



GEO Certified®

GEO Certified® Report Ile Aux Cerfs Golf Club

Prepared by independent verifier: Warrick Stewart

Certified by GEO Foundation: 2023
Recertification due: 2026

GEO Certified®

 **GEO
Foundation**
Sustainability in and through golf

“The Ile Aux Cerf Golf Course Facility is set in a truly majestic location and the course is visually spectacular. Located in a sensitive estuarine, mangrove, and foredune environment, great care is being taken by the Facility to maintain these natural features and prevent potential impacts. The Facility has implemented a range of efficiency measures to minimise resource use and reduce costs, whilst maintaining the very high quality of the course, clubhouse, restaurants, and accommodation. The Facility’s fundraising and community outreach, particularly in support of cancer awareness and treatment, and participation in the MV Wakashio bulk carrier oil spill clean-up operations are noteworthy. Additional improvements in water and energy use, recycling, biodiversity conservation, and community outreach are planned that will further expand the Facility’s positive impact.”

Warrick Stewart
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Ile Aux Cerfs 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.

Ile Aux Cerfs 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) and Critical CIP's (CCIPs) to be reviewed at recertification, Ile Auc Cerfs Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Ile Aux Cerfs 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
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	Mangroves, an estuary, including estuarine inlets, and foredunes run through and immediately adjacent to the course. Sandy beach and inter-tidal zone habitats are also immediately adjacent to the

			course, but the site boundary is the high-water mark. Input water to the course is from the on-site pond/lake. A total of 90 species are estimated to be present on site. Kestrel, crab, hedgehog, Green parakeet, and mongoose are present on site, amongst other species. The Ornate Day Gecko (<i>Phelsuma ornate</i>) is present on site. It is classified as Least Concern on the IUCN Red List. The island is noted for its seasonal presence of various species of migratory birds, such as <i>Numenius arquata</i> (Eurasian or common curlew), although none are native residents of Mauritius. A wide range of waterfowl use the estuarine inlets and freshwater pond/lake, as observed.
	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	Trou d'Eau Douce (National) Fishery Reserve (IUCN Category IV) is the nearest protected area, located approximately 750m to the west of the Facility, which is managed by the Ministry of Blue Economy, Marine Resources, Fisheries and Shipping. Other nearest protected areas are the Ile aux Aigrettes Nature Reserve, Pointe d'Esny Wetland (RAMSAR Site), and the Poste Lafayette (National) Fishing Reserve, all of which are located more than 10km from the Facility.
	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	There are remnants of old buildings on site that the Facility is preserving, but they are not deemed protected historical, archaeological, or cultural heritage features.
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	No changes are proposed in terms of turfgrass because the course is already small and narrow. However, an opportunity potentially exists to reverse the direction of play of the 15 th , which would improve its visual character, the playing experience, and require no additional cart path development or walking to play the hole.
N1.3 Actively manage habitats for wildlife	N1.3.1 Projects to manage habitats in the	Regularly review and follow a habitat management plan;	The EIA undertaken did not require the development and implementation of any biodiversity management plans, only the protection of mangroves and associated awareness raising.

	best way for wildlife and golf	Prioritise native species when planting and landscaping	However, the site has been removing invasive alien <i>Acacia</i> species. The Ministry of Environment, Solid Waste Management and Climate Change has been engaged regarding the increased presence of crows on the island, although the Facility does not have rights to address this. Employees are not allowed to catch any species on site. Security is maintained on site and staff are informed that no catching of species is allowed unless authorised. Only crabs are caught if they encroach on the course. New employees have to undergo two full days of induction upon employment, including biodiversity requirements of the EIA and other Facility requirements.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		The Facility implements ongoing aeration of its pond/lake to ensure biological oxygen demand is managed and water quality is maintained. Six (6) bee hives are in place on site (5 big, 1 small). Izzy the bee is the SunLife mascot. SunLife has an awareness raising flyer on Izzy, which includes a QR code to information for the island's biodiversity.
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 19-hole course is comprised of 21 ha of turfgrass, 6 ha of natural habitats, and 1 ha of other features. <i>Paspalum vaginatum</i> (Sea Shore Paspalum/Swamp Couch grass) is in place on greens, as well as some of the tees, fairways, practice area, and maintained rough. <i>Cynodon dactylon</i> x <i>Cynodon transvaalensis</i> is present on some of the tees, practice area, and maintained rough. <i>Axonopus compressus</i> (Broadleaf Carpet grass), <i>Axonopus affini</i> (Common Carpet grass), and <i>Stenotaphrum secundatum</i> (Buffalo grass) are present in the maintained rough and practice area, and some of the fairways. These species have to be actively controlled on the fairways, tees, and greens.

			The course intends continuing with the existing turfgrass that is working fine and there is no practical and/or financial imperative to change to another turfgrass.
	N2.1.2 Practices to maintain good soil structure and condition		Nutrient additions are based on a schedule, with soils tests undertaken approximately every three (3) years, with specific hole applications based on the soil needs of each.
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	Nutrient additions are based on a schedule, with soils tests undertaken approximately every three (3) years, with specific hole applications based on the soil needs of each.
	N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding Physical removal of an invasive alien <i>Acacia</i> species is actively implemented. Herbicide treatment is applied to rocky areas to minimise weeds in the planted areas. Salt is applied to Buffalo Grass to control spreading. No other non-chemical pest, disease and weed management is implemented. CIP: The course still uses Glyphosate, which it should aim to discontinue at the earliest possible time via the use of a suitable alternative¹.
	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 Daily scouting is undertaken to identify the emergence of pests. Targeted applications are used then emergence is detected at specific holes. January, February, March are the most problematic months when the highest humidity levels are experienced, particularly after

¹ This recommendation is based on recent findings that “there have been studies indicating that glyphosate contamination causes adverse effects on aquatic organism and is bio-accumulated and bio-magnified through food chain and finally reaches to human beings as top consumer. Glyphosate causes alterations in behaviour, physiology, DNA, chromosome and biochemistry and moreover mortality in the case of exposure in high level. In this case, it may effect on aquatic population which is an important fishery stock in the future” (Thanomsit et al, 2020).

			substantial rain. The dominant pests are Sod webworms and earthworms. The 5th is the most prone to pest infestations, as it has the most enclosed green and the least airflow (i.e., highest humidity).
	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 .	Training is compulsory for operators, who use specific PPE. If fertilizer remains after the planned application, then the small remaining amount if applied to the back of the driving range. Herbicide is not sprayed with a tank, only by knapsack, except for pre-emergent weeds. It is only mixed to quantities for application on 1ha at a time, so there is no residual herbicide left over after application to a target area.
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.	The Facility has procedures in place for emergency chemical and diesel spills. Contained storage is in place for chemicals, which has 110% capacity in relation to the maximum volume of chemicals. Delivery of fuel is controlled with a drip tray, spill kits, and sandbags in place. Training is provided to all staff responsible for the handling of fuel and chemicals. A functional eyewash station is in place. The Facility's diesel storage tank for its generator is bunded. However, the course has a diesel bowser at the maintenance facility that is not placed on any impermeable surface with bunding. Minor spills around the bowser when dispensing diesel were observed. During the current maintenance of part of the cart paths, the batching of cement on an existing cart path, without any bunding in place and run-off onto broken ground was noted.

			A nurse is present on site each day from 8am to 5pm for both staff and visitors. CIP: Please consider applying larger buffer zones (non-spray of fertilizers, herbicides, and pesticides and increased width of the rough) beyond the current width of 0.3m around the water features. CCIP: Please construct a slab for placement of the diesel bowser, to avoid any future spills from the bowser flowing onto broken ground and into the subsoil. Please consider if the proposed sloping of the slab will ensure entrapment of potential spills and whether minor bunding on 3 sides of the slab would also be beneficial. CCIP: All batching and use of cement during cart path or any other maintenance or construction activities should be undertaken on a contained impermeable surface without any run-off possible onto broken ground.
	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	Oil/grease traps for the clubhouse kitchen are cleaned every two (2) months. Removed oils and grease are collected and recycled by a suitably qualified and experienced oil recycling firm (Bioil). Cleaning chemicals for the kitchen, clubhouse, and restaurants are chosen to minimise environmental impact. Safe storage of chemicals is applied in the kitchen areas. The course has its own wastewater treatment works (WWTWs) that also services the clubhouse. Sludge from the WWTWs is disposed at an appropriate treatment facility on the mainland via truck collection approximately once per year, as required. Septic tanks and soakaways are in place for the La Flibuste Restaurant located on the beach of the east of the island.
	N3.1.3 Practical measures to ensure pollution risks are minimised from	Ensure wash areas are on impermeable, leak-free surfaces; Mixing and loading of pesticides and fertilisers over an impermeable surface;	The maintenance area washbay is comprised of both impermeable concrete and semi-permeable paving. Mixing of chemicals is undertaken inside the maintenance area, which has a hard surface but some is paved.

	maintenance facility operations	Triple rinse pesticide containers and applicators	Empty used chemical containers are stored for collection for disposal at the hazardous waste cell at the national landfill. The workshop washbay down-gradient drain does not run all the way to the low-point in the system, resulting in run-off flowing onto broken ground outside of the washbay area. CCIP: Please ensure that impermeable surfacing extends to all of the washbay and primary indoor areas of the maintenance facility, ensuring any potential spills and water containing any oils and greases can be contained and/or cleaned-up appropriately, without any percolation into the sub-soil. The course has proposed applying chlorinated paint to be paved washbay and workshop floor, which is essential a chlorinated rubber paint typically applied to swimming pools to stop oils and greases from potentially percolating into the sub-soil. If applied, this paint will need to be monitored for cracks and maintained regularly, as the weight of the workshop equipment and associated wear and tear is likely to result in cracking and/or peeling. The paint is not intended for activities associated with regular traffic and high levels of wear and tear, so should only be viewed as a short to medium-term solution. In the medium to long-term, the paved areas should be replaced by impermeable concrete. CIP: Please consider minor application of concrete at the lowest point/side of the workshop washbay drain, which will channel all run-off into the drain. As some run-off currently flows over the edge of the drain and out of the washbay area. CIP: Please consider redirecting rainwater from the maintenance facility roof into rainwater tanks for use in the adjacent nursery. This will also avoid the current mixing of storm water and washing bay water.
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;	Material Safety Data Sheets (MSDSs) are in place for all chemicals. The chemical stores in the maintenance facility are kept locked, with good ventilation in place.

		Emergency wash area; Fire extinguisher in the immediate area; Secondary containment for fuel, either externally constructed, or integrally manufactured; Regular inspection of storage tanks	Bunding is in for all chemicals, including fuel storage. However, dispensing from the diesel bowser is undertaken over broken ground, despite the use of a spill tray. A CIP for this is specified above under N3.1.1. Spill containment kits are in place. Signs of hydrocarbon spills at the oil trap for the washbay were observed. CCIP: Please draft and approve a Standard Operating Procedure (SOP) for the removal of oil and grease from the oil trap for the washbay, to ensure appropriate disposal without any spills occurring onto broken ground.
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 course advised that a permit was not required for the construction, ownership, and operation of its WWTW². The WWTW is run by a third-party contractor, on behalf of the course. Stormwater from the roof of maintenance facility runs into the washbay separation system, but this could result in overflows. CIP: Please consider redirecting rainwater from the maintenance facility roof into rainwater tanks for use in the adjacent nursery. This will also avoid the current mixing of storm water and washing bay water. CIP: Please consider disconnecting the washbay system from the WWTW to avoid periodical pulses of water into the WWTW, as well as overloading of the WWTW.

RESOURCES

R1 Water

² This view appears to be supported by a rapid review of the Environment Protection Act, 2002 (amended 2008) and other related legislation for Mauritius. However, requirements for the operation of the course's WWTW may be promulgated in the future via Regulations under the new Waste Management and Resource Recovery Act No. 3 of 2023.

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	The golf course and grounds used a total of 275,683 m³ of water in 2022. The course used 1,460 m³ of at the clubhouse, and 730 m³ at the maintenance facility in 2022. The course applies spot/targeted watering. They intend using real-time monitoring in the future. The course very recently received moisture probes to enable more adaptive watering and minimise use.
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	The course has installed a new water line to address past leaks, which included meters and isolation valves on the main and sub water network. These introductions have supported better leak control and water losses. This has also enabled a section of the network to be closed for maintenance works at a time, without causing disruptions to the rest of the network. Irrigation schedules are applied based on soil moisture analysis. The course implements ongoing maintenance of its irrigation system, which is serviced as needed but at least twice per year including calibration. Filters are in place at the pumphouse to minimise blockages and corrosion.
	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	Portable flow meters are used daily to check for leaks. WASH facilities are provided at the north of the island by the course for visitors, despite this area being for public tourists that are not visiting the course. Irrigation is controlled via a digital flow meter.
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	A total water allocation of 2,000 m ³ /day from the owner of the water rights (Alteo on the mainland) is sufficient for all the course's needs including the clubhouse, restaurants, and maintenance facility. The course is currently not investigating alternative water sources.

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 Facility used 756,890 kWh of grid electricity, 25,000 l of diesel, 20,000 l of petrol, and 200 l of hydraulic oil in 2022. A hybrid greens mower has been purchased in 2023 to reduce energy use. The entire golf cart fleet is battery powered, and used batteries that have reached the end of their life are all sent for recycling. Energy efficient, variable speed drive Grundfos pumps were installed approximately eight (8) years ago at the course pumpstation.
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 Facility is tracking energy use, but it is not measured separately per building. The Facility has been working on the installation of electrical meters on the main electrical distribution network, to enable improved monitoring of the electricity consumption. A Building Management System (BMS) is planned for implementation next year. Refrigerators and air conditioners have all been replaced with more efficient appliances in recent years. The clubhouse lights are being replaced with more efficient options, and the installation of light motion sensors are proposed. The Facility has proposed the replacement of the existing sewer lifting pumps with a more efficient unit to achieve energy savings. CIP: Please consider implementing energy use tracking per building and then identify opportunities for the implementation of more energy efficiency technologies (e.g., sensors for lighting to minimise use).

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 entire golf cart fleet is battery powered, and used batteries that have reached the end of their life are all sent for recycling. The long-term intention is to investigate and implement renewable energy installations, with a meeting planned by the course with an engineer during the week of 23 – 27 October 2023 to explore potential opportunities.
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	The Facility only makes use of local suppliers and sources as much of its products materials locally as possible, particularly fresh produce for the kitchens. However, various products are not produced in Mauritius that have to be imported, including various red meats, which are provided via its local suppliers.
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 SunLife Group has a Purchasing Policy in place that the Facility implements (SunLife, 2023). It covers Ethical Purchasing, Environmental Considerations, and Local Preferential Procurement, amongst other aspects. SunLife as a group also has a Sustainability Policy in place.
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	The Facility estimates that it generated 596 kg of waste in 2022, of which 96 kg were recyclable. Regen just been appointed to assist the Facility with waste management, including the operation of a digester on-site and a compactor for dry waste. Equipment options have been chosen and the equipment is due to arrive in November 2023. The objective is to minimise waste to landfill. Compacted waste will minimise disposal trips to landfill, fuel use, and cost. Regen's scope includes the implementation of sorting and recycling on site. The types of waste on site, beyond recyclable versus non-recyclable have not been determined yet.

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 facility provided copies of certificates of appropriate disposal for oils from the kitchen, grease and oil from the maintenance area, sludge from WWTW, and hazardous material disposal (e.g., batteries, chemical containers).
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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 Facility includes the course, clubhouse and its restaurant (Langer's Bar and Grill), a beach restaurant and bar (La Flibuste), and a Bubble Lodge. The Facility hosts various functions throughout the year, including weddings and events. All catering is done in-house.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		The son of one of the Facility employees was diagnosed with cancer and Ile aux Cerfs then initiated fundraising for him. The Facility also held a fundraising golf day with the revenue of 2.4M Mauritian Rupees going to a cancer organisation. The Facility sponsored the refurbishment of the now named Sunlife Children's Cancer Ward in the Victoria Public Hospital to the total of 2.5M Mauritian Rupees in the 2023 financial year. The Facility also had a breast cancer awareness day on site. The course has sponsored various charity events via green fees on the day being donated to the host charity.

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'	The Four Seasons at Anahita and Shangri La Hotels are all part of the same ownership group at Ile Aux Cerf, but the former three are not owned by SunLife. There is a Master Plan for the island, including an EcoPark, which informs its current management and potential future development. Communication to visitors about Ile Aux Cerfs Island and Golf Course is undertaken through these hotels, including the course and surrounds being a plastic free area.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		A total of 19,902 rounds (by individual players) were played in 2022. There was a total of 18,597 visitors to the course in 2022. Six (6) tournaments were hosted in 2022, with 151 participants in total. All employees have obligatory medical tests, which is more frequent and 6-monthly for herbicide operators. Blood tests are undertaken free of charge for all the course's herbicide operators. Medical insurance for staff is covered 50% by the company and 50% by the employee. This is voluntary, but approximately 90% of staff have taken up this voluntary cover. All staff are provided free pension fund contributions by the company, which they will ultimately receive upon retirement in addition to a government pension. All staff are provided free transport from the mainland to the island and back. If there are no company organised connections are available and private operators have to be used, then staff are refunded for these transport costs. Uniforms, breakfast, lunch, and dinners are all provided free of charge to staff.

			The Facility has subjected itself to the Great-Place-To-Work survey (www.greatplacetowork.com). This is an anonymous survey conducted by a 3rd party. The Facility achieved 78% and was the first in the Group to undergo the survey in July 2020. All staff have access to the golf course, as well as 2 free nights at any resort, and 50% off all food and beverages. Freshwater drinking stations are in place at all key facility/operational areas. All employees are provided with an aluminium Ile Aux Cerfs branded drinking water bottle, to avoid the use of plastics by staff.
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	To play the course, a local rate applies for the Mauritian population, both citizens and residents. The total Mauritian population of golfers is approximately 1,000. But there are only approximately 50 active golfers playing regularly in Mauritius. Approx 30% of Ile Aux Cerfs' members are Mauritian and majority are Mauritian residents not citizens. Free golf at the course is provided for all up to 17 years of age, whether they are Mauritian locals or visitors, which is actively advertised via Mauritian Golf.
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 Facility is trying to provide preferential employment to the relatives of current staff. They do not employ any staff under the age of 16, but allow staff children to have exposure on site to potential employment opportunities via aspects where they are no inherent health and safety risks. Basic health and safety training is mandatory for all staff, including fire response and first aid. Further training is then provided based on specific staff roles (e.g., food safety). However, a contractor was observed using an angle grinder during cart path maintenance without all required Personal Protective Equipment (no gloves or safety glasses were being

			used, although safety shoes did appear to be worn). In response, the Facility provided evidence of the Risk Assessment used by the relevant contractor, as well as follow-up photographic evidence of some of the PPE being used on site. CIP: Please continue to monitor compliance with legal requirements and Company policies regarding the implementation of the necessary Health and Safety practices on an ongoing basis, particularly for hazardous work. This includes not only risk identification and management, but consistent use of all appropriate PPE, and users being trained for appropriate use on an ongoing basis.
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 course has 50 lifetime members, which is a membership for a single person. However, they can add on additional persons for an extra cost based on annual course use. The course currently has four (4) annual members, which either per person or per family. On average the course experiences approximately 25,000 rounds per year, which equates to 70 golfers per day, but in peak season this can be as high as 150 golfers per day playing 18 holes. The Facility's website, Facebook and Instagram pages, and magazine publications are the primary means of online and hardcopy advertising and marketing. This is also support by activities by Mauritius Tourism, SunLife Group marketing, and local, international, and online tour operators. The Facility is linked to a number of hotels through SunLife, the over-arching Corporate owners that also own the Four Seasons at Anahita, and a partnership with ShangiLa.
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 course partnered with an organisation for disabled individuals and provided 2 individuals (Danielle and Lavice) with

			initial exposure to the site and they are now employed by the Facility. The course partnered with the University of Mauritius in a coastal clean-up activity. The whole of the Ile aux Cerfs team volunteered in the rescue and clean-up operation of the MV Wakashio, a Japanese-owned ship carrying an estimated 4,000 metric tons of oil, that ran aground on Mauritius' south-east coast on July 25 2020. The staff helped control boats, and assisted with the creation and the placement of pollution control barriers (booms) in partnership with the National Crisis Committee. The course also offers various prizes for fundraising initiatives. A drug and alcohol awareness campaign has been implemented on site too. The National Department of Conservation has been raising awareness of biodiversity with students via a survey and other activities in partnership with SunLife. SunLife has a Code of Conduct for Suppliers that includes aspects related to Legal Compliance, Human and Labour Rights; Health, Safety and Environment (HSE); and Ethics.
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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