



GEO Certified®

GEO Certified® Report Royal Automobile Club

Prepared by independent verifier Bob Taylor

Certified by GEO Foundation: 2025
Recertification due: 2028

GEO Certified®

 **GEO
Foundation**
Sustainability in and through golf

“With some clubs, the greenstaff tend to take the lead with the club often failing to recognise the importance of sustainable working. This is certainly not the case at The Royal Automobile Club. Sustainability is part of the ethos of the place. It is being considered through all areas be it by the chefs looking to find alternatives for single use cling fill, to non-hazardous chemicals use and management through the built environments, through to the careful consideration given to protecting the species and habitats on the golf courses. This club support over 17,000 members which likely means a huge number of opinions. The club employ a whole series of communication platforms which keep all members abreast of the clubs’ workings and this includes periodic advice on energy and water use and efficiencies, on course management and waste stream management to mention just some of the initiatives practiced.

If I were to choose a couple of highlights, the first would be in terms of the water management which includes careful use of wetting agents and monitoring using POGO coupled with a strong reliance on hand watering rather than relying on blanket irrigation. The club also abstract water from an on-site reservoir and if required from EA monitored boreholes. Water use is considered and appropriate.

A second highlight would be the collection and reuse of all arisings from the courses which coupled with the drive to install new waste separation bins on the course will ensure much less general waste to landfill. This links into the much broader ethos of minimising waste in the first instance through to recycling. Discussions and relationships with suppliers are ongoing and are aimed at ensuring appropriate delivery of all produce entering the club.

Even though the RAC is an exclusive member facility the degree of effort that goes into charitable assistance is considerable. This I trust is adequately outlined in the community element of the verification review.”

Bob Taylor
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Royal Automobile 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.

Royal Automobile 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, Royal Automobile Club should be awarded GEO Certified® status.

For the certification period stated above, Royal Automobile 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, Certification and Credibility,
GEO Certification Ltd.



Verification and Certification

Verification

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

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

Certification

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

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

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

Credibility

GEO Certified® is part of the ISEAL Alliance, a group of the world's foremost credible certification systems including Fairtrade, Rainforest Alliance, Forest Stewardship Council, Marine Stewardship Council and many others. GEO Foundation earned and retains full membership of the ISEAL Alliance global association following a rigorous evaluation against the ISEAL Codes of Credibility in Sustainability Standards and Certification. The ISEAL Codes cover standard-setting, assurance, and monitoring and evaluation. Find out more at www.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	The RAC Club sits within over 330 acres of predominantly chalk grassland and supports two 18-hole golf courses, a clubhouse, squash and tennis court, a gym and indoor swimming pool, the club's motor house, a walled garden and numerous buildings. The golf course habitats range from the more intensively managed in play areas to the bordering woodland patches and individual standard trees (some of planted ancient origin) to the retained and infrequently managed chalk grassland. Good connectivity runs through the site and out into the wider landscape. The greenstaff have a good knowledge of the site based on experience and more latterly the PEA (2024) produced by Assystem E&I Ltd. The PEA provides a description of the site but does not cover any ecological management which would normally be included by way of a directed Ecological Management Plan. CCIP: Please develop a practical Ecological Management Plan for the site before the next verification.
	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	The greenstaff have a good understanding of planning policy and legislation and are aware that no statutory or non-statutory designations other than TPOs are present on site. Epsom common and Ashted Park local nature reserves lie within 400m of the site. Epsom downs SNCI also lie close to the site. The club are aware of the site importance for bats. Boxes are provided around several of the buildings. They have records of great crested newt (GCN) and grass snake. CIP: As per 1.1.1, the site has the potential to support rare plants, such as man orchid which occurs nearby. It could support the stag beetle and Hazel dormice could be attracted with appropriate management.

			CCIP: Please undertake wildlife surveys, which could be undertaken by local naturalists or wildlife groups (club to source). Survey for macro invertebrates including dragon and damselflies, butterflies' moths and stag beetle, reptiles and amphibians and botany. CCIP: Maintain survey records and use these to influence management (as per N1.1.1 above). CIP: Consider a landscape approach to management and note conditions and management given to securing more orchid rich grasslands.
	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	No designated features on site. The club however are aware of an old well possibly originating with the original house. CCIP: Please explore any available information on the history of the well. Please undertake a feasibility of using this in marketing and social history opportunities by next verification.
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	The greenstaff are vigilant and the TAG Marshalls have responsibilities for managing patterns of play. The information is collated and used to determine hotspots of play and patterns etc. This has helped minimise areas of managed play and create areas set aside for nature. Golf traffic is directed by signage and pathways and this ongoing issue is covered within the quarterly magazine and in newsletters to the over '17000 members. All buggies have GPS tracking built in. The grounds are very multifunctional and are used extensively for a range of functions from classic and other motoring events to the Derby and for weddings etc. CIP: Please identify underutilised areas with scope for naturalisation (though this may be limited). Consider creating a map to highlight opportunities and build these into Ecological Management Planning wherever possible (as per N1.1.1 above).
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	Greenstaff are keen to develop a linear dead hedge this year. Current management includes tree and woodland management as needed and cutting and collection of all chalk grassland areas. Some neutral grassland habitats remain with no more than monitoring which is appropriate. Bug hotels log piles are in place.

			CCIP: Please develop a practical Ecological Management Plan as outlined in N1.1.1 above. This should guide and expand ecological management and bio-enhancement opportunities.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		Bat boxes have been erected within areas around the walled garden and around sections of the clubhouse. This element could be further expanded by way of biodiversity enhancement opportunities within the management plan.
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	Greens are of bent fescue and poa. Tees – rye grass. Fairways support a mix of the above with native grasses also strongly represented. Management of the sward is largely geared to withstanding high wear through golf and event use. Overseeding is employed and deemed appropriate. Fine leaved ryegrass is favoured, but is not used on greens. More fescue will be introduced to help combat winter worm casting.
	N2.1.2 Practices to maintain good soil structure and condition		Aeration is key and consists of monthly solid tine use on greens with 4x treatments on tees. Fairways are tined annually with occasional vertidrainage (soil depth allowing). The club use air2G2 to fracture soil and reduce areas of compaction. Traffic management is also important, the club use post and rope cordoning to alternate wear. Moisture management was discussed with the aim being to retain moisture levels at between 22 to 25% using POGO and POGO turf Pro. This informs the irrigation use which is carefully implemented alongside regular hand watering. The system also allows individual head use. Topdressing is applied monthly on greens with heavier treatments as required. In addition to all of the above wear and turf management is influenced by GPS tracked buggy use and careful traffic management. This is important with so many events and members using the facility.
	N2.1.3 Careful and responsible fertiliser application throughout	Undertake soil tests and nutrient analysis	Fertilizer use is appropriate consisting of N as preference with contained use thereafter.

	the year to avoid over-fertilisation		Greens receive a N granular feed at the start of the season, and this is backed with liquid iron and seaweed through the season. More rapid release products of low N are used on tees and approaches NPK 8.0.12 preferred. Fertiliser use is largely informed by soil testing and greenkeeper vigilance. The greenstaff consider soil temperature weather patterns and use clipping yield analyses. Soil testing and monitoring ETL is established, and records are kept. pH soil testing etc are all uploaded and available to view.
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding	Fusarium is the most problematic disease here. Management is given to maintain dry surface conditions through brushing, switching etc. and through aeration (as above). Tree management is ongoing to maintain sunlight and airflow. Sunseeker app is well used. Two full time mechanics maintain all equipment including back lapping blade condition, heights of cut etc. Weeds are generally removed by hand.
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	Scouting is regular and routine and the greenstaff are mindful of weather conditions. Local knowledge is deemed important. The greenstaff have a very good understanding of disease patterns and likely hotspots. This helps retain vigilance in advance of any chemical use. Chemical use depends upon health of turf and speed of disease impact. Only greens would receive chemical control. All chemical use is recorded and uploaded to the Turfcare app.
	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 .	Recording of use is split between herbicide and fungicide records. And separate recording of fertiliser use. 22 staff manage the courses. A number are trained to PA2 others to PA6. All staff are trained to PA1. The current equipment used is the Toro 5800 which is fully serviced and maintained by the in-house mechanics. It is calibrated as required. My Turf is used to record hours of use with job sheets being automatically generated when work (servicing) is required. Yearly NSTS testing carried out.

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.	All grass clippings are collected and composted. Machinery used out on the course is well serviced. Spill kits are in place. No spray zones include all areas of rough and the natural areas designated as such by the greenstaff. Training for staff is in place and is continuous. MPTC training is employed which is an industry standard. The training covers H&S, prestart checks, safe use, emergency procedures etc. All staff are trained with updates undertaken at intervals less than 5 years. All staff work to standard operating procedures (SOP) enforced from induction onwards. This I am informed includes pollution prevention procedures (all staff aware and trained) in above and in spill response management. CCIP: Please ensure emergency spill kits are in place in all areas of the facility where spills could occur (i.e., kitchens) CCIP: Please amend section 6 of the emergency spill SOP to include spill kits in the kitchens and any other high-risk areas. CCIP: Please amend the emergency spill SOP to include all staff that are trained and aware of the response procedures. Consider posting a training sheet on the wall showing the lead and other responsible persons. CIP: Please consider creating a poster form of the SOP which can be hung in all areas as an easy reference should an emergency occur.
	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	All chemicals for cleaning are stored in a locked cupboard with access available at specific times by appointed person (Head of Housekeeping). The appointed person has the key and maintains responsibility for managing the cupboard and who gains entry. Chemicals are dispensed from refillable wall units so no bottles to spill or lose. All chemicals are eco-friendly and non-hazardous. This includes sanitizers through to the cleaning agents (all evidenced during the site visit). The empty containers are rinsed and discarded via Greensman - a reputable waste carrier. Uplift invoices are made available to view.

	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	I noted a number of drip trays under stationary equipment. These are provide for all equipment. The club use a waste to water closed loop system to wash down equipment. All fuels are stored in underground tanks which are fitted with GEO tag recognition to specific equipment to ensure only correct fuel in equipment. The tanks are monitored and fully licenced by the independent Petroleum officer - local authority. The chem room supports an impervious floor that is heavily bunded. The room is well lit, ventilated and free of obstructions. Signage is in place. Data sheets were made available to view covering risk assessments and waste collection. Compliant Grounds Compliance and Management system.
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	See 3.1.3 above. In addition, stock takes are important, and this includes product rotation if required. Though purchase of any products is tightly controlled and based on need. Greensman collect all oily rags containers etc. Compliant Ground as above is used to manage all spray activities and chemical use. Fire extinguishers were noted, and first aid provisions are in place.
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage and discharge licences	Wastewater discharge licence; Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)	The club has installed rain catchment butts for gardening use and uses the waste to water closed loop recycling system which saves water during washdown. No water discharges from site. No requirement for discharge licence.

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	Water is available via a purpose-built irrigation reservoir and through two monitored boreholes. The reservoir delivers up to 2700m3. And the

			boreholes monitored by Environment agency are on a repeating 12-year use regime. Mains can be used as a backup if required. The greenstaff minimise water use by way of regular monitoring using POGO and Turf Pro which allows for GPS moisture mapping and targeted irrigation. The irrigation system is up to date and features individual head control. Hand watering is still a major part of the irrigation strategy. Independent irrigation contractors are used to check and service the system. Monthly checks are carried out. An active, specific WhatsApp account is used by greenstaff to report issues. Records of all abstraction and volumes used are kept. Borehole use data is forwarded to EA. The EA undertake occasional monitoring visits.
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 staff are provided with training sheets which cover hand watering and irrigation. Staff are able to work alongside and accompany independent irrigation consultants to develop experience. This is carried out on a rota basis. As indicated above, irrigation is informed via moisture mapping and by using weather data alongside visual monitoring.
	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	All borehole records are kept in house and are issued to Env. Agency. The facility supports a number of zones. All data from the zones is collated and recorded. Graphical displays are provided which helps early identification of any developing issues. Concierges carry out regular and repeated checks through all locker rooms etc daily to ensure taps and showers are off and to identify any other issues. Energy saving shower heads are installed within the cedar sports complex.
R1.3 Source water responsibly	R1.3.1 Measures towards alternative, lower quality sources of water	Ensure appropriate water abstraction permit and reporting, as required	The Env. Agency monitor water use by way of an observation borehole situated off site. They keep a close record of water use. Mains water is metered and irrigation water for on course is also recorded. Members are regularly updated on water sustainability. All issues via the club's newsletter and website ('hub').
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 Tag marshal monitors patterns of play, and this is passed to the club to enable decisions on reducing amenity areas alongside wear management requirements. The system allows identification of play and wear hotspots and enables the club to manage them.
R2.2 Maximise energy efficiency	R2.2.1 Measures to use energy and fuels more efficiently in buildings	Audit energy use regularly; Regularly review bills; Categorise and track energy consumption	Energy records are collated monthly by the greenstaff which are then passed to finance who records use graphically and issues throughout the complex for heads of dept to view. Records issued and checked monthly.
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	Energy saving lighting is in place and LED strip lights are used through the maintenance compound. Some but not all areas have motion sensors in place (dependent upon use). Good use is made of solar panels especially through the Cedar sports complex and this is being considered within the maintenance complex as part of the revised build. The club are working to a sustainability strategy which covers renewable energy recommendations. Where possible they will be introduced from 2026. Note, however a number of buildings are grade 2 listed and thus cannot accommodate solar.
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 club works to a best practice buying guide which is largely influenced by quality of products. If any items purchased locally are deemed poor, then the club will seek alternatives out of the immediate area (still local to Surrey). I am informed these are bought as close to the club as quality standards allow. Chemicals, wetting agents etc are purchased from Surrey and topdressing is very locally sourced from Redhill. Bulk orders can save fuel miles, and this is often considered. The chef is keen to use local produce including herbs from the site. English wines are an important element of the club's wine use policies.
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	As above. A detailed purchasing plan is in place and is used by all heads when ordering for the facility.

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 hotel rooms have their own recycle bins whilst large separation bins are present with signage. The bins on the course are being replaced with separation bins. Recycling and waste management is a strategic element of the business. All buildings waste is collected by BIFFA. Records are in place detailing each uplift. Signage relating to waste management is in place over a number of strategic locations. Food and oil wastes from clubhouse and restaurants is collected by Ollero. Again, receipts are in place and checked. All food deliveries are now via plastic crates which are returned and reused. This saves massively on the amounts of card waste that would otherwise be generated. The club does not use bin bags and interestingly the chefs are working on projects looking at reducing the reliance on cling film (throughout entire 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	As above, all required licences and collection invoices were in place. COSHH training is in place for all staff with refreshers and updates provided normally 2x per annum. The club use online and on-site training.

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 RAC club is an exclusive private members club providing a multifunctional space for over 17000 members. The club offers complete accessibility to all members with no restrictions of gender or creed. Social and recreational activities vary from photography to the cedar spa facilities, tennis and golf.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		The club supports over 40 charities every year. The chosen charities change annually. In addition, the club provide support to local good causes through auctions (tee times provided which allows access to the wider public). The club also provides venue hire to the charities.

			The captain's charity in addition runs annually and in 2024 raised over 30K to a chosen cause.
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 club agree purchasing locally to support the locality. The club run an Environmental Social Group (ESG) which meets monthly to discuss purchasing and other issues. An action plan is in place which ensures all actions agreed are fully met. Good causes and local interest are all met using a traffic light system which ensures all interests are catered for.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		The club provides a number of activities contributing to health and well-being these include the spa with swimming facilities, several tennis courts and golf. Moreover the club have created a series of downland walks through the estate catering for photography to just the general appreciation of the countryside. Dog walking is allowed, and the hotel caters for dogs and people. Herb gardens are of interest to members as to the chefs who use the herbs in cooking. They also write about the culinary uses of the herbs in the quarterly magazines to members. Golf coaching is well used and is mental health and well-being focused. Proceeds of coaching is given to charitable causes.
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	There are no limitations to membership, but a large waiting list is present. Men and women are represented (approx. 70:30 split). Visitors are invited through members and by way of the many charitable events that take place.
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 club is recognised with gold standard through investors in people. Employment is strictly based upon skills (skill-based employment). The recruitment induction process is undertaken in 3 comprehensive stages. Raging from club-wide familiarisation to department inductions and follow up inductions carried out 2 months after starting.
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 club have a well-used and regularly updated website (the Hub), together with a quarterly magazine which is very comprehensive covering all manner of events and articles of interest (all sectors). Internet group communications are encouraged and there are currently 47 interest groups.

C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	Provide evidence of external communications and community engagement	The club outlined the captain's charity event as a highlight and the 47 charities that are annually represented. All achievements are both celebrated and marketed, which is important with over 17000 members. The club are also proud to highlight the beehives on site (all named by the junior members), the honey produced, and also the successful herb gardens. The club also invite the environmental / sustainability group to meet and discuss initiatives annually. Again, these are included in the communications to all members.
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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