



GEO Certified®

GEO Certified® Report Royal Wimbledon Golf Club

Prepared by independent verifier: Keith Duff

Certified by GEO Foundation: 2023
Recertification due: 2026

GEO Certified®

 **GEO
Foundation**
Sustainability in and through golf

“Royal Wimbledon Golf Club is an outstanding example of how a golf club puts sustainability at the core of everything it does. They have a very active Sustainability Working Group, whose influence is clear throughout the full range of the clubs’ activities, including through the agendas of all their committees. A significant part of the golf course lies within an internationally important wildlife site, and the club’s management of it (along with the rest of the course) is ensuring that the wildlife interest is being maintained well. Indeed, ongoing work aims at enhancing the site and its biodiversity. Club members assist by recording sightings of species on an electronic database maintained by the club. The course itself is managed sustainably, using cultural management practices to ensure that use of chemicals and water is minimised as far as possible.

There are strong linkages with the local community through a range of charity initiatives, as well as links with local schools aimed at providing opportunities for youngsters to get into golf. Within the club itself, inter-generational links aim to engage junior golfers with all aspects of the club’s activities, and mentoring and buddying processes are in place to facilitate this. The comprehensive Equality, Diversity and Inclusion Policy embeds similar principles across the whole club.

During my verification visit to the club I was very impressed by the practical commitment to sustainability shown by Royal Wimbledon Golf Club, and I commend them for their efforts.”

Keith Duff

(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Royal Wimbledon 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.

Royal Wimbledon 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, Royal Wimbledon Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Royal Wimbledon 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	The Club works closely with the statutory nature conservation agency Natural England to ensure that the requirements of the SSSI and SAC, which occupies about 30% of the golf course, are understood and met. This ensures that the management needs of

			all the main habitat types on the site are met, since the non-SSSI part of the course contains similar habitats to the designated area. No formal habitat map has yet been produced for the golf course, but the club is committed to creating one in the near future. External specialist consultants are also used regularly for ecological, woodland and entomological advice on golf course management. CIP: Please consider creating a habitat map covering the golf course area. The main habitat types present on the golf course are acid grassland and dry heath, with oak/birch woodland and good understory vegetation dominated by holly, bramble and bracken. Species recording of plants and animals is carried out by consultants and club members, creating a comprehensive list of species present on the site. The club's Sustainability Committee have been active in compiling a faunal and floral list for the site. Impressively, the club encourages members to report on species observed on site, and have created a digital form on which such data can be recorded by members. Further development of this is planned. The Club's weekly newsletter frequently includes information on wildlife on the course. The Course Management Plan and the Course Strategy document both highlight the importance of the environmental features on the site, and the club's commitment to their ongoing safeguard.
	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 golf course contains 2 statutory designations for wildlife, and the club is well aware of their obligations relating to them. The club have course development agreements with the agency responsible for these designations. The Wimbledon Common SSSI and SAC occupy about 30% of the golf course area and the club has a very good appreciation of their significance and importance for wildlife. They work closely with the statutory agency responsible for these sites - Natural England – and meet their local officer every year to ensure that all is well. More detailed discussions take place as necessary if specific control measures are required for problem species such

			as oak precessionary moth. Species monitoring is carried out by consultants and members, as noted under N1.1.1 above.
	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	The Caesars Camp Scheduled Ancient Monument (SAM) underlies part of 4 holes on the golf course, and the club is well aware of their obligations relating to this designation. They have a good working relationship with Historic England (HE), the statutory body responsible for the SAM. There is agreement over ongoing management of the golf course within the SAM, and HE are satisfied that golf course operation and management does not impact on the integrity of the SAM. Consultation takes place with EH if any significant groundworks within the SAM are being considered.
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	Extensive areas of functional habitat (acid grassland, dry heath, woodland and scrub) are present along the boundaries of the course, with acid grassland and dry heath forming most of the areas of rough within the golf course. Gorse patches are locally significant, as are smaller areas of woodland, with some occasional very mature trees. Linkages between areas of habitat are good, in the form of grassland or heather carries. The club is committed to the retention of functioning habitat within the golf course and is continually looking for opportunities to expand the area and quality of these, within the constraints of ultimate playability, and noting the potential resource savings to be gained by reducing areas of managed turfgrass. Work to restore or improve the quality of heather areas in the roughs and out of play areas is taking place, and the club understand that areas of grass/heather mosaics are ecologically preferable to pure stands of heather. Observation of patterns of golfer play, and wear patterns, help to inform decisions on where habitat areas could be expanded without causing controversy.
N1.3 Actively manage habitats for wildlife	N1.3.1 Projects to manage habitats in the best way for wildlife and golf	Regularly review and follow a habitat management plan; Prioritise native species when planting and landscaping	The ongoing management of the habitats on the site is founded on the principle that the naturally occurring habitats and species should be retained, and that exotic species should not be introduced. The close working with Natural England, supported by the advice they receive from their ecological consultants,

			ensures that this principle is translated into positive action. As a consequence, the habitats seen on the golf course are entirely consistent with the high-quality habitats which exist on the adjacent Wimbledon Common.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		The ongoing management of the functioning habitats in the roughs and out of play areas ensures that these habitats retain the diversity of priority species which are naturally present. In addition, the club have put up numerous bird boxes and bat boxes in woodland areas, and on appropriate individual trees, to further encourage the presence of priority species. A number of beehives have been placed in a secluded area away from play, with honey then being made available for sale to members.
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	Cool season turfgrasses dominate on the golf course, and broadly reflect the natural bent/fescue grasses which are native to the site and to the adjacent Wimbledon Common. On tees and fairways the native grasses are supplemented by ryegrass to help withstand heavier footfall, whilst Poa is dominant on greens to provide the desired putting surface. Grass selection is also influenced by resilience to disease and drought.
	N2.1.2 Practices to maintain good soil structure and condition		Good cultural management practices are at the heart of the club's approach to agronomic management, using a range of standard aeration techniques to improve rooting depth and reduce soil compaction.
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	Fertiliser use is determined by sward condition and soil analysis, and the past 3 years data shows this is keeping application levels acceptably low for a sustainably managed golf course, even in the severe conditions of the 2022 drought. Greens staff pay close attention to sward condition throughout the year and assess what may be needed at any given time rather than relying on theoretical principles.

N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding	Use of pesticides is kept to a minimum by the club's use of cultural methods of turfgrass management such as scouting, hand-weeding, removal of surface moisture from greens, and integrated pest management strategies. The importance of keeping mower blades sharp to minimise risk of disease is well understood by the club, who have their own in-house reel grinding equipment.
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	Cultural methods of turfgrass management, including IPM and scouting, are fundamental to the way that the club manages its swards, with chemical intervention only if it becomes clear that disease outbreak is possible, in which case preventative applications are made. Curative applications are used if outbreaks occur. Greens staff are aware of potential disease hotspots and monitor them to pick up early signs of stress.
	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 .	Chemical application logbook inspected and found to be a comprehensive and up to date record of products held and used. Confirmed that all staff who use pesticides are licensed, fully trained and use appropriate PPE. Wash facilities in place. Confirmed that spraying equipment is regularly maintained, tested and calibrated. CIP: Please consider establishing an on-line inventory of products which documents a clear audit trail from acquisition, through use, to disposal of packaging and residues.
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;	Emergency spill response plan in place and checked, and is underpinned by clear guidance and instructions to all greens staff as to what they must do if they discover any spills. Impressively, the club has a very comprehensive Business Continuity Plan (BCP) covering all aspects of the club's business. The Emergency Spill Response Plan is seen as a key part of the BCP.

		Create a map / aerial visual reproduction, drawing etc of the course showing buffer zones and no-spray, no-spread areas.	Extensive use of comprehensive display boards within the greenkeeping complex, covering all aspects of health and safety, and good working practices generally. Mowing and spraying buffer zones 5m wide left adjacent to all watercourses and ecologically sensitive areas. No chemicals are applied in the roughs.
	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	Fat traps installed in kitchens to ensure waste fats do not enter the mains sewer discharge. Fats, and waste oils, stored securely before being uplifted by the club's waste contractor, who holds all the appropriate licences. Wastewater discharged to the mains sewer discharge.
	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	Large impermeable concrete washdown pad, draining to a closed loop washdown system which is periodically recharged with biological reagent. All machinery cleaning is done on the hard-standing washdown pad, as is all preparation, mixing and loading of pesticides and fertilisers. All pesticide containers and applicators are triple-rinsed on the washdown pad after use, with the used containers being stored securely before collection by the clubs waste contractor.
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	Register of hazardous materials kept up to date. Fuel storage tanks in good order and located on hardstand area. All are double skinned, with incorporated secondary containment bunding capacity. All hazardous chemicals stored in locked metal storage cabinets, located on hardstand area. Fertilisers and wetting agents stored within the main maintenance facility building, which is locked when not occupied. Oils and liquids stored in metal drums above a bunded base. Spill containment kits, and fire extinguishers, in place.

			Emergency wash area in the staff restroom complex. The overall layout and management of the storage areas for hazardous materials is very good. Indeed, the overall design, layout and operation of the maintenance facility is exemplary. The facilities available for staff use are spacious, airy and clean, and have comprehensive and easy to access information on all aspects of health and safety, and staff welfare.
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)	All wastewater leaving the site goes either into the mains drainage or sewerage system, which is fully authorised. All machinery washing takes place on the impermeable hard stand which drains to the closed loop washdown system.

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	The club's commitment to sustainably managed cool season grasses means that surfaces are not excessively watered. Irrigation takes place on tees, greens and fairways, with the intention of keeping the playing surfaces healthy rather than over-watering them. Targeted application via hand-watering on greens complexes is used as necessary to fine tune. Moisture meter readings inform decisions on irrigation.
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	Irrigation system has just been upgraded over much of the course, to ensure that water applications can be targeted much more efficiently. The system has always been serviced regularly, and this will continue. The club's philosophy is to minimise the use of water as much as possible, ensuring that swards are firm and healthy, whilst

			avoiding over-watering. Decisions are informed by weather patterns and soil moisture analysis. Spray arcs monitored and adjusted as required. Consideration is being given by the club to the possibility of installing a reservoir, potentially fed in part by springs on the site, to provide a more sustainable supply of irrigation water.
	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	Clubhouse water use audited at least quarterly through review of water bills, to check for any irregularities. Low water use toilets have been installed in the clubhouse. CIP: Please consider carrying out a water audit to see if water consumption in the clubhouse and the maintenance facility could be reduced significantly.
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	Water abstraction permit confirmed, and abstraction is within licenced limits. Reports on volume extracted made to Environment Agency as required.
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 club's work to maintain the extent of naturalised habitat in the roughs, and also to ensure there are ecological linkages between them, means that areas of managed turfgrass are kept to the minimum necessary, thus reducing energy consumption for course management. 2 electric utility vehicles, and 3 electric greens mowers, are used as part of the greenkeeping fleet.
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 use is audited through reviewing figures contained when utility bills are received. Energy saving initiatives include the installation of LED lighting, and automatic sensors for control of lighting. CIP: Please consider undertaking a comprehensive audit of energy use within the club, to highlight potential areas for

			further savings. This could include looking at the proportion of renewable energy contained within the grid electricity provided by different utility suppliers.
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	Now that a major course improvement programme has been completed, the club are considering the possibility of investing in solar power generation. This could be considered as part of the proposed energy audit. The possibility of installing a biomass boiler has been considered, but significant practical challenges to siting it have been identified. This could also be considered in the proposed energy audit.
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	Waste materials generated through golf course management are recycled for use as bulk fill and screening material. The need to ensure that over-ordering and over-specification of products and materials are avoided is well understood by staff, who appreciate the cost and sustainability implications of their decisions. The Club provides refillable water stations in the clubhouse and now only sells aluminium bottled water and cans as a takeaway option in the Halfway Hut. In addition to this, they have moved to a fully compostable material for takeaway containers for food and hot drinks. The club employs a Facilities Manager, with responsibilities for overall clubhouse operations, including health & safety, security, and materials ordering. Materials storage, stock control, and operations generally, are clearly managed carefully and well, to ensure that resources are marshalled effectively and economically.
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	Currently the club does not have a formal sustainable/ethical purchasing policy, but does use as many local suppliers for foodstuffs as is practically possible. This applies particularly to meat and vegetable suppliers. About 70% of all suppliers are located within 100 miles of the club.

			CCIP: Please develop a formal sustainable/ethical purchasing policy, outlining a preference for local, low-impact products across all facility operations.
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	Waste separation observed to be well organised, both at the maintenance facility and in the clubhouse, with clearly labelled containers for separate waste streams. Specialist licensed waste contractors used for uplift and subsequent treatment, and good records kept by the club. Approximately 20% by weight of the waste generated on site goes to recycling, primarily plastics, paper and glass.
R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	Use authorised waste and recycling contractor for general, hazardous, industrial and green waste	Confirmed that waste licences held by the clubs' waste contractor, a reputable national company providing the full range of waste management services.

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		Members are encouraged to observe and record plant and animal species seen on the course, through an on-line database. Information on highlights is made available via noticeboards and through the weekly electronic newsletter sent to members. The club are considering putting QR codes out on the golf course to explain what's going on. The club has strong links with the school KCS Wimbledon, offering opportunities for 6 pupils to join as junior members. The

			club also offer 2 scholarships per annum for Merton children to be involved with the club. Local schools and businesses can rent rooms for meetings if a club member sponsors the event.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		The club has a strong charity-supporting ethic, raising funds directly and through golf days for local hospices, a local theatre, and national charities. During Covid lockdown the club raised tens of thousands of pounds to support the Wimbledon Food Bank.
C1.3 Establish active community partnerships	C1.3.1 Positive and constructive engagement with neighbours, the local community and other groups	Create a 'sustainability working group'	The club has an active Sustainability Working Group, chaired by a member of the Finance Committee, and made up of both staff and members of the club. The committee met 3 times in 2023 and there were also several other informal work meetings. Formal minutes are produced, and sustainability matters are on the agenda for all the club's main committee meetings. CIP: Please consider whether the Sustainability Working Group could take the lead in dealing with the CIPs set out in this report. The club has good links with the Wimbledon Common conservators, especially over management of the site, and also has good links with the Surrey Wildlife Trust on matters related to wildlife. The club maintains good relationships with the two environmental agencies responsible for the statutory designations on the golf course (Natural England and Historic England). Work experience opportunities are provided both in the clubhouse and on the golf course.
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 records the number of rounds played per year and encourages players to walk rather than use a buggy. Buggy use is restricted to those players with a medical certificate. Use of bicycles to travel to the golf club is encouraged, and the club are in the process of creating a bespoke bicycle store at the clubhouse. Provision of information about wildlife on the course is seen as beneficial to the experience of being on the golf course.
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	The club have an Equality, Diversity and inclusion (EDI) Policy which demonstrates their commitment to equality and inclusivity for all members and visitors. Inter-generational golf is promoted and encouraged in several ways. The club identifies adults willing to mentor junior golfers, identifies older juniors willing to buddy with new juniors, and runs inter-generational tournaments to help match mentors and mentees. A Junior Council has been set up to provide the club with feedback and ideas from young players, and juniors are also involved in organising competitions and fixtures. Juniors are also encouraged to contribute to and attend club events. The clubhouse is accessible to those with limited mobility or physical disability.
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's EDI policy applies to staff as well as members and visitors. Induction courses are delivered to all new employees, along with specific training appropriate to the job. Guidance on staff employment and management from the Club Managers Association of Europe underpins the club's approach, which includes continuous professional development. Health and safety, underpinned by risk assessments is taken very seriously.
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	Staff, committees and members are kept well informed about the club's sustainability activities, including staff handbooks, staff meetings, use of noticeboards, the weekly newsletter to members, and the website. Social media are also used. Wildlife walks for members are organised, and have increased the number of members who contribute data on species seen on the site to the species database managed by the club. The club collaborates with a local bee farming business, who manage the apiary installed on the 6th hole. Presentations to members have provided educational opportunities to inform them about the importance of bees in ecosystems, and their role in maintaining the golf course's landscape.
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's charity work has been highlighted earlier, as have their supportive links to local schools. They also host a community day to celebrate and thank partners they've worked with throughout the year. The club frequently host high profile golf events, including national and regional events, enabling them to demonstrate and promote their sustainability work.

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