



GEO Certified®

GEO Certified® Report

The Duke

Prepared by independent verifier Tom Del Tin

Certified by GEO Foundation: 2026
Recertification due: 2029



"The Duke is a beautifully located golf course, set within an historic woodland and heathland landscape, complemented by an equally impressive clubhouse, restaurant, and hotel. After many years of operating with a more closed approach, the club is increasingly opening up, allowing more non-members to experience how it contributes to nature. The course is also rich in cultural heritage, featuring a Moluccan memorial with an ice cellar, impressive veteran trees, and traces of an old church path.

A great deal of effort is being invested in continually enhancing the course, with dedicated greenkeepers showing a strong awareness of opportunities to support flora and fauna. It will be interesting to see what future ecological surveys reveal in terms of species diversity.

Thank you for the comprehensive tour and warm hospitality!"

Tom Del Tin
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that TPC San Antonio 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.

TPC San Antonio 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, TPC San Antonio should be awarded GEO Certified® status.

For the certification period stated above, TPC San Antonio 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 ecological consultancy Buiting Advies has been commissioned to map the flora and fauna on the golf course. They will begin surveys this spring and produce a report, including an ecological working protocol and recommendations to improve, expand, or create suitable habitats. There is a badger population on the course, which is monitored by a local badger working group. CIP: After the first survey, it would be beneficial to repeat this (for example every three years) to monitor how flora and fauna develop, including after new habitats are created or improved.
	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	Currently, work is carried out based on the knowledge of greenkeepers when pruning, felling, mowing, or cleaning water bodies, including how to deal with protected species. With the ecological working protocol being developed by Buiting Advies, an important and necessary improvement will be made. CCIP: Please ensure that all greenkeepers are familiarised with the ecological protocol once it is implemented.
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	There are several culturally and historically valuable elements on the course, including a former church path (mass path), monumental trees, and a Moluccan memorial site including an ice cellar. The memorial site is legally protected and must not be altered. CCIP: Please record the locations key habitats and culturally and historically significant features on maps. Information boards or website references could help to highlight these.
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	Play patterns are not actively analysed, but greenkeepers know from experience which areas could be naturalised. Heath clippings and seed mixes are currently being used in these areas. Due to the compact layout, expanding natural areas is limited.

			CIP: Please explore the feasibility of GPS tracking trials for golfers, which could help identify underused areas for conversion to nature.
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	Significant effort is made to manage habitats appropriately. Roughs and heathland are grazed by sheep. Brush piles and deadwood provide habitat for insects and amphibians. Around 60 bird boxes support bird populations. Ponds have gently sloping edges where vegetation remains over winter. Native wildflower mixes have been sown. CIP: Please consider gradual, irregular edges and vegetation for the planned new ponds for water storage, as these present fantastic ecological opportunities. CIP: Please mow banks and species-rich grassland in phases, leaving 20–30% unmown.
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	The Buiting Advies study will identify species present and opportunities to enhance habitats.
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	It has been observed that <i>Festuca rubra</i> is less drought tolerant. More climate-resilient species such as <i>Poa pratensis</i> and <i>Lolium perenne</i> have been selected.
	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 soil samples are analysed by Eurofins. Parameters such as pH and moisture are monitored. Biostimulants are applied on greens.
	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	Plant sap analysis is carried out every few weeks to guide precise fertilisation. Fairways are fertilised using both spray and granular applications.

	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	Bird boxes (50–60) support natural pest control. Nematodes are used against leatherjackets. Dew is removed daily to reduce fungal pressure.
	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	Chemical treatments are used for leatherjackets, chafer grubs, fungi, and weeds. Application is targeted using backpack sprayers. Weeds are also removed manually. CIP: Please continue exploring ways to reduce chemical use and identify alternatives.
		N2.3.2 Application of chemicals with full safety precautions	Use legally registered and approved products; 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	Greenkeepers are trained and qualified to handle chemicals responsibly.
	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	Emergency plans exist for spills of fuel, fertilisers, chemicals, oil, and hydraulics. Buffer zones are maintained around water and natural areas.

	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	Not applicable.
	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	The maintenance facility is well organised. Equipment is clean and stored properly. Floors are clean and leak-free.
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	Waste contractor Renewi provides certified environmental management systems covering collection, storage, and transport of materials.
	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;	The maintenance facility is professionally organised and complies with all legal requirements.

		Inspection of storage tank(s) at least quarterly, if required; Fire extinguisher in the immediate area	
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	Rainwater from buildings and parking areas is collected and directed via pipes into one of the ponds.

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	Grass species are selected for drought resistance. A computer-controlled irrigation system ensures watering only when needed.
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;	A central pond provides irrigation water, supplemented by rainwater and other ponds. Two additional ponds are planned. The goal is to become water neutral. Irrigation systems are advanced and highly efficient, responding to location-specific needs and weather conditions.

		Adjust sprinklers to playing surfaces only	
	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	Toilets are water-efficient. CIP: Please explore additional water-saving opportunities.
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	Irrigation uses rainwater-fed ponds.
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	A growing proportion of machinery is electric. The club is a leader in robotic mowing.
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.)	Plans are in place to install solar panels for charging machinery.
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	Currently, no green electricity is used, but solar installation is planned. CIP: Please explore the feasibility of switching to a renewable electricity supplier.
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	Experiments are underway to produce compost from green waste. Material reduction is not yet a major focus. CIP: Please explore ways to reduce material use, including reducing paper and single-use plastics.
R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	The restaurant prioritises sustainability through local sourcing and seasonal produce. Ingredients from the course (e.g. medlar, wild garlic) are used. Food waste is minimised, and menus emphasise vegetables over meat.

			CIP: Please explore the feasibility of increasing the use of organic products.
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.	Waste is separated and processed accordingly.
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	Waste is handled and disposed of responsibly.

COMMUNITY			
<u>C1 Health & Wellbeing</u>			
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	Comprehensive emergency response and health and safety policies are in place. Includes Legionella management and a no-smoking policy.
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	Membership is limited to entrepreneurs (and their families).
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;	Around 100 employees. Recruitment is generally straightforward. Training and development opportunities are available. Interns are involved in projects.

		Follow all relevant legislation and best practice for hiring and employment; Follow all relevant legislation and best practice for worker safety	
<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	A public walking route (~5 km) runs through the course. The restaurant is open to the public. The club is becoming more open to non-members and building relationships with local groups.
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	One volunteer role has been created for a former employee. The course hosts charity events up to seven times per year, supporting organisations such as "Met je hart" and "War Child."
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	Strong engagement with local organisations, including water authorities and nature groups. Students in environmental studies contribute to projects.
<u>C3 Communications & Advocacy</u>			
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	Once GEO certification is achieved, it will be widely communicated. The website will include more content on culture and nature. GEO will feature in newsletters.
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	Shared highlights include: • Habitat creation through sustainable pruning • Grazing for heathland management • Bird support using sustainable materials

	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 Staff are encouraged to contribute ideas on reducing energy and material use. Plans are in place to improve water management through new ponds.

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