



GEO Certified® Report Nybro Golfklubb

Prepared by independent verifier Kerstin Antonsson

Certified by GEO Foundation: 2025
Recertification due: 2028

“Nybro Golf Club is a small club with the potential to grow and become an even greater asset to golfers and society. Considerable financial resources have been invested in the rebuilding and development of properties and training facilities in the clubhouse area in recent years. It will be exciting to follow the club's transformation into a future-oriented hub for meeting, dining, and training of all ages and categories.

Nybro Golf Club has an outstandingly strong and management-driven commitment to sustainability, along with a high level of expertise in business improvements. I look forward to the club management using its skills in the coming years to lead the way by investigating, planning, and mobilizing for new sustainability measures that can be implemented in the short and long term.

I also look forward to following the continued plans for the expansion of the dam on hole 14, which will increase the club's self-sufficiency in irrigation water. Additionally, it is important to communicate the club's sustainability work on social media, the website, and as news to the community, members, and guests as a newsletter or notice in the clubhouse.”

Kerstin Antonsson
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Nybro Golfklubb 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.

Nybro Golfklubb 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, Nybro Golfklubb should be awarded GEO Certified® status.

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

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

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

We congratulate all involved.

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

Kelli Jerome
Executive Director, GEO Foundation

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



Verification and Certification

Verification

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

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

Certification

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

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

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

Credibility

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



Verifier's Report

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

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

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

NATURE			
N1 Habitats and Biodiversity			
Objectives	Requirements	Mandatory Practices	Verifier Notes
N1.1 Understand the site and surroundings	N1.1.1 Sound understanding of the nature and landscape value of the site	General knowledge of the wildlife and habitats on the site	The golf course features a diverse landscape of heath pine forests, oak pastures, disturbed areas, and flower-rich meadows. An environment that in many ways imitates the older, small-scale agricultural landscape that existed in many places in the landscape just 50 years ago, but which has declined due to the land's demands for economic returns. The golf course has been identified as having very high conservation values, particularly in relation to flower-rich dry meadows and surface-disturbed sandy areas, in several inventories. This assessment, which formed part of a preliminary study for the current management plan from 2016, highlights the course's significant ecological importance. The maintenance plan for Nybro Golf Club was developed together with the municipality's technical and community planning department in 2016. The plan provides an excellent description of the natural areas, as well as proposals for conservation objectives and management measures, and the presence of species worthy of protection. Nybro Golf Club has a general understanding of natural values and takes care of and protects these areas. However, the distribution of management measures between the municipality (the landowner) and the golf club can be clarified when it comes to bush clearing measures around oak trees and thinning, among other measures. CIP: Please develop a documented long-term action plan for the follow-up of management measures and goals, based on the intentions outlined in the 2016 management plan and future inventories.
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Identify rare, protected or endangered species found on the golf course; Understand legal responsibilities for landscape protection and special area designations, if applicable	OnCourse annual data from the 2024 report lists 41 species worthy of protection. The number is probably much higher, as inventories are rarely complete. CIP: Please add new and future species worthy of protection to the identified natural areas in the management plan. A comprehensive

			list helps to ensure that planned measures in the areas consider all species. Bird inventories were carried out in 1998 and 2024 by a member of the local bird club to monitor the development of bird species on the golf course. The inventories are documented in files and excellent summaries. Among other things, they provide a detailed account of which species have increased or decreased in size and are red-listed. The variety of environments (coniferous forests, deciduous forests, mixed forests, shrublands, grasslands, sandy lands, etc.) and edge zones, such as the rough transition between forest/shrubland, open landscapes, favor a rich bird life as well as the presence of water. Setting up nest boxes of different sizes further benefits the species richness. CIP. Please utilize the excellent documentation from the 2024 bird inventory to plan long-term measures and routines for monitoring species. See also the description of the management plan under section N1.1.1 and N1.2.1. The management plan specifies several areas that constitute core areas for endangered insect species in the area, as well as ecologically important flowering herbs that were inspected at the time of certification.
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	There are no known historical or cultural finds of greater value within the area of Nybro Golf Club. However, a smaller find is documented at the Swedish National Heritage Board at the border of hole 13. The find is slag deposits. The information is not quality assured and may be missing, incorrect, or outdated, according to the authority.
N1.2 Opportunities to naturalise the golf course	N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass	Monitor patterns of play to identify underutilised areas of turfgrass	Less mowing takes place on holes 2, 4, and 7. Managed areas and rough have been replaced with great sandy areas, and plants and flowers have been planted to benefit pollinating insects, especially bees like <i>Andrena</i>. The replacement was funded by grants for biodiversity transition (LONA). The current green keeper assesses that the grass area that can be returned to nature has been released. CIP. Please conduct annual evaluations and reconsider the possibility of returning additional areas to their natural state. Document measures on any increase in areas and follow up on

			proposed area increases according to the management plan (e.g., the dry meadow in management area 11).
N1.3 Actively create and manage habitats for wildlife	N1.3.1 Projects to create and manage habitats in the best way for wildlife and golf	Prioritise native species of varying size and structure when planting Prioritise native trees and shrubs when planting Prioritise native aquatic species of varying size and structure when planting Establish mowing buffer zones next to water bodies and wetlands	For several years, Nybro Golf Club has recreated and established new valuable habitats for, among other things, endangered bee species within the golf club's area. New sandy areas have been established, and plants and flowers have been planted to benefit pollinating insects. Cooperation has taken place with the municipality in the construction of flower meadows. The club and the municipality save dead trees/wood, high stumps during logging, and establish fauna depots. In the pond with a wooden-shod edge, there are floating wooden planks that make it easier for birds and smaller animals to exit the pond. The Club nowadays prioritizes native trees and shrubs when planting. There are some older park trees of Robinia on the course. Robinia is an invasive species in southern Sweden, and the course crew must be aware of its potential for spreading.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species	Follow local best practice to protect or attract endangered, protected or rare species found on site	A management plan has been developed to guide the optimal management of the mapped natural areas. A bird inventory has been conducted, and suggestions for improvement have been submitted.
N2 Turfgrass			
N2.1 Maintain optimum turfgrass and soil health	N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors	Select appropriate grass species for the climate	The growing season has been identified as one month longer in the fall due to a warmer climate. To create more durable greens that resist drought and disease, a switch from Poa annua to creeping bentgrass on greens is underway. The transition takes time, and the goal is that 75% of the grass on the greens will consist of creeping bentgrass within 3-4 years.
	N2.1.2 Practices to maintain good soil structure and condition	No specific international requirement, however, identify course management and agronomic activities and look for continual improvements	Annual sampling and analysis are done to determine the need for fertilization. Needs-adapted foliar fertilization is applied. The soil on the greens is acidic and requires liming in winter to raise the pH. Several practical experiences have been gained using nutrients as a sub-method to strengthen grass against diseases. See also N2.1.1 about the transition of turfgrass species.

	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Test and monitor soil pH; Follow legal requirements when timing fertiliser applications Ensure staff are fully qualified to use fertilisers Ensure staff use appropriate protective equipment Regularly calibrate and test applicators	Annual soil analyses and pH measurements are made on the greens to optimize nutrient needs. Fertilizers are used sparingly and are planned based on soil analyses, weather conditions, cutting heights, and the production of grass clippings. Grass clippings are returned as a soil improvement. The buffer zones around waterbodies are 1 meter in width. Protective equipment is used when handling fertilizers.
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Change hole locations frequently	Trees around the greens are cut out to reduce shading. To meet both preventive disease control and biodiversity, the trees are saved as high stumps. Mowing blades are sharpened regularly, and surface moisture is removed from greens to keep the turf as dry as possible. Other mechanical care measures include surface aeration, vertical cutting, dressing, rolling, and hand weeding when possible. The location of the holes changes several times every day/week during the season. Several practical experiences have been gained using nutrients as a sub-method to strengthen grass against diseases. See N2.1.1 about the transition of turf grass species.
N2.3 Use chemicals responsibly	N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues	Identify and track pest and disease hotspots, including sensitive areas Scout the course daily for early signs and symptoms Accurately diagnose to determine the cause of weeds, pests and diseases	Since the club is not allowed to use pesticides on the course due to legal prohibitions for the protection of the surrounding water supply area, they are extra vigilant for the first signs and symptoms. All greens are visually inspected daily. The club needs to constantly try new mechanical and fertilisation methods to prevent, minimize, and reduce the impact of disease. The audit emphasized the importance of carefully documenting timing, weather, measures, and results to develop and refine sustainable pest and disease control methods in the long term.
	N2.3.2 Application of chemicals with full safety precautions	Use legally registered and approved products;	No pesticides are used on the course due to its location in a water supply protection area, which is crucial for maintaining clean and safe water supplies. Legal requirements, including a ban on dissemination, prevail in the area to prevent contamination and protect public health.

		Prefer products for the specific weed, pest or disease; Follow legal requirements; Ensure staff are fully qualified to use pesticides; Ensure staff use appropriate protective equipment; Regularly calibrate and test applicators; Dilute and dispose of leftover product on untreated areas of amenity turfgrass	
N3 Pollution Prevention			
N3.1 Prevent pollution across the entire site	N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations	Document procedures for emergency spill responses ; Retain no-spray/no-spread buffer areas next to water bodies and wetlands; Retain no-spray/no-spread buffer zones in and around ecologically sensitive areas	No pesticides are used. Emergency procedures for chemical spills are established and available. In the event of machinery or fertilization spills, the buffer zones surrounding waterbodies are 1 meter in width.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	The facility has no municipal sewage and features an approved closed tank for the clubhouse and workshop, which is emptied regularly. There are still no realized municipal plans for the development of municipal sewerage. An approved oil separator is connected to the vehicle wash pad before discharge to a surface water feature.
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	Wash machinery over an impermeable, leak-free surface; Mix and load pesticides and fertilisers over an impermeable, leak-free surface; Triple rinse pesticide containers and applicators	Fertilizers are mixed over an impermeable, leak-free surface with a roof. Pesticides are not used.

N3.2 Safely manage hazardous substances	N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	List of hazardous substances, made available to authorised staff; Product and material data safety sheets; Well ventilated concrete or metal building; Impermeable, leak-free flooring; Sufficient storage capacity; Spill containment kits; Secondary containment e.g., bunds or drip trays; Emergency wash area, as per local requirements (body shower and / or eye wash station); Hazardous substances safely collected by a registered company or body ; Follow any additional legal requirements	In addition to fertilizers, only small amounts of chemicals for machine maintenance are available in the workshop. The chemicals are listed, and safety data sheets are available. The club uses the digital software REDDIBO as a platform for chemical lists, safety data sheets, and work environment legislation. Emergency procedures for chemical spills are established and available. Personal protective equipment, fire extinguishers, and spill restoration agents are on site. Chemicals are stored safely in cabinets and on collection trays (secondary containment) in the event of spills or leaks. First aid equipment is available.
	N3.2.2 Legal compliance in the storage and handling of fuels and gases	Tank secured to a horizontal, flat, non-combustible surface; Secondary containment of fuel in the event of spills e.g. bunds and drip trays; Inspection of storage tank(s) at least quarterly, if required; Fire extinguisher in the immediate area	The diesel fuel tank was inspected and approved in 2024 by a company holding a certificate to inspect and approve fuel tanks. The fuel tank has a secondary containment and complies with applicable legislation. Fire extinguishers are located nearby. All employees have completed firefighting training in 2024.
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage, treatment and discharge	Impermeable, leak-free surface; Treatment as per local requirements (oil, grease and / or clipping separation; Formal discharge agreement, if applicable	Machines are cleaned on an impermeable surface that is connected to an oil separator. Sanitary wastewater from the clubhouses and the workshop is collected in a septic tank due to a lack of municipal sewage connections. All wastewater is collected and disposed of by approved contractors with a permit. Sanitary sewage is transported to the municipality's wastewater treatment plant, while other contaminated water is disposed of at an approved facility for proper treatment and destruction.

--	--	--	--

RESOURCES

R1 Water

Objectives	Requirements	Mandatory Practices	Verifier Notes
R1.1 Minimise water demand	R1.1.1 Measures to reduce the need to consume water	Select appropriate grass species for the climate e.g., drought and disease tolerance; Target irrigation to essential playing surfaces; Prioritise native, drought tolerant species for landscaping and planting	Fairway irrigation has been reduced by 350 cubic meters per night during the growing season to slow grass growth. The sprinklers of the fairway irrigation are pair-controlled. Moisture meters are used on greens. See also R1.2 below.
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Schedule irrigation based on informed assessment of soil moisture and weather forecasts; Evaluate new irrigation technologies e.g., central control, precision sprinklers etc.; Provide staff training on efficient irrigation practices; Adjust sprinklers to playing surfaces only	There are three newly installed water pumps on the course, but they do not have meters that allow consumption to be read. The use is calculated. The newly installed Rainbird steering program is used for the irrigation system. The system can be controlled from a mobile phone. Weather conditions and soil moisture levels are taken into account to optimize and conserve resources through irrigation. Employees possess knowledge of irrigation and established routines for implementing water-saving measures. The club conducted a water audit with the Swedish Golf Association two years ago (2023) to measure the degree of coverage when irrigating greens. Today, sector spreaders are used on greens, and soak irrigation technology is used to save water. A collaboration with Linnaeus University is planned for 2025 to pre-project the construction of a new irrigation pond at hole 14, to achieve self-sufficiency in irrigation water. CIP: Please investigate opportunities to further reduce or streamline the need for irrigation.

	R1.2.2 Practical measures to use water more efficiently in buildings	Monitor and record water consumption (bills, flow meter etc.); Encourage water conservation practices amongst players and staff	The clubhouse and the inner holes on the course use municipal treated drinking water. Water consumption is mapped through invoices that are examined. The club management encourages visitors and staff to conserve water. The clubhouse has installed low-flush toilets. CCIP: Please carry out measurement or calculation of water consumption in the buildings to identify all places that consume water and what amounts can be considered reasonable.
R1.3 Source water responsibly	R1.3.1 Measures towards alternative, lower quality sources of water	Water abstraction permit, if required; Report water consumption to environment agency, if required	There is an old oral agreement to use surface water downstream of the municipal wastewater treatment plant, sourced from the nearby river, for irrigating holes that are not within the municipal water protection area. Holes located within the area of the municipal water source are only allowed to be irrigated with municipal drinking water so as not to risk polluting the water source. The annual consumption of drinking water is reported to the municipality for final billing.
R2 Energy			
R2.1 Reduce energy demand	R2.1.1 Measures to reduce the amount of energy consumed in golf course maintenance	Naturalise non-playing areas to reduce mowing and other energy intensive inputs	All of the club's golf carts are electric. Machines have an automatic shut-off when not in use. New sandy areas have been established, and plants and flowers have been planted to benefit pollinating insects. No mowing is needed any longer. The club has also switched to a management completely free of chemical pesticides, which is positive as the golf course is located within a water supply protection area. As part of creating more good habitats, the area that is mowed has been reduced, which also affects the fuel consumption of maintenance machines.
R2.2 Maximise energy efficiency	R2.2.1 Measures to use energy and fuels more efficiently in buildings	Monitor and record energy consumption (bills, meters etc.)	Electricity consumption is documented and compiled to illustrate trends and usage. Energy efficiency has been implemented through the transition to LED lights, installation of motion sensors, and installation of new windows in all

			buildings except the workshop. As that building is planned to be renovated within three years. Robotic lawn mowers are used to maintain the lawn areas around properties. The buildings have newly installed air source heat pumps, and the restaurant has had electric coils installed for underfloor heating.
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	Understand the energy mix of your electricity supplier; Explore possible greener energy providers	The club uses 100% renewable energy for electricity and heating.
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on necessity, including opportunities for recycled, reused and locally sourced alternatives	No specific international requirement, however, identify activities to reduce the demand for materials and look for continual improvements	Grass clippings and other organic materials from the course are composted for use in soil improvement. Sand is reused. The club donates equipment and goods that are no longer required for reuse.
R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	The club has a purchasing policy that focuses on making purchases to contribute to both the club's profitability and sustainable development. The number of suppliers has been limited, and purchases have been coordinated to reduce the number of transports. The club only sells wooden tees. CCIP: Please develop a method to evaluate and follow up on compliance with the procurement policy.
R3.3 Reuse and recycle	R3.3.1 Waste stream separation for maximum recycling and re-use opportunity	Put in place a recycling separation system, according to local rules and availability; Clear, simple and visible bin signage; Monitor and record weight of waste for each stream e.g. invoices, bills etc.	The approved waste collector registers all hazardous waste and source-sorted waste. Extracts of collected fractions and weights can be retrieved from the waste collector's customer portal. The extracts are reviewed. Marked waste bins are placed for different types of waste. Separate containers are available for corrugated cardboard, scrap, and combustibles. Recycling bins are placed on several holes No waste was sent to landfills in 2024.

R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	Authorised waste collector for general, hazardous, industrial and green waste, if required	The facility is compliant with waste management regulations. Authorized waste and recycling contractors are used for both housekeeping waste, industrial waste, and hazardous waste. Waste is collected by the municipal contractor and Stena Recycling, a professional entrepreneur specializing in the management of hazardous waste.

COMMUNITY

C1 Health & Wellbeing

Objectives	Requirements	Mandatory Practices	Verifier Notes
C1.1 Improve health and wellbeing	C1.1.1 Benefits to human physical and mental health from golf and facility activities	Plans in place to respond to incidents and emergencies	An occupational health and safety policy has been developed and approved by the board to promote a safe and healthy work environment. All employees receive risk training. The risk areas on the course are drawn on maps. All employees have completed cardiopulmonary resuscitation training in 2023. Members were invited to participate. Defibrillators are available in the club area. The Club promotes walking and provides trolleys for use. See C1.2.1 and C1.3.1 below.
C1.2 Be open and inclusive	C1.2.1 Inclusivity and diversity in membership and visitor policies	Membership policies free from discrimination across age, gender, sexual orientation, religion, and ethnic background	The club offers differentiated membership rates to juniors, students, green fee members, and full members. Golf carts are available for rent to everyone and increase accessibility for visitors with disabilities. On presentation of a medical certificate, you will receive a discounted price. A collaboration has been initiated with the Inheritance Fund to obtain funds for accessibility adaptations for guests with disabilities. Among other things, the paving of roads is planned to make the course accessible for paragolf.

			An employment policy states that the club does not tolerate any form of victimization, including bullying or harassment, in its operations. Written procedures for dealing with victimisation are in place.
C1.3 Employ fairly, safely and provide career opportunities	C1.3.1 Ethical and legal employment, working conditions and professional development	Adopt an equal opportunity recruitment and hiring policy; Follow all relevant legislation and best practice for hiring and employment; Follow all relevant legislation and best practice for worker safety	An employment policy states that the club must have a collective agreement in place for its employees. Employees and non-profit organizations must also have relevant insurance in accordance with applicable agreements and laws when they perform tasks on behalf of the club. Employees and volunteers in the association receive the necessary introduction and training to work safely. All employees, non-profit volunteers/ organizations, and subcontractors who work with children and young people must submit an annual extract from their criminal record. A safety inspection at the workplace was conducted in 2024 and was satisfactory; however, the risk analysis is either outdated or missing in some areas. CCIP: Please conduct an updated risk assessment to evaluate the safety of employees and guests/visitors in the club area and on the course.
<u>C2 Outreach & Inclusion</u>			
C2.1 Diversify access and provide multifunctionality	C2.1.1 Social and recreational activities at the facility	No specific international requirement, however, identify multifunctional activities and look for continual improvements	The restaurant is open year-round and offers its services to visitors and the broader community. The club has an outdoor facility for padel tennis, but due to poor use, it is currently closed. Students from the local high school are offered a free green card. The club offers pitches for motorhomes and caravans to overnight guests. Financial planning is underway to expand the driving range's tees with golf simulators. The driving range is open to all visitors. Construction is underway, and by summer 2025, a new indoor hall featuring two simulators and recreational areas is expected to be completed. These will offer more golf enthusiasts the opportunity to play and practice golf as an alternative to playing on the driving range or the real course.

			The installation of five public charging stations for vehicles is planned during the year to meet legal requirements.
C2.2 Provide for volunteering and charity	C2.2.1 Opportunities available for volunteering and support of charities and good causes	No specific international requirement, however, identify activities to support volunteering and charity and look for continual improvements	The "Thursday group" consists of 12 people who volunteer 4 – 5 hours a week at the club. The work means a lot for social sustainability, while the club gets help with simpler tasks that improve the finish of the facilities and course.
C2.3 Establish active community partnerships	C2.3.1 Positive and constructive engagement with neighbours, the local community and other groups	No specific international requirement, however, identify partnerships and community activities and look for continual improvements	Nybro Golf Club owns the facility's properties, and most of the land is leased from Nybro municipality. The club has a very good relationship with the municipality. The lease agreement is valid until 2030. Collaboration to create a long-term lease agreement is ongoing. The restaurant is open year-round and offers its on-site meals and events, as well as catering to visitors and guests to the community at large. Students from the local high school are offered a free green card to reach official handicap status. The local bird association has assisted with help to inventory birds within the club area.
C3 Communications & Advocacy			
C3.1 Engage staff and golfers	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	Involve staff and committees in sustainability efforts; Involve golfers in sustainability efforts; Post sustainability information in the clubhouse and / or on the golf course	The club received Nybro municipality's Environment and Climate Award 2024. On the club's website, its sustainability policy is available. The club's women's committee drives the goal of stimulating and developing the club's women in the game of golf and encouraging and facilitating new women's golfers to participate in activities within the club. The women's committee aims to make everyone feel welcome, regardless of age or skill level, and organizes activities with a focus on prioritizing the interests of female members. It also offers golf activities that place a greater emphasis on the social aspect. The Women's Committee serves as an internal information channel by participating in, monitoring, reporting, and updating current information through email, Facebook, and notices posted in the Women's locker room. CCIP: At present, there is a lack of information and communication about the club's sustainability work, both on social media, the

			website, and in the clubhouse. Please share the good work that the club contributes to.
C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	Share at least 3 Highlights on sustainable.golf	The club has shared the following three highlights on OnCourse: 1. Landscaped meadow in rough for an increase in pollinators. 2. Established insect depots, high stumps, and dead trees to increase biodiversity. 3. Documented a management plan for the natural areas at the facility. See the CCIP in C3.1.1 above and C3.3.1 below. In 2024, the club received Nybro municipality's Environment and Climate Prize.
C3.3 Follow a journey of continuous improvement	C3.3.1 Measures to help track, review and improve sustainability and climate action	Put measures in place to ensure that OnCourse can be updated annually	Discussions were held about how it is easy to forget all the improvements that are made to sustainability when you are committed. Proposals were made to document both large and small initiatives, particularly those related to social sustainability. Documenting and tracking goals, metrics, and activities over time fosters participation and pride, while also serving as a basis for informed future decisions. CIP: Please consider creating suggested short- and long-term sustainable goals, measurement activities, and annual summaries of the sustainability efforts that are made, and attach these to the club's annual reports.

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