



**GEO Certified®**

# **GEO Certified® Report Sunningdale Golf Club**

Prepared by independent verifier Tony Hanson

Certified by GEO Foundation: 2025  
Recertification due: 2030

**GEO Certified®**

 **GEO  
Foundation**  
Sustainability in and through golf

*“Sunningdale Golf Club demonstrates an exceptional commitment to environmental stewardship, sustainable resource management, and community engagement. The club has developed a strong understanding of its unique ecological setting and is delivering significant conservation outcomes through habitat restoration, species protection, and close collaboration with external conservation partners. Sustainable turfgrass management, responsible water use, robust pollution prevention measures, and a culture of continuous improvement are evident throughout the operation.*

*Particularly noteworthy are the club’s heather restoration initiatives and proactive management of protected habitats, which together showcase how high-quality golf can be successfully integrated with nature conservation. The club also makes a positive contribution to the wider community through charitable activities, education, outreach, and knowledge sharing within the golf industry.*

*Overall, Sunningdale Golf Club continues to set a high standard for sustainable golf course management and is well deserving of GEO Certified® status, with the identified improvement opportunities providing a clear pathway for further enhancement in the years ahead.”*

**Tony Hanson**  
(GEO accredited independent verifier)



# Introduction

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GEO Foundation is pleased to confirm that Sunningdale 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.

Sunningdale 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) set for the future and Critical CIP's (CCIPs) to be reviewed at recertification, Sunningdale Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Sunningdale 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  
Director, Certification and Credibility,  
GEO Certification Ltd.



# Verification and Certification

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## 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](http://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.isealalliance.org](http://www.isealalliance.org)



## Verifier's Report

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

| THEMES    | ACTION AREAS                                                                                                                                             |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Nature    | <ul style="list-style-type: none"><li>• Habitats &amp; Biodiversity</li><li>• Turfgrass management</li><li>• Pollution prevention</li></ul>              |
| Resources | <ul style="list-style-type: none"><li>• Water</li><li>• Energy</li><li>• Materials</li></ul>                                                             |
| Community | <ul style="list-style-type: none"><li>• Partnerships &amp; Outreach</li><li>• Golfing &amp; Employment</li><li>• Advocacy &amp; Communications</li></ul> |

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                                                                                                                                                         | Knowledge of habitats observed and discussed during the initial meeting and during the course walk.                                                                                                                                                                                                                                               |
|                                                       | N1.1.2 Knowledge of legal designations for protected areas, habitats and species      | Identify rare, protected or endangered species found on the golf course;<br><br>Understand legal responsibilities for landscape protection and special area designations, if applicable                            | Discussed and observed – work with Surrey Wildlife Trust. Habitat assessment and wildlife survey completed. Working to manage heathland habitats.<br><br>Located within a lowland heathland ecosystem which is protected as part of Chobham Common SSSI and designated as a Special Area or Conservation (SAC) and Special Protection Area (SPA). |
|                                                       | N1.1.3 Sound understanding and respect for cultural heritage                          | Protect any archaeological, historical or cultural designations on the site, if applicable                                                                                                                         | No historic features/monuments advised.                                                                                                                                                                                                                                                                                                           |
| 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                                                                                                                                              | Wear patterns and observations to identify underutilised areas of turfgrass.<br><br>Heather restoration project includes the removal of pioneer species and bunker restoration.                                                                                                                                                                   |
| 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<br><br>Prioritise native trees and shrubs when planting<br><br>Prioritise native aquatic species of varying size and structure when planting | Management includes removal of pioneer species that outcompete heather. The land management programme is focussed on favouring the natural heathland rather than allowing a transition to woodland.                                                                                                                                               |

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|                                                        |                                                                                                      | Establish mowing buffer zones next to water bodies and wetlands                                                                         | Maintaining and creating natural corridors between habitat areas has been a consideration in the management programme. Connecting habitat on the golf course to surrounding habitats where possible.                                                                                                                                                                                                      |
| <b>N1.4 Conserve key species</b>                       | <b>N1.4.1 Practical conservation measures for priority species</b>                                   | Follow local best practice to protect or attract endangered, protected or rare species found on site                                    | <p>Discussed – working with wildlife charities, observed maps and observed habitat restoration work.</p> <p>Bat boxes, amphibian housing, bird boxes and bug hotels to promote biodiversity and support endangered species.</p> <p>Prioritising native aquatic species. Prevent fertilisation of natural rough and establishing mowing buffer zones.</p>                                                  |
| <b>N2 Turfgrass</b>                                    |                                                                                                      |                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>N2.1 Maintain optimum turfgrass and soil health</b> | <b>N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors</b> | Select appropriate grass species for the climate                                                                                        | <p>Species mix unchanged since 2022 and suit the climate and soil conditions</p> <p>Bagshot clay – very fine and can hold water making fine turf species difficult to cultivate.</p> <p>Greens consist of 60% Poa annua and 40% Agrostis Sp.</p> <p>Pest and disease hot spots identified and tracked using a combination on site knowledge and records; course scouted for early signs and symptoms.</p> |
|                                                        | <b>N2.1.2 Practices to maintain good soil structure and condition</b>                                | No specific international requirement, however, identify course management and agronomic activities and look for continual improvements | <p>Discussed integrated Turf Management – creating agronomic balance.</p> <p>Discussed and observed soil testing undertaken and good cultural practices to maintain soil structure.</p> <p>The Club use a range of organic fertilisers and bio-stimulants.</p>                                                                                                                                            |
|                                                        | <b>N2.1.3 Careful and responsible fertiliser application throughout</b>                              | Test and monitor soil pH;                                                                                                               | Discussed all of this during the visit - and training records present.                                                                                                                                                                                                                                                                                                                                    |

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|                                               | <b>the year to avoid over-fertilisation</b>                                                                           | <p>Follow legal requirements when timing fertiliser applications</p> <p>Ensure staff are fully qualified to use fertilisers</p> <p>Ensure staff use appropriate protective equipment</p> <p>Regularly calibrate and test applicators</p>                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>N2.2 Prioritise mechanical maintenance</b> | <b>N2.2.1 Non-chemical pest, disease and weed management</b>                                                          | <p>Sharpen mowing blades;</p> <p>Remove surface moisture;</p> <p>Change hole locations frequently</p>                                                                                                                                                                                                                                                                                                             | <p>Discussed all requirements and observed pest and disease maps.</p> <p>Equipment maintained on site – grinding cutters etc (clean cuts reduce risk of pathogens entering grass)</p>                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>N2.3 Use chemicals responsibly</b>         | <b>N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues</b> | <p>Identify and track pest and disease hotspots, including sensitive areas</p> <p>Scout the course daily for early signs and symptoms</p> <p>Accurately diagnose to determine the cause of weeds, pests and diseases</p>                                                                                                                                                                                          | <p>Discussed all requirements – identifying and forecasting based on knowledge and risk.</p> <p>Looking at using soil scouts in future to monitor soil conditions and improve fertiliser timing.</p>                                                                                                                                                                                                                                                                                                                                                                         |
|                                               | <b>N2.3.2 Application of chemicals with full safety precautions</b>                                                   | <p>Use legally registered and approved products;</p> <p>Prefer products for the specific weed, pest or disease;</p> <p>Follow legal requirements;</p> <p>Ensure staff are fully qualified to use pesticides;</p> <p>Ensure staff use appropriate protective equipment;</p> <p>Regularly calibrate and test applicators;</p> <p>Dilute and dispose of leftover product on untreated areas of amenity turfgrass</p> | <p>Discussed and observed.</p> <p>Spray records are linked to stock records automatically.</p> <p>Staff are qualified and wear appropriate PPE during pesticide application.</p> <p>Regularly calibrate and test applicators.</p> <p>Use of short-lived products and buffer zones to minimize risk of pollution. Any left-over product is diluted and disposed of on untreated areas of amenity turf.</p> <p>Use of spot treating and AI to accurately target weeds, pests and diseases. Use of specific (legally registered and approved) products over broad spectrum.</p> |

| N3 Pollution Prevention                       |                                                                                                             |                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| N3.1 Prevent pollution across the entire site | N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations               | <p>Document procedures for emergency spill responses ;</p> <p>Retain no-spray/no-spread buffer areas next to water bodies and wetlands;</p> <p>Retain no-spray/no-spread buffer zones in and around ecologically sensitive areas</p>                                                   | <p>Discussed and observed Pollution Incident Response Plan.</p> <p>Observed spill kits and absorbents on site.</p> <p>Discussed containment and spray buffer zones during the course walk and visit to the Course Maintenance Facility.</p> <p>The Club is in the process of a significant upgrade to the maintenance area, increasing storage areas, staff facilities and integrating a solar PV array in the design.</p> |
|                                               | N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations                 | <p>Formal wastewater discharge agreement, if applicable</p>                                                                                                                                                                                                                            | <p>No discharge license needed.</p> <p>Closed loop Wash Pad in place (water is treated and reused).</p> <p>Containment and spill kits observed.</p> <p>Documented procedures for emergency spill responses.</p>                                                                                                                                                                                                            |
|                                               | N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations      | <p>Wash machinery over an impermeable, leak-free surface;</p> <p>Mix and load pesticides and fertilisers over an impermeable, leak-free surface;</p> <p>Triple rinse pesticide containers and applicators</p>                                                                          | <p>Washing and mixing/refuelling all done on an outdoor concrete wash pad - contained.</p> <p>Hazardous materials stored in a container on the contained pad.</p> <p>Pesticide containers triple rinsed and stored in watertight bags until collection.</p>                                                                                                                                                                |
| N3.2 Safely manage hazardous substances       | N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances | <p>List of hazardous substances, made available to authorised staff;</p> <p>Product and material data safety sheets;</p> <p>Well ventilated concrete or metal building;</p> <p>Impermeable, leak-free flooring;</p> <p>Sufficient storage capacity;</p> <p>Spill containment kits;</p> | <p>Authorised staff have access to the list of hazardous substances.</p> <p>Hazardous substances stored on containment pad in outdoor container; with secondary containment in the event of a spillage.</p> <p>Spill kits and fire extinguishers present.</p> <p>Emergency eye wash and body shower in place.</p>                                                                                                          |

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|                                                    |                                                                               | <p>Secondary containment e.g., bunds or drip trays;</p> <p>Emergency wash area, as per local requirements (body shower and / or eye wash station);</p> <p>Hazardous substances safely collected by a registered company or body ;</p> <p>Follow any additional legal requirements</p> | <p>Pesticide containers triple rinsed and stored in watertight bags until collection.</p> <p><b>CCIP: Please update the PIRP with locations and images when the new maintenance is complete. Include the PIRP in the electronic document system.</b></p>                                                                                                                |
|                                                    | <b>N3.2.2 Legal compliance in the storage and handling of fuels and gases</b> | <p>Tank secured to a horizontal, flat, non-combustible surface;</p> <p>Secondary containment of fuel in the event of spills e.g. bunds and drip trays;</p> <p>Inspection of storage tank(s) at least quarterly, if required;</p> <p>Fire extinguisher in the immediate area</p>       | <p>Above ground bunded tanks inspected annually – being moved to new maintenance area. £5.2 m investment.</p> <p>Hazardous substances stored on containment pad in outdoor container; with secondary containment in the event of a spillage. Inspections of these containers take place quarterly (at a minimum).</p> <p>Spill kits and fire extinguishers present.</p> |
| <b>N3.3 Responsibly manage waste / storm water</b> | <b>N3.3.1 Appropriate wastewater usage, treatment and discharge</b>           | <p>Impermeable, leak-free surface;</p> <p>Treatment as per local requirements (oil, grease and / or clipping separation;</p> <p>Formal discharge agreement, if applicable</p>                                                                                                         | <p>Wastewater Discharge License not required.</p> <p>Discussed and observed closed loop washpad used for fuel and chemical mixing to contain any spills.</p>                                                                                                                                                                                                            |

| <b>RESOURCES</b>                  |                                                            |                                                                                       |                                                                           |
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| <b>R1 Water</b>                   |                                                            |                                                                                       |                                                                           |
| <b>Objectives</b>                 | <b>Requirements</b>                                        | <b>Mandatory Practices</b>                                                            | <b>Verifier Notes</b>                                                     |
| <b>R1.1 Minimise water demand</b> | <b>R1.1.1 Measures to reduce the need to consume water</b> | Select appropriate grass species for the climate e.g., drought and disease tolerance; | Discussed and observed how the Club have determined the sward composition |

|                                       |                                                                                   |                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                         |
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|                                       |                                                                                   | <p>Target irrigation to essential playing surfaces;</p> <p>Prioritise native, drought tolerant species for landscaping and planting</p>                                                                                                                                                                          | <p>Greens are 60% <i>Agrostis capillaris</i> which thrives in cool climates but also offers drought tolerance making it ideal for this location.</p> <p>Irrigation system upgraded - 30% more heads however the accuracy of application has improved allowing efficiency through accuracy of application based on soil moisture levels.</p>                             |
| <b>R1.2 Maximise water efficiency</b> | <b>R1.2.1 Practical measures to use water more efficiently on the golf course</b> | <p>Schedule irrigation based on informed assessment of soil moisture and weather forecasts;</p> <p>Evaluate new irrigation technologies e.g., central control, precision sprinklers etc.;</p> <p>Provide staff training on efficient irrigation practices;</p> <p>Adjust sprinklers to playing surfaces only</p> | <p>Weather (gathered from onsite weather station) and soil moisture taken into consideration when timing irrigation.</p> <p>Computer automated system to control irrigation, with automatic rain shut-off switches. Sprinkler heads adjusted to only water playing surfaces.</p> <p>The Club prioritise watering in the evenings or at night to improve absorption.</p> |
|                                       | <b>R1.2.2 Practical measures to use water more efficiently in buildings</b>       | <p>Monitor and record water consumption (bills, flow meter etc.);</p> <p>Encourage water conservation practices amongst players and staff</p>                                                                                                                                                                    | <p>Monitor and record water consumption through bills and flow meters.</p> <p>Water softening units to reduce boiler output, low flow toilets and waterless urinals, in addition to efficient kitchen appliances all reduce overall water consumption.</p> <p>Irrigate with recycled wastewater and water from an onsite retention pond.</p>                            |
| <b>R1.3 Source water responsibly</b>  | <b>R1.3.1 Measures towards alternative, lower quality sources of water</b>        | <p>Water abstraction permit, if required;</p> <p>Report water consumption to environment agency, if required</p>                                                                                                                                                                                                 | <p>Reviewing water storage and licensing currently.</p> <p>Two reservoirs on site but both are natural (not lined) so this would need an abstraction licence. They need to be lined or risk loss of water for irrigation (could be given Section 57 notice if a drought).</p>                                                                                           |
| <b>R2 Energy</b>                      |                                                                                   |                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                         |

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| <b>R2.1 Reduce energy demand</b>       | <b>R2.1.1 Measures to reduce the amount of energy consumed in golf course maintenance</b>                                                        | Naturalise non-playing areas to reduce mowing and other energy intensive inputs                                                            | <p>Discussed – the Club feel they are already at limit and cannot further increase naturalised habitat around areas in play.</p> <p>Naturalised non-playing areas are helping to reduce energy use and inputs.</p> <p>The Club prioritise low irrigation and low maintenance turf species but will continue to monitor developments.</p>                                                  |
| <b>R2.2 Maximise energy efficiency</b> | <b>R2.2.1 Measures to use energy and fuels more efficiently in buildings</b>                                                                     | Monitor and record energy consumption (bills, meters etc.)                                                                                 | <p>Discussed and observed.</p> <p>Building Management System increased building energy efficiency. Renewable energy under review.</p> <p>Solar being fitted to new maintenance area currently.</p> <p>LEDs, PIR motion sensors and automatic timers used.</p> <p>Staff meetings include resource efficiency and sustainability elements, allowing discussions and ideas to be shared.</p> |
| <b>R2.3 Source energy responsibly</b>  | <b>R2.3.1 Measures to source alternative, renewable forms of energy</b>                                                                          | <p>Understand the energy mix of your electricity supplier;</p> <p>Explore possible greener energy providers</p>                            | <p>Exploring and discussing greener energy providers and energy mix of current supplier.</p> <p>Consultations on small scale renewables.</p> <p>Hybrid or electric vehicles.</p>                                                                                                                                                                                                          |
| <b>R3 Materials</b>                    |                                                                                                                                                  |                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>R3.1 Reduce materials demand</b>    | <b>R3.1.1 Products and materials selection based on necessity, including opportunities for recycled, reused and locally sourced alternatives</b> | No specific international requirement, however, identify activities to reduce the demand for materials and look for continual improvements | <p>Accurate stock control for catering and operations to avoid overconsumption.</p> <p>No longer using single use products such as disposable cutlery, bottled water or plastic bags.</p>                                                                                                                                                                                                 |
| <b>R3.2 Purchase responsibly</b>       | <b>R3.2.1 Commit to sustainable purchasing practices</b>                                                                                         | Favour responsible, lower impact products                                                                                                  | Purchasing goods from businesses that are committed to sustainability, and goods made from recycled or sustainable materials (purchased in large quantities where possible to avoid excess packaging).                                                                                                                                                                                    |

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|                                          |                                                                                    |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                              |
| <b>R3.3 Reuse and recycle</b>            | <b>R3.3.1 Waste stream separation for maximum recycling and re-use opportunity</b> | <p>Put in place a recycling separation system, according to local rules and availability;</p> <p>Clear, simple and visible bin signage;</p> <p>Monitor and record weight of waste for each stream e.g. invoices, bills etc.</p> | <p>Detailed split of waste destination available. Records of waste weight kept.</p> <p>Waste bins already separate, with clear description of materials for each waste stream.</p> <p>Bin signage clear, simple and visual. Training for staff, and signs for all users. Waste management plan in place.</p> |
| <b>R3.4 Demonstrate legal compliance</b> | <b>R3.4.1 Compliance with all local and regional waste management regulations</b>  | <p>Authorised waste collector for general, hazardous, industrial and green waste, if required</p>                                                                                                                               | <p>Licensed waste carrier on contract for general, hazardous, industrial and green waste.</p> <p>Cooking oil recycled and food composted offsite.</p>                                                                                                                                                        |

| <b>COMMUNITY</b>                         |                                                                                              |                                                                                                                      |                                                                                                                                                                                                                                                                                                              |
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| <b><u>C1 Health &amp; Wellbeing</u></b>  |                                                                                              |                                                                                                                      |                                                                                                                                                                                                                                                                                                              |
| <b>Objectives</b>                        | <b>Requirements</b>                                                                          | <b>Mandatory Practices</b>                                                                                           | <b>Verifier Notes</b>                                                                                                                                                                                                                                                                                        |
| <b>C1.1 Improve health and wellbeing</b> | <b>C1.1.1 Benefits to human physical and mental health from golf and facility activities</b> | Plans in place to respond to incidents and emergencies                                                               | <p>Health and safety policy, risk assessment and safe working / playing conditions all discussed and observed.</p> <p>Plans in place to respond to incidents and emergencies.</p>                                                                                                                            |
| <b>C1.2 Be open and inclusive</b>        | <b>C1.2.1 Inclusivity and diversity in membership and visitor policies</b>                   | Membership policies free from discrimination across age, gender, sexual orientation, religion, and ethnic background | <p>Encouraging families and women to use the golf course and facilities. Include all golfers in decision making.</p> <p>Membership policies free from discrimination.</p> <p>Equal opportunities monitoring - encourage under-represented groups. Accessible clubhouse and mobility equipment available.</p> |

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| <b>C1.3 Employ fairly, safely and provide career opportunities</b> | <b>C1.3.1 Ethical and legal employment, working conditions and professional development</b>                 | <p>Adopt an equal opportunity recruitment and hiring policy;</p> <p>Follow all relevant legislation and best practice for hiring and employment;</p> <p>Follow all relevant legislation and best practice for worker safety</p> | <p>Follow legislation on best practice for worker safety.</p> <p>Training provided to employees and accredited professional development programs available.</p> <p>Opportunities for work experience available.</p>                                                          |
| <b><u>C2 Outreach &amp; Inclusion</u></b>                          |                                                                                                             |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                              |
| <b>C2.1 Diversify access and provide multifunctionality</b>        | <b>C2.1.1 Social and recreational activities at the facility</b>                                            | No specific international requirement, however, identify multifunctional activities and look for continual improvements                                                                                                         | <p>Nature trails, walks and horse riding trails- public footpaths across common.</p> <p>Signage to indicate where it is safe to access the site and to welcome other users - explaining access rights and best practice.</p>                                                 |
| <b>C2.2 Provide for volunteering and charity</b>                   | <b>C2.2.1 Opportunities available for volunteering and support of charities and good causes</b>             | No specific international requirement, however, identify activities to support volunteering and charity and look for continual improvements                                                                                     | Selected a charity for the facility to support and host a tournament which donates funds to the selected charities e.g. Ruth Strauss foundation.                                                                                                                             |
| <b>C2.3 Establish active community partnerships</b>                | <b>C2.3.1 Positive and constructive engagement with neighbours, the local community and other groups</b>    | No specific international requirement, however, identify partnerships and community activities and look for continual improvements                                                                                              | <p>Internships and apprenticeships available.</p> <p>Links with local wildlife charities and environmental protection agencies.</p> <p>Entered sustainable business award schemes.</p> <p>Machinery and raw material sharing with other local facilities and businesses.</p> |
| <b><u>C3 Communications &amp; Advocacy</u></b>                     |                                                                                                             |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                              |
| <b>C3.1 Engage staff and golfers</b>                               | <b>C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors</b> | <p>Involve staff and committees in sustainability efforts;</p> <p>Involve golfers in sustainability efforts;</p>                                                                                                                | <p>Sustainability information posted around the course and clubhouse.</p> <p>Educational events on sustainability.</p> <p>Sustainability committee made up of several members of staff from different departments.</p>                                                       |

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|--------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                        |                                                                                            | Post sustainability information in the clubhouse and / or on the golf course |                                                                                                                                                                                               |
| <b>C3.2 Celebrate and promote sustainability</b>       | <b>C3.2.1 Activities that raise awareness and engage people in the wider community</b>     | Share at least 3 Highlights on sustainable.golf                              | Electronic records being introduced – paper for some elements to date.                                                                                                                        |
| <b>C3.3 Follow a journey of continuous improvement</b> | <b>C3.3.1 Measures to help track, review and improve sustainability and climate action</b> | Put measures in place to ensure that OnCourse can be updated annually        | Measures in place to ensure OnCourse data is added annually.<br><br>Respond to any sustainability data requests from government bodies.<br>Include sustainability in annual project planning. |

## 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](http://www.sustainable.golf)