



GEO Certified®

GEO Certified® Report Golf Club Margara

Prepared by independent verifier Paolo Croce

Certified by GEO Foundation: 2026
Recertification due: 2031

GEO Certified®

 **GEO
Foundation**
Sustainability in and through golf

“As highlighted during previous certifications (2019 and 2022), the Club has implemented unwritten procedures to reduce environmental impacts at all levels. In terms of course management, everything possible is being done to make turf maintenance as sustainable as possible. Further progress could only be made with significant investments in the implementation of an irrigation system for both courses and energy supply via solar panels. Converting the fairway turf to hybrid Bermuda grass could significantly contribute to water savings. Tests conducted over the past three years have yielded positive results. Now it's up to the owners to raise the necessary funds. As we wrote the club is a family business, and therefore, such interventions would need to be managed with personal funds. For this reason, even with genuine intentions, decision-making times are rather lengthy.”

Paolo Croce
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Golf Club Margara 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.

Golf Club Margara 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, Golf Club Margara should be awarded GEO Certified® status.

For the certification period stated above, Golf Club Margara 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 Margara GC was created by a prominent Genoese shipowner, Glauco Lolli Ghetti, an environmentalist in his own right, having been the first in Italy to use double-hulled oil tankers, which were less susceptible to accidental spills. In 1972, he decided to give the Genoese and Ligurians in general the opportunity to play golf on large open spaces by creating a genuine country club. Unable to find suitable land in Liguria, he crossed the Apennines and found the most suitable location for his dreams in Piedmont. Today, the Margara GC includes two 18-hole courses, "Lolli Ghetti" (Par 72 and 6,048 m) and "Guazzetta" (Par 72 and 6,176 m), which wind through an estate of approximately 150 hectares, including the main villa (now a functional clubhouse, complete with SPA and guesthouse) as well as residential buildings with many private apartments. The two parklands are surrounded by agricultural crops, particularly cereals. Both courses have hosted important events, including 22 Challenge Opens and two Italian Ladies Opens, as well as numerous Italian Amateur Championships.
	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	No specific documents have been drawn up regarding the Club's long-standing commitment to environmental sustainability. However, Club President Maria Amalia Lolli Ghetti has inherited the moral legacy of her father Glauco and is actively working to make the property environmentally friendly. The area is considered a classic countryside setting, encompassing two parkland courses. There are no fences between the golf courses, internal wooded areas, and external agricultural areas. Free movement of wild animals is guaranteed throughout almost the entire property, with the exception of the gardens of the private residences, which occupy a small portion of the total area (the area in front of the Club House and the SPA).
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	The residences that form the heart of the club (the clubhouse, guesthouse, and spa) have no particular historical value, but they date back to the post-World War II era, renovated according to the model of early 20th-century farmhouses. The municipality of Fubine, within which

			the property is located, has been designated a UNESCO World Heritage Site.
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	As noted, the property is nestled within a large agricultural area primarily devoted to corn cultivation. As we know, this cereal monoculture is highly demanding in terms of water, nutrients, and pesticides. Indeed, a GEO study (unfortunately quite dated, 2008) highlighted the significant difference in the consumption between golf courses (including the Margara GC in the study) and agricultural crops, favouring turfgrasses. From this perspective, this small green space, nestled within a vast agricultural area, can only bring benefits in terms of biodiversity, the creation of suitable habitats for wild animals, and the reduction of water, fertilizer, and pesticide consumption.
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	No documents have yet been published regarding the management of the area from an environmental sustainability perspective. A census of the animal species present is planned, at least at the level of higher organisms, but has been postponed to September for organizational reasons. The trees and shrubs are managed directly by the Superintendent, a graduate of the Green Section of the National Golf School, but above all a passionate amateur naturalist. The management pays a lot of attention to safety in general and in the courses in particular, all the tall trees are monitored through the VTA (Visual Tree Assessment) with reports from expert technicians provided periodically.
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	As per N1.3.1 above.
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	In the early 1970s, it was common in the Po Valley to use <i>Agrostis stolonifera</i> as turf on fairways and tees (as well as greens) on prestigious courses, as it ensured better ball layup. However, <i>Agrostis</i> required higher amounts of fertilizer, water, and careful control of fungal diseases. Today, this practice obviously no longer meets the demands of summer climates (temperatures too high for this type of turf) and the new demands for low-impact maintenance. For this reason, management has for many years been combating the loss of <i>Agrostis</i> in summer and the invasion of <i>Poa annua</i> in winter by constantly overseeding with Perennial ryegrass. <i>Agrostis stolonifera</i> is still quite common on greens and collars, and to a very limited extent on tees.

			CIP: Over the past three years, the Superintendent has conducted trials on two holes introducing seeded Bermuda grass (<i>Cynodon dactylon</i>) and hybrid Bermuda grass (<i>Cynodon dactylon</i> x <i>Cynodon transvaalensis</i>). The results, in both cases, were positive. The Club is evaluating the size of the investment to proceed with a future turf conversion of the fairways and tees.
	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	The Superintendent is aware of the maintenance challenges associated with the natural soil of the fairways. The soil is decidedly silty-clayey and therefore highly susceptible to compaction. For this reason, aeration operations are performed, particularly forking and coring. However, for cost reasons, sand-based topdressing of the turf is not performed. CIP: As soon as economic conditions permit, begin an annual program of topdressing the fairways with sand.
	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	Fertiliser application is based on annual soil testing, with nutrient levels carefully monitored and adjusted according to results. The Superintendent is a highly experienced professional, and his fertilization program, which includes a natural organic nitrogen component, meets the turf's needs and is in line with the site's climatic and soil characteristics. Over the last 3 years, the consumption of NPK-based products has remained substantially stable, both in terms of mineral intake and the natural organic component. CIP: Given the good results achieved by recent experiments with natural organic products, it is recommended that mineral fertilizers be completely abandoned.
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	As suggested by IGF Green Section all the listed operations are carried out with the right frequency, on greens particularly.
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	For many years now, it has no longer been possible in Italy to control diseases, insects, and weeds through the use of pesticides. However, annually, within specific time windows and based on requests from professional users (agricultural organizations, agronomist associations, sports federations, and technical associations), the Ministry of Health permits the use of certain products aimed at containing emergencies. Over the past three years, this option has been used to control, only on tees and greens, certain fungal diseases and insect attacks. The overall

			quantity of products used is decidedly insignificant, as the areas occasionally treated do not reach 2% of the Club's total surface area. CIP: The desirable conversion of tee and fairway turf from <i>Agrostis stolonifera</i> to <i>Bermuda grass</i> could completely eliminate the occasional use of pesticides.
	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	The staff has received professional development training from the IGF Green Section and has completed all personal safety courses provided by the relevant authorities. Treatments (liquid or granular) are managed in accordance with the law and the most appropriate procedures. Product loading and unloading, distribution, machinery calibration, and product storage all follow the regulations of the PAN (National Action Plan for the Use of Pesticides).
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	Confirmed. Following the indications of the IGF Green Section, the club has set up a series of buffer zones near all areas considered sensitive such as: perimeters of lakes and waterways, gardens around the Club House, access road to the Club House, Maintenance facilities, parking lots, guesthouses, homes surrounding the Club House. A spill response plan is in place, and training is part of staff induction and refresher protocols.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	As regards the Club House and Maintenance facility, the storage and distribution of potentially dangerous materials (fuels, lubricants and more) takes place in full compliance with the legislation in force. Wastewater discharge is regulated and all legal permissions are up to date.

	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 facilities are provided by a machine-washing area which is waterproof and equipped with all the legal devices (decanter well, oil separator well)
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	Confirmed. In compliance with current legislation, the Club is in possession of the technical data sheets and safety data sheets for all potentially hazardous materials (fertilizers, pesticides, etc.). These materials are stored in accordance with the law. When necessary, pesticide loading and unloading always takes place on a waterproof surface, equipped with drainage pipes and collection of any waste liquid. The pesticide storage room is well ventilated and furnished with metal shelves and waterproof flooring.
	N3.2.2 Legal compliance in the storage and handling of fuels and gases	Tank secured to a horizontal, flat, non-combustible surface; Secondary containment of fuel in the event of spills e.g. bunds and drip trays; Inspection of storage tank(s) at least quarterly, if required; Fire extinguisher in the immediate area	Almost all the fuel used is diesel. The tank is double-walled and equipped with a drip tray to collect any liquid spills. It is mounted horizontally on a flat external surface, isolated from the maintenance facilities and fenced off with mesh. Access to the area is restricted to authorized personnel only. The staff has been trained on the safety issues associated with refuelling operations and is able to address any related problems.

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	Confirmed. The Clubhouse, the Maintenance facilities, the car parks, the access road, the guesthouse, the surrounding buildings and all the waterproof surfaces are all equipped with drains for the collection of excess water which a small part is stored in a collection tank for garden irrigation needs, and the majority is drained into the sewer system. No evidence of illegal discharge or risk of contamination was identified during the visit.
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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	Water consumption for the two courses, including the driving range and various gardens, for a total of 50 hectares has fluctuated quite a bit over the years, given the different climatic seasons that have occurred: from 288,000 m3 in 2023, consumption dropped to 190,000 m3 in 2024 and then rose again to 225,000 m3 in 2025. Taking into account the type of turf (<i>Agrostis stolonifera</i> is very demanding in terms of water), the 2025 figure is significantly lower than that for the main crops in the area (1,666 m3/ha versus 2,437 m3/ha) as reported by GEO in an old 2008 study (Golf Courses and traditional crops, a comparisons of inputs - Pisa - Croce et al.), when the consequences of climate change (tropicalization of the Mediterranean) were not yet so evident... The water supply consists of two wells that feed a reservoir on which the pumping station is located. The irrigation system would require further implementation, reduce the irrigated area and increase the number of sprinklers, creating a triple row. The presence of <i>Agrostis stolonifera</i> makes the daily use of syringing essential during the hottest hours of the summer months. With the current configuration of the irrigation system, the Superintendent is forced to reserve this practice for smaller areas and not the entire fairways. CIP: Modifying the irrigation system by installing a triple row on the fairways could allow for faster and more efficient use of the

			Syringing technique, activating, for a short time, only the sprinklers in the central row.
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Schedule irrigation based on informed assessment of soil moisture and weather forecasts; Evaluate new irrigation technologies e.g., central control, precision sprinklers etc.; Provide staff training on efficient irrigation practices; Adjust sprinklers to playing surfaces only	Irrigation management is handled directly by the Superintendent using PC software. Irrigation schedules are dictated primarily by the needs of the bentgrass (<i>Agrostis stolonifera</i>) on the fairways, and to a lesser extent by maintenance requirements and player traffic. This latter factor impacts daytime irrigation practices, as the system, lacking a central row of sprinklers, cannot complete the operation quickly without interfering with play. This issue forces the Superintendent to manually irrigate hole by hole during the hottest hours of the day. The lack of double sprinklers on the greens ring (one facing the green and the other facing outwards) also makes the staff's work problematic, requiring more manual work to manage the turf on the greens surrounds. Regardless of these problems, the irrigation system is continuously monitored by a member of staff during the daytime hours of use to check for any malfunctions. Irrigation records are reviewed monthly, and ET data informs scheduling. Weather patterns are also considered before activating irrigation cycles. CIP: The possibility of modifying the irrigation system by introducing a triple-row hardline configuration, which the owner is actively considering, could reduce the irrigated area by as much as 13 hectares. The perimeter rows, positioned at the far edge of the semi-rough, could be equipped with variable-area sprinklers, which would only occasionally and in emergencies also irrigate the rough.
	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	Water consumption for the Club House and maintenance facilities has fluctuated over the three years, averaging approximately 850 cubic meters per year. The Club's management is very careful to avoid wasting this important resource, and for this reason, members, visitors, and staff are encouraged to adopt water-saving practices. In any case, water consumption seems appropriate in relation to the size of the club, the presence of guest accommodation, the SPA and the number of visitors. The clubhouse and maintenance buildings are routinely checked for leaks, damp, or inefficiencies in water fixtures. No signs of active leaks or building-related water wastage were noted during the site visit.

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	Confirm. As noted, the irrigation system's water supply comes from relatively shallow wells, and therefore no potable water is used. The water, which comes from the municipal aqueduct, is used only in buildings.
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	Of the property's 135 hectares, approximately 50 hectares (corresponding to the irrigated area)—37%—are dedicated to golf and gardening. Approximately 5% of the property is occupied by buildings (clubhouse, maintenance facilities, spa, and private homes), while the remaining 58% consists of natural green spaces and woodlands, which are not subject to any maintenance. Furthermore, the entire property perimeter is located within a large agricultural area. CIP: With the possible modification of the irrigation system (triple rows hardline) the surface area subject to intensive maintenance can be reduced by a further 13 ha.
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.)	Both the Clubhouse and the SPA have sensors to turn the lights on and off. The lighting is primarily LED.
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	Electricity consumption has increased over the last year (from 470,000 Kwh in 2024 to 523,000 Kwh in 2025) largely due to increased use of the irrigation system (an increase of 35,000 m3 of water used on the turf) from 2024 to 2025. There are no alternative energy sources. In 2020, the owners were ready to invest in installing solar panels on the roofs of their buildings. The major project, which was expected to require significant investment, was halted by the onset of COVID. CIP: The above project could be re-presented again, especially considering the high costs related to energy supply, which are also destined to rise in the near future.
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on necessity, including	No specific international requirement, however, identify activities to reduce the demand for	The economic crisis and the sharp increase in transportation costs for materials (for the courses and the Club House/SPA) are enabling management to activate a local supply chain. For turf, for example, much

	opportunities for recycled, reused and locally sourced alternatives	materials and look for continual improvements	of the fertilizer and materials for the courses come from the local Agricultural Consortium, just a few kilometres away. The same applies to supplies for the bar and restaurant, which can rely on a network of local distributors, with the dual benefits of reduced costs and greater exposure to the food and wine products of Monferrato.
R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	Paper and catering goods are largely compostable or recyclable.
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.	Over 70% of the waste produced is recycled through the municipal door-to-door system. Paper, glass, and plastic are virtually entirely recycled. The club doesn't have a specific internal protocol for optimal waste management, but there are signs posted on the noticeboard and in the office encouraging members, visitors, and staff to reduce the amount of waste produced.
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	Confirmed. Potentially hazardous and/or contaminating waste is disposed of in accordance with the law. Used oil, batteries, and containers of various products (pesticides, fertilizers, soil improvers, etc.) are stored in a dedicated area and, at scheduled intervals, collected by specialized companies.

COMMUNITY			
C1 Health & Wellbeing			
Objectives	Requirements	Mandatory Practices	Verifier Notes
C1.1 Improve health and wellbeing	C1.1.1 Benefits to human physical and mental health from golf and facility activities	Plans in place to respond to incidents and emergencies	On direct input from the President, the club pays great attention to the well-being of its members both through the practice of golf and through the recent construction of the SPA equipped with the most innovative technologies to care for the psycho-physical well-being of users.

			Approximately 20,000 rounds are played each year, about half of which are played without the use of golf carts. There are numerous competitions (about 120 per year) with a total participation of approximately 95 players per match.
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	There are no written documents that attest to it, but the property is strongly oriented towards the concept of total inclusiveness without constraints of age, religion, origin, gender, politics.
C1.3 Employ fairly, safely and provide career opportunities	C1.3.1 Ethical and legal employment, working conditions and professional development	Adopt an equal opportunity recruitment and hiring policy; Follow all relevant legislation and best practice for hiring and employment; Follow all relevant legislation and best practice for worker safety	The ownership is a family business, and there is often a direct relationship between the President and employees (which at the moment are 28 plus three seasonals). The latter are motivated to deliver their best performance, thanks in part to the high professional qualifications acquired through training courses organized by the owners. The Director, Sports Secretary, and Superintendent are graduates of the National Golf School. Employee benefits include free access to the golf courses.
<u>C2 Outreach & Inclusion</u>			
C2.1 Diversify access and provide multifunctionality	C2.1.1 Social and recreational activities at the facility	No specific international requirement, however, identify multifunctional activities and look for continual improvements	The owners have always maintained excellent relations with the Municipality of Fubine. They have undertaken jointly agreed-upon cultural initiatives, and the Club House has always provided the Municipality with suitable spaces for projects and initiatives, including social ones. Of particular note are the events organized at the municipal level to showcase the food and wine of the surrounding area and the Monferrato region in general.
C2.2 Provide for volunteering and charity	C2.2.1 Opportunities available for volunteering and support of charities and good causes	No specific international requirement, however, identify activities to support volunteering and charity and look for continual improvements	The owners, and especially the President, are very active in charitable causes. They organize about a dozen events each year (exhibitions, lunches and dinners, golf tournaments, etc.), and the average revenue is quite significant (about €50,000/year). Organizing these events requires a significant number of volunteer hours (about 500/year)
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	The club has an average of approximately 400 members and approximately 6,500 green fees per year. Therefore, given the extensive facilities (a large clubhouse, two 18-hole courses, a SPA, and guest accommodations), the management is able to allocate spaces for use by the local community, who can enjoy the club at extremely affordable rates. This benefit is available to both residents of the private residences surrounding the clubhouse and residents of the municipality of Fubine.

C3 Communications & Advocacy			
C3.1 Engage staff and golfers	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	Involve staff and committees in sustainability efforts; Involve golfers in sustainability efforts; Post sustainability information in the clubhouse and / or on the golf course	The Club's communications are very detailed, reaching out to its members, who are kept constantly updated on club initiatives, upcoming events, and, of course, its sporting activities, including golf, swimming, and tennis. Communication is also frequently directed externally (primarily, but not exclusively, to the Municipality of Fubine) to promote the Club's activities to a wider audience.
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	There are no direct contacts with non-governmental organizations that specifically promote environmental sustainability, but the Club has always demonstrated openness and contact with all associations, both voluntary and otherwise, seeking assistance. The President is personally available to host humanitarian, cultural, and sporting initiatives at her club, as well as any other projects that can re-evaluate the importance of the local area and the Monferrato region.
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	The Superintendent is a nature enthusiast and the best-trained professional on-site to manage such a vast grassland area. He is capable of managing the On Course project and regularly updating its data. Soon, together with other experts in the field, he will be involved in a census of the area's animal species and compiling a list of the main tree species.

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