storage capacity; Impermeable flooring; Spill containment kits present; Emergency wash area; Fire extinguisher in the immediate area; Secondary containment for fuel, either externally constructed, or integrally manufactured; Regular inspection of storage tanks	Industry best practices for hazardous substance management are reflected in a comprehensive List of Hazardous Substances, including Safety Data Sheets and storage details to minimise pollution. A Critical Incident Management Plan, dated June 10, 2024, ensures effective response to incidents. CM prioritises safety in a well-ventilated facility with a diesel storage tank equipped with bunding and barriers, strategically placed fire extinguishers, and accessible spill kits. Regular inspections of storage tanks uphold safety compliance, protecting employees, the community, and the environment. CIP: Please ensure that the signage matches the actual location of the spill kits.

N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage and discharge licences	Wastewater discharge licence; Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)	Machinery is cleaned on a wash pad that drains positively, with all contaminated water collected in a sump and disposed of by a licensed waste management contractor.
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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	Target irrigation to essential playing surfaces only	Course management use targeted methods like hand-watering and wetting agents to improve water use and irrigate key areas such as greens, tees, and fairways, while leaving rough areas unwatered. Ryegrass is commonly used on fairways, tees, and approaches due to its ability to retain colour for an extended period, even during drought conditions. Irrigation in these areas is applied sparingly during prolonged dry spells, especially after hollow tining is performed to minimise runoff. CIP: Please continue to explore and implement ways to save water and cut costs.
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Conduct regular irrigation performance checks; Provide staff training on efficient irrigation practices; Ensure effective application of water to target areas; Ensure irrigation schedules are informed by weather patterns and soil moisture analysis	CRM uses modern irrigation software like Rainbird and Toro, along with advanced sprinkler heads and efficient pumps, for effective water management. Course management employs both automated and manual monitoring, conducts staff training, adjusts sprinkler heads to target only the playing surfaces, and performs regular maintenance to check for leaks. Irrigation optimisation considers weather data, with watering scheduled for nighttime or early morning to reduce evaporation. Dry spots are addressed with hoses and wetting agent pellets are used for better water retention. Soil moisture levels are monitored to avoid overwatering, particularly with solid tining techniques, ensuring sustainable water usage by in-house irrigation engineers.

			CIP: Please continue to explore and implement proven ways to use less water on the golf course as appropriate (e.g., https://sustainable.golf/news/articles/three-proven-ways-use-less-water-golf-course).
	R1.2.2 Practical measures to use water more efficiently in buildings	Audit water use regularly; Review bills frequently and look for irregularities; Encourage water-saving practices amongst staff and visitors; Categorise and track water consumption	The Celtic Manor uses iAuditor software for efficient property inspections and utility reporting. The Clubhouse has advanced heating, cistern reducers, and water-saving fixtures, while the maintenance facility includes motion sensors and percussion taps. CIP: Please continue to explore and implement cost-effective ways to conserve water, energy, and money throughout the facility (clubhouse, maintenance, office, and halfway house).
R1.3 Source water responsibly	R1.3.1 Measures towards alternative, lower quality sources of water	Ensure appropriate water abstraction permit and reporting, as required	Highlight: The Celtic Manor Resort has invested over £5 million in sustainable irrigation systems to support its golf courses, saving about 60,000 m³ of water annually. It holds EA license 20/56/11/25 for water abstraction, with mains water supplied to the Clubhouse and other facilities. CIP: Please continue to explore opportunities to support the R&A's 'Golf Course 2030 Water', as appropriate. CIP: Please explore the use of alternative water sources for the clubhouse and maintenance facility, such as collecting rainwater and reusing wastewater from sinks and showers.
R2 Energy			
R2.1 Reduce energy demand	R2.1.1 Measures to reduce the amount of energy consumed in course maintenance	Minimise areas of managed turf to reduce mowing, irrigation, and turf inputs	The non-playing areas, including grasslands and woodlands, foster wildlife and save energy by minimising mowing and irrigation. Steep banks on the Championship courses are left unmowed for safety, allowing longer grass to support wildflowers and provide habitats for small mammals and birds. The Roman Road course also identifies unused bunkers for reduction, aiding in lower maintenance time, fuel usage, and machinery wear. CIP: Please continue exploring appropriate naturalisation opportunities to reduce energy demand across the site.

R2.2 Maximise energy efficiency	R2.2.1 Measures to use energy and fuels more efficiently in buildings	Audit energy use regularly; Regularly review bills; Categorise and track energy consumption	The Celtic Manor Resort utilises iAuditor for energy management. A combined heat and power (CHP) system generates electricity and heat from one fuel source, making it more efficient and cost-effective. The Clubhouse has timed heating, lighting and cooling equipment based on room occupation. The site features electric machinery and vehicles, including buggies, mowers, cars, tools, and hybrids. The Clubhouse follows green building practices with large windows for natural light, natural ventilation, low U-value insulation, double or triple glazing, LED lighting, motion sensors, and seasonal HVAC adjustments. Over 50% of appliances are A-rated or equivalent. Green transport initiatives include electric car chargers, bus routes, bike storage, and incentives for walking or cycling, and there is a Tesla charging hub and a cycle-to-work scheme offering Halfords discounts. CIP: Please continue to explore and implement cost-effective practices to maximise energy efficiency on site. CIP: Please continue to monitor energy use in buildings and reduce energy consumption through staff engagement and the installation of motion sensors. CIP: Please continue to progress the use of natural lighting as appropriate.
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	Determine potential sources of renewable energy in the area and on-site, through renewable energy providers	Highlight: CRM uses 100% renewable energy, certified by REGO, to reduce its carbon footprint. The Celtic Manor Resort is exploring solar panels to harness clean solar energy, powering its appliances and allowing the sale of excess electricity back to the grid. CIP: Please continue exploring and implementing renewable energy sources as cost-effective.
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on necessity, including opportunities for recycled,	Undertake a review of materials consumed	The Celtic Manor Resort focuses on sustainable material management by tracking data to tackle waste and encourage responsible resource use.

	reused and locally sourced alternatives		To combat food waste, the catering utilises KitchenCut software, emphasising, for example, allergy, nutrition, carbon footprint and calorie count. Other practices include seasonal local produce, reusing food waste, and offering smaller portion sizes. The golf shop promotes sustainability with reusable water bottles, optional paper bags, electronic receipts and bamboo tees. Biodegradable laundry bags are provided in locker rooms. Course management recycles and reuses garden waste, with the gardening team using compost to improve soil structure. CIP: Please advance, where practical and cost-effective, reusable water bottles, hydration stations, fruit sales, a no-plastics policy, eco-certified clothing and equipment, and the electrification of vehicles and tools.
R3.2 Purchase responsibly	R3.2.1 Practical use of an ethical / environmental purchasing policy	Adopt a sustainable, or ethical / environmental purchasing policy to maximise the use of locally sourced goods and goods made from recycled, recyclable and certified materials	The resort has a full-time Procurement Manager and established policies to promote sustainable practices across departments. For example, the Celtic Manor Resort partners with about 50 suppliers, half of which are within 100 miles, reducing its carbon footprint and supporting the local economy. The procurement includes eco-certified goods and services for a more sustainable supply chain. The Sustainability and Energy Manager is encouraging heads of department to work with Commercial By Nature in navigating the sustainability procurement landscape. https://commercial.co.uk/retail-reimagined/fulfilment-services/esg-procurement/ CIP: Please monitor and revise, as appropriate, the Resort's Sustainable Procurement Policy and Practices across the golf shop, golf course and clubhouse.
R3.3 Reuse and recycle	R3.3.1 Waste stream separation for maximum recycling and re-use opportunity	Demonstrate waste separation, reuse and recycling; Track how much waste goes to landfill, or is reused / recycled	CRM utilises iAuditor software to manage waste efficiently, promoting responsible and sustainable practices. The CRM is continually advancing the separation and collection of various waste streams at source, enabling them to recycle more and divert from landfill (including food waste, paper and cardboard, glass, metals, plastics, cartons, electrical items, and textiles). This initiative aligns with Welsh Government legislation and industry best practices, involving the monitoring of onsite waste streams across the site to optimise the collection, separation, and recycling of materials. The Estates Team repurposes wood chips from fallen trees to build pathways and bridges.

			The golf shop hosts two 'Golfclubs4cash' events annually to enhance sustainability and waste management, by promoting the purchase of used golf equipment to reduce costs and environmental impact. Reusing items lowers carbon emissions, supports a 'Circular Economy,' and minimises new manufacturing. Veolia and Olleco collect food waste and used cooking oil from catering for conversion into biogas and biodiesel, while vegetable peelings are used to make stock. Additionally, CRM employs cardboard compactors to facilitate recycling, making baled cardboard easier to transport and diverting waste from landfills. Golf members have also collected coffee grounds for compost, as they provide valuable nutrients for plants. CIP: Please progress management practices in support of a circular economy and waste management hierarchy as appropriate. https://www.drivingthegreen.golf/dtg-blog/closing-the-loop-circularity-amp-golf-together-feeling-the-flow https://golf4circularity.eu
R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	Use authorised waste and recycling contractor for general, hazardous, industrial and green waste	The Celtic Manor is committed to sustainable waste management, with all necessary licenses in place. They work with reputable UK-certified waste services like Olleco, Veolia, and ED Environmental, along with an Environment Agency permit (Permit number: AN0401901) for wastewater treatment.

COMMUNITY			
C1 Outreach			
Objectives	Requirements	Mandatory Practices	Verifier Notes
C1.1 Diversify access and provide multi-functionality	C1.1.1 Social and recreational activities at the facility		The Celtic Manor Resort is committed to promoting outdoor enjoyment, connecting visitors with nature, and enhancing mental well-being. The resort offers a variety of activities, including footgolf, ropes courses, treasure hunts, archery, laser combat, adventure golf, axe throwing, as well as bird watching, nature trails, jogging and cycling.

			Signage throughout the resort provides information on golfing activities and encourages guest awareness. Multifunctional spaces are also available for hire. CIP: Continued support for these initiatives is encouraged, alongside the exploration of new opportunities to enhance visitor experiences.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		In 2024, the Estates team volunteered 16 hours to enhance a vegetable garden in Pillgwenlly, with plans for 21 hours in 2025. The CRM organises charity golf events to raise funds for community causes. Celtic Manor donates to over thirty local charities through the Newbridge Charitable Foundation, supporting groups like the Severn Area Rescue Association. They also contributed to community initiatives, including Santa's Visit and meal donations and staff also make blood donations. Additional efforts include coaching clinics for ladies and youth, junior golf clinics, the Gareth Bale Festival of Sport (in support of under-privileged children), and enhancing a local church's grounds with wildflower areas and bird boxes. CIP: Please continue to progress and quantify and qualify the Club's important volunteering and support of charities and good causes.
C1.3 Establish active community partnerships	C1.3.1 Positive and constructive engagement with neighbours, the local community and other groups	Create a 'sustainability working group'	Highlight: The Celtic Manor Resort has a full-time Sustainability and Energy Manager, along with an Ecology and Environmental Stewardship Manager, dedicated to enhancing sustainability performance. A Sustainability Working Group, made up of fifteen department heads from various areas including estates and golf course operations, golf retail, and hospitality, meets monthly to discuss and promote sustainability objectives and implement practical sustainability projects. The Ecology and Environmental Stewardship Manager also participates in local events and training that focus on biodiversity, climate change, and bee conservation. The Celtic Collection partners with the University of Birmingham on a Culinary Arts Degree Course that includes catering work placements (circa 20) and collaborates with the University of South Wales for 'front of house' placements.

			CIP: Please continue to enhance the Sustainability Team's effectiveness to include local partnerships as appropriate to maintain and improve performance. CIP: Please consider collaborating with a local university to create a Golf Club Management Degree. This initiative would support the facility, the golf sector, and career opportunities in Wales, which has over 175 golf clubs.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		CRM supports the health and wellness benefits of golf. Each year, there are over 62,000 rounds played, with approximately 70% of these rounds being walked, which ideally take about 5 hours to complete. Trolleys and buggies are available for those who request them. Staff members have access to outdoor seating areas and are encouraged to take breaks by walking around the grounds to enhance their well-being.
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	The CRM has joined the 'Women in Golf Charter' to promote women's participation in the sport. Initiatives include 'Ladies Coffee Mornings' and gender-neutral tee options. They also offer two junior golf clinics weekly, with a junior membership priced at £99, accommodating around 30-40 juniors. Membership categories are inclusive and free from discrimination. The clubhouse features wheelchair access, accessible toilets and showers, ramps, lifts, and buggies, ensuring all facilities are accessible for individuals with limited mobility. CIP: Please progress your resort's commitment to the Women in Golf Charter of Wales and the New2golf programme in Wales.
C2.3 Employ fairly and safely, and provide career opportunities	C2.3.1 Ethical and legal employment, working conditions and professional development	Follow all relevant national legislation and best practice for employment, health & safety etc	The Celtic Manor Resort promotes equal opportunity recruitment and implements safety measures, including emergency response plans. It follows best practices in employment legislation and safety for staff and visitors. The Resort's HR department includes a qualified NVQ lecturer providing training for green staff in collaboration with Pencoed College. CRM offers a cycle-to-work scheme for discounted bicycles to encourage healthier commuting and collaborates with Momentwm to promote sustainable travel for Newport residents. CRM also organises Ride the Route days to support these efforts.

			CIP: Please proceed with the communication of safeguarding policies, as deemed appropriate.
C3 Communications			
C3.1 Engage golfers and members	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	Provide information on the facility's sustainability commitments, actions, or achievements	The official website of the Celtic Manor Resort features dedicated sections on Sustainability and Golf Environmental Organisation certification, aimed at enhancing stakeholder awareness of the Resort's sustainability initiatives. Recently, the Resort achieved accreditation at Green Dragon Level 4, reflecting its commitment to effective environmental management. It also plans to pursue ISO 14001 accreditation to uphold high international sustainability standards. The Customer Relationship Management team conducts two annual surveys to gather feedback on golf services, clubhouse amenities, and course conditions. The insights gained are used to improve facilities and services. CIP: Please enhance communication on sustainability initiatives and GEO certification to all stakeholders through annual surveys, meetings, and other means.
C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	Provide evidence of external communications and community engagement	CRM has shared its GEO OnCourse highlights with the sustainability community, showcasing new practices and teamwork for solving environmental issues and promoting sustainable development. This reinforces CRM's commitment to positive change and partnerships in the field. https://sustainable.golf/leaderboard/celtic-manor-resort-the-roman-road-and-the-montgomerie. CIP: Please explore green marketing opportunities like green golf tourism. CIP: Please consider hosting an environmental charity event on Earth Day or during GEO Foundation Sustainable Golf Week. CIP: Please try to organise a green open day to promote, raise awareness, and gain support for sustainability initiatives among members and visitors. CIP: Please consider a survey to gauge environmental attitudes of golfers, visitors, staff, and suppliers and encourage pro-environmental behaviour.

			CIP: Please try to define and align sustainability objectives for the Celtic Manor Resort (including the golf courses) inspired by United Nations Sustainable Development Goals, R&A Golf 2030 Initiative and Welsh Assembly Policy.
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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