



GEO Certified®

GEO Certified® Report Camiral Golf & Wellness

Prepared by independent verifier: Pablo Muñoz

Certified by GEO Foundation: 2023
Recertification due: 2026

“In the heart of La Selva region of the Costa Brava, Camiral Golf & Wellness has become a natural reserve thanks to its management of over 120 hectares of native forest, wetlands, permanent open waters, wild grasses & shrubs. More than 250 protected species use Camiral as a habitat to live, feed, procreate, and rest. The resident biologist is managing the habitats based on a “mosaic landscape” approach; by which autochthonous species are enhanced and the food chain is respected.

The Club is addressing climate change with water conservation thanks to the conversion from cool to warm season grasses in the largest playing areas. Besides, reclaimed water and rainwater harvesting are the only irrigation water sources. Furthermore, 13 hectares of maintained turf have already been removed.

Protected species, many from the surrounds of the Club, have chosen Camiral as their habitat, demonstrating a commitment to sustainability that goes beyond golf. Camiral works for biodiversity.”

Pablo Muñoz
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Camiral Golf & Wellness 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.

Camiral Golf & Wellness 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, Camiral Golf & Wellness should be awarded GEO Certified® status.

For the certification period stated above, Camiral Golf & Wellness 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
Manager, Data and Reporting, 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.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	Map all habitats and vegetation types on the site; Regularly update landscape / biodiversity surveys	There is a full-time biologist, Oriol Dalmau, working for the Club as part of the Greenkeeping Team. He is a passionate professional who understands, deeply and scientifically, the nature & landscape values of the site.

			Different existing habitats have been mapped using aerial images: open water areas, wetlands, grasslands, and native woodland. There are picture records of all vegetation & habitats on the site. During the visit, observed the different existing habitats and vegetation types. Each habitat has its own enhancement plan.
	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	Both protected and special interest species are present at CGW. Legal responsibilities & requirements are known and understood. Special care is being taken for protected species, especially those arriving to CGW from natural parks, where conditions are poorer for their development, especially due to drought, which is provoking the disappearance of wetlands at CGW surrounds. The Club performs an annual survey for both 1) counting and 2) biometric measurement of key protected species, such as the autochthonous turtle. The Biologists reports the special requirements of species to the Head Greenkeeper. The club control certain operations that could be risky for them, such as herbicide or insecticide applications. CIP: Biologist knowledge should be shared with the rest of the Greenkeeping Team for a better understanding.
	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	The name of the Club, "CAMIRAL", comes from the old "Camí Ral" (<i>Royal Path</i>) that crosses the property. This is open to the public. This Camí Ral, originally the old Via Augusta for the Romans, was one of the most important paths during the XIX century. It was also used by Hannibal on his trip to conquer Rome with the elephants. On that Cami Ral, there is a point on the same Club boundary, known as "Creu de la Mà" (Cross of the Hand), in which both sea-mountain and Spain-France paths met. This point was famous for intense traffic, presence of thieves, etc.

			The Club has free in & out access to both Cami Ral and Creu de la Mà places, which are perfectly illustrated and signed.
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	Opportunities for removing maintained turf area are identified by a team composed of the Club golf professional, the Golf Course Manager, and the Head Greenkeeper. The scope of area's change depends on the course. For instance, at the Stadium course, which is played by lower handicaps, there are more turf reduction opportunities than on the Tour course, where players tend to play in a broader area of turfgrass due to their lower level of golf. Golf buggies are equipped with GPS. This allows Club Managers to track players, trafficked areas, etc. CIP: Carry out further GPS players tracking to identify areas for naturalisation.
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	The project to manage habitats is based on the following approaches: • <u>A “mosaic landscape” strategy.</u> The different ecosystem boundaries represent the most active habitat on the Property. Species switch from one ecosystem to the other, looking for food, rest, and reproduction opportunities. • <u>Existing habitats enhancement.</u> This is being achieved through the naturalisation of the water bodies perimeter; installation of big stones and sand in strategic places to allow stone burrows for different species (lizards, snakes); installation of more than 400 nest boxes for birds, bats and insects (with different sizes, thus favouring the establishment of target species); dead tree trunk islands for specific bird species that are building their nest inside them; wetlands artificially created within areas that collect water (inside the native forest) for amphibians development; enhancement of badgers & fox burrows; and beehives establishment in the surrounds of the golf course.

			• <u>Autochthonous trees & vegetation selection & new planting.</u> <u>Predators as pest controllers.</u> Knowledge of the food chain has opened an opportunity for the Club when controlling certain pests: Bats eats mosquitoes; owls are helping with moles control; foxes maintain rabbits population under risks thresholds, etc.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		Venom for killing specific pest (i.e., rabbits) or insects (i.e., mole crickets) have been banned to prevent their respective predators from getting intoxicated. Exotic species (such as bisons or Florida turtles) are being controlled. The biologist is in permanent contact with the local & regional authorities for priority species conservation.
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	The course was originally established with C-3 cool season grasses. Girona is in the northeast region of Spain and its climate is cool and humid in many months of the year. Dry periods have become more frequent, and temperatures are rising. Consequently, 12 years ago the Club started a bermudagrass (C-4, warm season grass) plugging in the bentgrass tees & fairways. The aim was the transition to a more sustainable, less water demanding grass with less disease incidence. Youtube: https://youtu.be/oHS3F8uXzCY Today, the percentage of bermudagrass on fairways & tees varies depending on the course and hole. However, it reaches 70% in some fairways. Greens stay with bentgrass and a 3 meter wide bluegrass collar. The Club has started a grass renovation project at the Stadium Course. All tees & fairways will be converted to Platinum Paspalum; and the roughs to Celebration Bermudagrass. Greens and their collars will remain with bent & bluegrass respectively;

				whilst green surrounds were already established last year with tall fescue. The decision to move to paspalum is based on 2 aspects: The transition from cool to warm season grass; and its tolerance to the high sodium content of the irrigation water. Paspalum will also bring less dew & better stripping. Trials have been performed since before the pandemic. Both bermuda & paspalum plots with different varieties have been tested in the last years. This project is to be accomplished by 2025. This year, tees & carries are being converted. Management of drought, disease, and poor water quality is to be achieved by this conversion. The Tour course will be kept with its Bermuda + bent grasses, both warm and cool season grasses respectively. A 1000 m2 plot has been left out of playing areas for trials. New varieties are to be tested for future conversions at the Tour Course.
		N2.1.2 Practices to maintain good soil structure and condition		A new organic matter control approach is being carried out. This consists of repeated applications of hydrogen peroxide (H2O2). This product produces a combustion of the organic matter in excess, thus helping to maintain the target, adequate levels in the soil profile. Because of high sodium content on the irrigation water, calcium sulphate is being applied monthly on tees, fairways, and greens to maintain good soil structure. An organic amendment, made from olive trees & chicken manure bio compost, is being applied on greens. Organic matter content at different depths is being evaluated and analysed in an accredited U.S.A. laboratory for greens to plan aeration & topdressing.

			Fairways are solid tine cored (vertidrain) monthly, thus improving soil water infiltration & decompaction.
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	Soil analyses are monitored twice per year (spring & autumn), testing soil pH and other physical & chemical properties. The approach to fertilisation is based on Minimum Levels of Sustainable Nutrition (MLSN). Soils tests are interpreted according to guidelines that aim to maintain the turf with the minimum required nutrients).
	N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding Because dollar spot is the main disease present, dew is constantly being removed from the playing areas. Irrigation runtimes are split to remove dew several times during the night. In the worst conditions, operators come by night to remove it. The transition to paspalum will help because dew formation is very limited in paspalum. The hydrogen peroxide applications help with fungi & nematodes control. Organic fungicide based on microbial sulphate is being used successfully for disease control, as a curative treatment. Biodiversity indicators: The biologist identifies species that are indicating the presence of pests (i.e., hoopoes indicate the presence of both typhula & white grubs). Grinding of reels mowers is performed frequently and sharpening is ensured on every mowing.
	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 Curative strategy for all chemicals applications when attacks overpass the threshold. The threshold is established by the Head Greenkeeper. If the disease is present but the weather forecast is forecasting dry weather and poor conditions for the disease development, chemicals are not applied.

			Disease hotspots are tracked daily by the Head Greenkeeper and his assistant. Diseases always first appear in the back nine holes at the Stadium Course. The Club is testing a new software (MAYA) which features a prediction model: when diseases are present, different weather & soil parameters are recorded. Thus, it can be predicted under which dew, soil moisture, temperature, or humidity levels the disease was present; or at which soil temperature a weed was germinating. This will help to develop a preventive approach in the future. A weather station and soils sensor have been installed for this purpose.
	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 .	Staff are in possession of the required licences for treatments. Protective equipment is used. Leftover product is disposed of at the driving range. Calibrations are regularly carried out. The spraying equipment has recently positively passed the required legal governmental test (ROMA). All staff are required to undertake a toxicology analysis annually, ensuring that there are no contaminations occurring.
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.	There are no emergency spill response plans. Buffer zones are established around all water areas. Buffer areas are mapped, and marked with wooden posts at the beginning and end of each zone. There is a plaque on each post reading: <i>"Protected area. We work to conserve our biodiversity"</i>. CCIP: Evidence of an emergency response plan created but please be able to demonstrate that this is regularly followed and updated as appropriate.

	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	Hazardous materials, fuels, chemicals, and other wastes are stored in a specific compartment at the main facility building. There is a contract with an external waste management company, which collects and removes all the separated wastes every month. Wastewater is discharged to the owned reclaimed water treatment plant, inside the property boundaries. The head greenkeeper and assistant possess the licence to discharge and operate fuel & diesel. All hazardous consumption records are sent to public agencies for control.
	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	The washing area is old and in poor condition. Pesticides are not loaded over an impermeable surface. There are no buckets for container spills. Both pesticide containers & sprayer are triple rinsed and washed. CCIP: Evidence of purchases made and plans to install an impervious surface in the wash pad area. This includes a screen for turf clippings, and a hydrocarbons separator. It is expected that this will be installed according to the specifications given and in a timely manner. CCIP: Mix and load pesticides and fertilisers over the impermeable flooring.
	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; Fuel storage tanks are buried in a safe location in the facility area. A new double storage tank has been purchased for both fuel & diesel, presenting all the required security features. The hazardous material record was reviewed and checked. It is very complete and includes all the different hazardous materials grouped by type. The chemicals room has adequate ventilation and impervious flooring.

		Secondary containment for fuel, either externally constructed, or integrally manufactured; Regular inspection of storage tanks	No spill containment kits & emergency wash showers are available. Fire extinguishers are available close to compartments and containers of hazardous materials & fuel storage tanks. External contractor (PROTEC MET) is responsible for the maintenance of the fire extinguishers. CCIP: Evidence of purchases made and plans for an emergency wash area (shower and eye shower). It is expected that this will be installed according to the specifications given and in a timely manner. CCIP: Evidence of purchases made and plans for spill containment kits. It is expected that this will be installed according to the specifications given and in a timely manner. CCIP: Evidence of first aid procedures established but please be able to demonstrate that this is regularly followed and updated as appropriate.
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)	The Club wastewater licence and sewage agreement was available, although it wasn't checked. The Club is treating the wastewater in its own treatment plant. The treatment plant was visited, and I could observe it treating water during the visit. It is being used now for treating water to be used for the irrigation of the gardens of club members.

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	Grass conversion from cool season bentgrass to warm season Bermuda & paspalum grasses will continue reducing water consumption in the biggest playing areas (tees, fairways, roughs) at both the Stadium Course and the Driving Range. There are 180° sprinklers in the outer limits of the property. These define a hard line and ensure irrigation is targeted to just the playing areas. The establishment of a new hardline has allowed the Stadium Course to remove 17 hectares of grass. The outer, rough row of the irrigation line has been removed. Part circle sprinklers have been relocated from the rough line to the inner fairway – rough line, allowing for maintained turf removal.
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	An external audit is carried out yearly by a specialised company (MASGRAU) to check and service the pump station. A SCADA for pump station monitoring (including pressure & flow records, graphs, etc.) is available. Both soil moisture sensors, POGO and TDR, are used for volumetric water content (VWC%) monitoring. The new prediction model MAYA has been installed in 1 green, providing full time records and volumetric water content history in the soil. The irrigation software at the Stadium Course has been upgraded from TORO SITEPRO to LYNX. LYNX provides a runtime precision of seconds. A Weather station is installed on site, reporting daily ET data, which is used for adjusting daily runtimes. % adjustments are done station by station in the irrigation software. Wetting agents are included in the maintenance plan on a regular basis.
	R1.2.2 Practical measures to use water more efficiently in buildings	Audit water use regularly; Review bills frequently and look for irregularities;	Rains & water (both potable and irrigation) consumption records are kept and are available.

		Encourage water-saving practices amongst staff and visitors; Categorise and track water consumption	Internal audits, in which consumption is reviewed and compared with historical records, are being held monthly.
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	The course is irrigated with 90% reclaimed water (produced in the Caldes de Malavella water treatment plant), plus 5% recycled water produced in the owned treatment plant, and 5% rainharvesting in the Club's reservoirs. The Club accounts with a permit to irrigate up to 400K m³/year for both courses. Water abstraction permit wasn't physically observed.
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	13 hectares have been removed from the Stadium course. The new area has been established with pine needles & bark mulch. The Head Greenkeeper is developing new areas for naturalisation in the tee boxes; where the existing ryegrasses, fescues and bentgrass have been left growing freely and are now established as a wild grassland. This approach eliminates the need for mulching.
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	Energy audits are held internally by the Club staff, who review bills & invoices monthly. CIP: Consider commissioning an energy audit by external experts.
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	The Club has recently installed solar panels in the Camiral Roof to generate its own energy supply. The Club's swimming pool is heated by a hydrothermal source.
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on	Undertake a review of materials consumed	All materials consumed and wastes produced are recorded. Annual waste quantities are recorded.

	necessity, including opportunities for recycled, reused and locally sourced alternatives		Plastic bottles have been eliminated.
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	Vegetables & Honey produced in the Club's orchard and beehives are offered to guests, members, and visitors. The Club's purchasing policy is to be as local as possible for every service or supply needed. Mulch material for the removed turf areas is brought to a local company, which shreds wood from the Club's surrounding forests.
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	Authorised external contractors (NAVARRO) manage all the hazardous waste produced on site. All the information regarding bills, records, invoices, etc. is kept. Labelled bins are only present at the clubhouse and maintenance facility, but not across the course. Grass clippings are recycled and returned to the playing surface. CIP: Consider installing labelled waste separation bins on the course.
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	Licences were reviewed during the on-site visit, including both control & follow-up documents.

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 biologist Oriol Dalmau organises diverse activities within the courses related to nature & biodiversity: ✓ Birdwatching. ✓ Biodiversity trial. ✓ Remarkable tree trial. ✓ Autochthonous turtles census. ✓ Botanical trial. ✓ Bird, bats & insect nest boxes construction Atelier. ✓ Tree planting. ✓ Honey from beehives collection. The Club operates as a resort, offering a complete range of services and entertainment for visitors: gym, running circuit, wellness centre, library, orchard, etc. There are 2 football pitches in which top football teams (Manchester City, Girona FC, etc.) train and have lunch.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		The Club hosts the “Girona Princess Foundation” annual event, which recognises young talent in Spain. During the visit, the event was being held with the presence of the King & Queen of Spain. The Club Professional gives golf lessons every Thursday for handicapped golfers. Retired elders have special discounts for learning golf at the Club’s Academy. The Club celebrates Women's Day.

			The Club is working with the Foundation “TresC”, for the social inclusion of intellectual disability and mental health problems. This year, a running competition was held and funds (3.400€) for the Foundation were obtained (see press release note). The Club is participating in the “oncologia”, in the “oncobike” section, a foundation for gathering funds for battle against cancer. https://oncolligagirona.cat/oncos/oncobike/donacions/equip/965-camiral.html The Club participates, several times a year, in providing food to the Girona’s food bank.
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'	There are two annual meetings for the Sustainability Working Group, composed by the CEO, the Resort Director, the Head Greenkeepers, and the Financial Director. External consultants attend sustainability meetings, providing ideas and solutions for sustainability projects.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		The Club has become a Wellness Centre. Visitors are associating golf with wellness and vice versa. The 120 hectares of non-maintained turf, with native forest, open waters, wetlands, and grasslands are a perfect environment to relax in between the Mediterranean Sea and the Pyrenees Mountains.
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 Cami Ral crosses the Property and has open access to visitors. The golf course is open to all players. Registration for new memberships is open upon requirement of buying a new villa.

			The Club maintains a “Golf in the schools” project, thanks to which scholars visit the Club once per year to discover the facilities, try golf, etc. The program “Come to discover golf”, is supported by the Catalan Golf Federation, allowing 5 people to come and learn to play golf at the Club every year. The Golf License is free for them.
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	Employee induction, risk assessment and health & safety is managed by the administration department. More than 300 employees work at CGW, so those processes are well structured and established by the responsible departments. 3 handicapped people are working at Caddy Master and the Driving Range. Potential local employees are searched as preference.
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 marketing department works to actively promote the Club environmental policy. They launch press releases yearly, promoting the Club sustainability strategy. https://www.camiral.com/es/sostenibilidad/ The marketing team is working on a sustainability video that will be released soon. The Club has been finalist in the 2022 Golf Environment Awards, and has collected the IAGTO Sustainability Award for Nature Protection 2020 The Club is going for GEO recertification after re-certification.
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	The Club is pushing to host a Ryder Cup. They are currently working with stakeholders, The Royal Spanish Golf Federation, The Generalitat de Catalunya, and The Spanish Government for this purpose.

			External companies and distributors, such as ROLEX o MERCEDES, promote events and activities in the Clubhouse. The activity of the biologist on social media has attracted many followers and influencers. This includes a photo contest with pictures taken in the resort. The resort has been included in the EEI 2019-2020 Invasive Species Extinction report, produced by the Generalitat de Catalunya, along with all the natural parks and entities that work to improve the environmental quality of the territory.
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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