



GEO Certified®

GEO Certified® Report GKG Golf Club

Prepared by independent verifier Alan Johnston

Certified by GEO Foundation: 2025
Recertification due: 2028

GEO Certified®

 **GEO
Foundation**
Sustainability in and through golf

“GKG Golf Club is fairly unique in terms of its geo heritage and natural environment. The club is at the outset of its sustainability journey and from discussions with the greenkeeping staff and senior management, it is clear they are very conscious of their sustainability role and future plans. The club has major course redevelopment plans in the pipeline which are likely to come to fruition in the next couple of years.

I was pleased to hear and learn about the greenkeeping team's dedicated efforts in producing two excellent courses with the natural environment at the core of their decision-making. I was truly impressed with the club's ethos of inclusion and its extensive youth development programmes and activities.

I look forward to seeing continued progress on the improvement points that were identified.”

*Alan Johnston
(GEO Accredited Independent Verifier)*



Introduction

GEO Foundation is pleased to confirm that GKG 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.

GKG 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, GKG Golf Club should be awarded GEO Certified® status.

For the certification period stated above, GKG 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, 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.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	The verification visit was carried out on the 28 th April 2025. The visit involved a tour of the facilities and various meetings led by Katie Stillwell - GKG Golf Club's Course Manager. Discussions were held with GKG staff members: Guðmundur Árni Gunnarsson - Head of the Stadium Division,

			Úlfar Jónsson - Service Manager and Guðmundur Daniélsson - Sports Director. The club has a number of committees including a Course Committee, Greens Committee, Arboriculture Committee and a recently formed GEO Sustainability Committee. GKG Golf Club was established in 1994 and has hosted the 2014 Icelandic Championship. GKG is a parkland 27-hole (18 & 9 hole courses) golf and sport resort. GKG is a family club with over 2600 members of all ages including approximately 900 female members. The club has a large junior programme; approximately 800 juniors go through their programmes every year with around 300 of them 15 years and younger. The club introduced an indoor golf facility in April 2016 featuring Trackman simulators as well as a practice putting and chipping green. They have 5 PGA certified golf teachers. The golf course is largely influenced by Iceland's geological history. The soil composition is a mix of glacial sediments, volcanic ash, and basaltic rock fragments. This generally results in well-draining soils, although it still requires careful management to support both turf growth and vegetation. The club has plans in place for a major redevelopment which will involve the creation of a new 9-hole golf course and a new location for the greenkeeping facility and offices. This is estimated to start in approximately 2-4 years. Observed: The Ecological Management Plan (EMP) 2025 - 2033. A comprehensive plan to encourage wildlife and help enhance the ecosystem of the course. The EMP contains google satellite map images with areas of the course annotated with key information.
	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	Confirmed: Satisfied with the level of knowledge on protected landscapes and understanding of species found on the course. Discussed: Biodiversity records and plans to monitor protected and priority species. Discussed: Tree management plans and identification mapping, including a future tree planting programme. GKG work with the local tree association to complement their work and to understand the types of tree and bush species most likely to thrive in the climatic conditions. Tree species on the course includes: Birch, Spruce, Willow & Pine. The club

			also work with the Local Authority (Garðabær) which has involved Garðabær donating trees to the club. Discussed: Waterways which are prominent throughout the two courses and which contain natural aquatic plants. Observed: Bird boxes created by staff and located at key points on the course. CIP: Please create a tree inventory record and map each tree species and future planting programme. This map should be on display for staff visibility and awareness. CCIP: Please create a biodiversity record with a map to monitor protected and priority species.
	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	No reported designations of significance. The club are very proud and aware of their geoheritage.
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	Discussed: Satisfied with the work undertaken to naturalise the course, such as future rewilding and plans to allow longer fescues in untreated areas. Unmaintained rough is also left to grow naturally. CIP: Please undertake player surveys to help inform future management of the golf course. CIP: Please map and keep a record of managed turfgrass and any areas returned to grassland.
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	Confirmed: Satisfied with the understanding of all habitats and vegetation types on the course. Observed: Wetland areas and water ponds within the course that provide a natural habitat for bird species and insects. This enhances the ecological diversity of the course. Discussed: Habitat management with the club's horticulturalist, Georg Elfarsen. Discussed the rich variety of birds and tree species and their locations on the course. There are reported to be 19 different bird species including: Eurasian Blackbird, European Starling, Merlin, Song Thrush and Oystercatcher. The species have been identified and logged on Georg's phone app.

			CCIP: Please create an updated biodiversity record including nesting bird species and locations on the course. This map should be on display for staff visibility and awareness.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		Discussed: Plans to create new wildflower areas promoting a balanced environment for pollinating species. Discussed: The mapping and use of the Plantnet app to identify indigenous flora.
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	Confirmed: Composition of the turf swards is typical of an Icelandic course and climate; poa annua, festuca rubra on greens, with poa annua and chewing fescue dominating tees and fairways. The greenkeeping team use a template for rotating hole positions throughout the playing season and move tee positions regularly. Rolling is a considered practice to reduce the risk of disease. Discussed: The team's awareness of new innovations and practices that can be applied to their fairly unique environment. Observed: pH soil Analysis Summary Reports carried out by ETL (European Turfgrass Laboratories). Discussed the results and planned actions identified in the report. Discussed: Plan for allowing longer fescues into areas that do not need to be mowed.
	N2.1.2 Practices to maintain good soil structure and condition		Satisfied that the experienced greenkeeping team review and undertake turf management best practices to improve soil fertility and maintain good soil conditions throughout the course.
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	Confirmed: Soil tests and nutrient evaluation is planned annually and is informed through sampling by ETL (European Turfgrass Laboratories). Discussed: Fertilisers used on the greens, tees, aprons and surrounds. Satisfied that the fertilisation programme is undertaken by a team of knowledgeable greenkeeping staff. Discussed: Fertilisation records that are kept on the Turfkeeper platform. CIP: The Turfkeeper portal could be utilised for keeping chemical logs.

			CCIP: The chemical product log should be visible and on display in an appropriate place for all greenkeeping staff to observe.
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding	Confirmed: Mowing blades are monitored for wear after each cut. Discussed: The approach to turf management and quality of cut. The cutting frequency varies from daily to weekly depending on the specific area. Discussed: Weed and disease management to reduce the quantity of chemical inputs and tool maintenance/optimisation. Regularly maintained areas of the course include: greens, tees, foregreens, fairways, and rough. Discussed: Grass clippings from fairways and rough are cut and dispersed. Some clippings from finely mown areas are collected. CIP: Consider composting clippings for future reuse on the golf course. Highlight: Greenkeeping training and education sessions provided by Bernhard Grinders. Highlight: Observed all greenkeeping machinery including electric powered mowers and blowers.
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	Discussed: The health and quality of the playing area which eliminates the reliance on chemical applications. Practices are in place through the club's newly formed GEO Sustainability Committee to ensure sustainable practices are prioritised and actioned. A member has volunteered and created an app to help the club manage nitrogen levels. CCIP: Please create a map of potential pest and disease hotspots.
	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 .	Observed: Spraying equipment and PPE located in storage portacabin. Observed: Emergency chemical response sheet on Kate Stillwell's laptop. Discussed: Product logs and calibration of spraying equipment. There are no reported pesticides used on this course at present.

			CCIP: Please ensure the emergency response process is visible in the greenkeeping compound/offices and is covered as part of a staff induction programme. CCIP: The entry/exit steps of the welfare portacabin consists of two wooden pallets. This would appear to present a slip/trip hazard. I suggest this should be removed and replaced with more suitable robust steps (e.g., concrete steps, blocks or similar).
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.	Discussed: No spray areas and mowing buffer zones around the ecological sensitive wetland areas including the water ponds and ditches. CCIP: Please create a map clearly highlighting the no-spray areas.
	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	Confirmed: Waste streams are collected by a registered waste contractor. Hazardous waste is collected by a Local Authority contractor. Confirmed: Fire extinguishers and first aid boxes are located and visible in the greenkeeping compound. Observed: Variety of storage containers and buildings containing greenkeeping machinery and hand tools. Observed: Fertilisers located in storage containers and discussed appropriate use of fertilisers. Observed: Greenkeeping mowers, strimmers and blowers in the main greenkeeping compound. Observed: Wastewater holding tank and septic tanks which are located at front of the greenkeeping compound. Observed: Risk assessment document with RAG priority areas. However, the document is dated 2013. Discussed: Spraying, rinsing protocols and applications.

			CCIP: Please bring the risk assessment document up to present date. CCIP: The chemical list should be visible and on display at appropriate greenkeeping compound locations to ensure staff are aware of the hazardous substance stored in each storage area.
	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	CCIP: Ground at the fertiliser storage container is not impermeable. The area at the container entrance (approximate 1m strip) should be reinstated with an impermeable surface such as concrete. Post visit note: The club have subsequently reported that the ground reinstatement works have been completed. Highlight: Husqvarna commercial robotic lawn mowers used to mow parts of the course.
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	Observed: Location of fuel tanks - petrol and diesel storage tanks are housed together in a single storage container. This is far from ideal and could present a health hazard and a fuel spill issue. Kate Stillwell reiterated that the club's preference is not to relocate or change the fuel storage situation until the new greenkeeping compound is built and ready. The club have therefore installed a spill kit and fire extinguisher with a cabinet. They have also purchased a bund as secondary containment for the fuel storage area. CCIP: Please install the bunding and spill kits that have been purchased as soon as possible. CCIP: Please ensure that the current fuel storage area meets Iceland's statutory enforcement agency regulations, or similar. CCIP: Please ensure the new greenkeeping compound has key infrastructure and meets all of Iceland's statutory enforcement agency regulations, or similar.
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)	Observed: The machinery wash bay which is located adjacent to the greenkeeping compound on a concrete base. The water and machinery residue is drained to a main wastewater holding tank. The tank is emptied by a Local Authority contractor. It was reported that the emptying of the tank is based on a casual agreement and, as such, no formal licence or contract was observed during my visit. It was also stated that this is not an uncommon practice in Iceland.

			Discussed: The introduction of a more suitable on-site treatment process for washing machinery. CCIP: Please develop a more sustainable and appropriate wash down system and process.
--	--	--	---

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	Confirmed: Turf species on the course and natural irrigation of greens and fairways is from the extensive rainwater drainage system. Satisfied that irrigation is maximised by natural irrigation and informed by Iceland's cool maritime climate and extended daylight hours in summer Observed: Rain Bird irrigation system employed to manage the course. Water reports are recorded on CirrusPro. Discussed: The natural irrigation of course and extensive drainage system. The course supports resilient plant species, including mosses, low-growing shrubs and hardy grasses. Observed: The water utilisation records on a screenshot.
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	Confirmed: Water performance checks are carried out and evaluated by the local municipality water company. Discussed: Irrigation upgrade and audit carried out in 2024 to maximise water efficiency over the greens, foregreens and tees. The installation of Cirrus Pro has reduced irrigation on both courses. The team use a weather station to input data into the irrigation system. Irrigated areas are adjusted regularly according to weather patterns. Discussed: Waterways which are prominent throughout the courses to collect and distribute water.

			Discussed: Placement of sprinklers and standardisation of sprinkler heads. Leaky sprinkler heads have been refurbished or replaced.
	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	Confirmed: Water auditing processes are in place through data collection and records. Discussed: Water saving opportunities and devices. Water saving devices have been installed, including sensors in toilets to reduce water consumption.
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	Confirmed: Not applicable to the facility.
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	Discussed: From discussion there has clearly been an ongoing process of identifying opportunities for naturalisation.
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	Discussed: The need for energy monitoring with Úlfar Jónsson, Service Manager. CIP: Consider installing LED lighting throughout the facility, such as, motion sensor lighting in toilets, showers and locker rooms. CCIP: Energy billing data could be monitored more closely and, if possible, identify times of high demand. This will ensure alignment with expected consumption levels.
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	Discussed: Iceland's unique and natural geothermal energy. The geothermal activity is used as a source for hot water and water heating usage. Observed: The EV charging points at the clubhouse which are available for staff, members and visitors. Observed: EV buggy charging area at clubhouse and LED lighting in golf simulator studio. Discussed: The potential of renewable energy technology being introduced for the planned greenkeeping compound and stores.

			Discussed: Future plans to introduce solar panels for robotic mower charging and plans to introduce more electric green mowers. Highlight: GKG's approach to keep abreast of innovations in tech updates, renewables and sustainable energy through BIGGA and BTME.
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	Undertake a review of materials consumed	Observed: A variety of waste and recycling bins adjacent to the clubhouse which is collected by a private contractor. Discussed: Waste auditing procedures. Annual data is recorded on an external portal. Discussed: Arrangements are in place for cardboard to be uplifted for free. Observed: The screenshot of the waste quantity matrix. CIP: Please explore the potential of recycling points located at the 'bothy' buildings on the course.
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	Discussed: Sustainable purchasing policy and waste auditing procedures with Úlfar Jónsson. The purchasing policy does not include sub-contractor or supplier requirements. Discussed: Food waste procedures with the external catering contractor. The catering manager confirmed that food waste is minimised and local produce is regularly sourced. CIP: Please create a waste management/review process for identifying and reducing waste. CIP: Please create and maintain record of local suppliers and locally sourced goods. CCIP: Please create a sustainable procurement policy to include sub-contractor and supplier compliance, as applicable. Highlight: The club work with GAJA to compost their organic waste. GAJA is an organic waste composting station in Reykjavik.
R3.3 Reuse and recycle	R3.3.1 Waste stream separation for maximum	Demonstrate waste separation, reuse and recycling;	Observed: Oil collection and battery bins for collection and recycling at greenkeeping compound.

	recycling and re-use opportunity	Track how much waste goes to landfill, or is reused / recycled	Observed: Recycling bins located in the clubhouse, greenkeeping compound and golf course. Also, the main waste receptacle areas located at the clubhouse which includes: paper/cardboard, plastics and glass recycling options. Highlight: Food and organic waste composting bin at greenkeeper's compound. Various recycling points throughout facility.
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	Confirmed: Waste streams are collected by a registered waste contractor. Hazardous waste is collected by the Local Authority. Confirmed: Wastewater holding tank and septic tanks are in use and located at front of the greenkeeping compound. As 3.3.1 the tanks are emptied by a Local Authority contractor. It was reported that this was based on a casual agreement and as such no formal licence or contract was observed during my visit. CIP: Please quantify amount of green waste reused from course operations such as clippings and woodlands waste.

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		Discussed: A number of charitable and social activities hosted by the club including: • Extensive youth activity programme • Volunteering time provided by PGA professionals • Funding/proceeds raised to support the youth programmes • Annual programme of activities with local schools
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		Discussed: Communication and promoting volunteering opportunities for staff and members on charity/outreach activity. CIP: Please create a Volunteering Charter or similar to encourage staff and members to participate in charity/outreach activity.

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'	Confirmed: Sustainability activities are managed and reported through the newly formed GEO Sustainability Committee. CIP: Please inform wider GKG staff and golf members on sustainability efforts and achievements. CIP: Please consider appointing a Sustainability Committee member as a community or charity champion/ambassador.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		Highlight: The club's extensive junior programme and youth achievement programme which is reported to be the largest in Iceland. The club was nominated as a model association of ÍSÍ, which is the quality recognition of the National Olympic and Sports Association of Iceland for children and youth work.
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	Highlight: The open and inclusive policies to introduce children and young people to golf. It is clear the club puts inclusion at the heart of their operations.
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	Discussed: The importance of proper H&S and inductions for staff. CIP: The club have agreed to review their H&S induction process to ensure all staff, including seasonal staff, have a robust H&S induction delivered. Highlight: Kate Stillwell highlighted her own personnel development management and leadership journey from her involvement in the R&A's 'Women in Golf Leadership' programme.
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	Discussed: Opportunities for future sustainability messaging on GKG's website. This was acknowledged and the club are committed to raising their sustainability profile. CIP: Please expand sustainability messaging through internal notices, external newsletters, campaigns and social media as appropriate.

	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	Discussed: Outreach programmes with Hauker Gudmunder (Head of Youth Development), the variety of work with local schools and supported by the club's professionals. Highlight: A proportion of income from the golf simulators is donated to youth programmes. CIP: Please quantify the amount of money raised for charities and 'in-kind' time committed by staff for good causes.
--	---	---	--	---

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