



**GEO Certified®**

# **GEO Certified® Report Golf Meggen**

Prepared by independent verifier Ludwig Glöcklhofer

Certified by GEO Foundation: 2025  
Recertification due: 2030

*“Golf Meggen continues to demonstrate a strong commitment to ecological quality, careful resource management and community value. The collaboration between the greenkeeping team, local experts and the municipal partners is evident across the site. Recent habitat enhancements, including wetland restoration and structural improvements, show clear progress and a long-term vision for nature stewardship. The course provides an excellent example of how high-quality golf and environmental responsibility can be successfully combined.”*

*Ludwig Glöcklhofer  
(GEO accredited independent verifier)*



# Introduction

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GEO Foundation is pleased to confirm that Golf Meggen 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 Meggen 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 Meggen should be awarded GEO Certified® status.

For the certification period stated above, Golf Meggen 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.isealliance.org](http://www.isealliance.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                                                                                                                                     | <p>The club demonstrates a clear and well-documented understanding of the site's ecological and landscape values.</p> <p>The 52-hectare property comprises playing areas, extensive meadows, ponds, riparian zones and orchard structures forming a diverse habitat mosaic. Regular surveys conducted by the <i>Fachgremium Natur, Umwelt und Freizeit</i> in collaboration with local experts are ongoing.</p> <p>The protected areas <i>Allmend</i> and <i>Chrusenweid</i> host valuable wetland and reed communities and were ecologically enhanced in 2024 as part of the cantonal <i>Impulsprogramm</i>.</p>                                                                                                                               |
|                                           | N1.1.2 Knowledge of legal designations for protected areas, habitats and species | <p>Identify rare, protected or endangered species found on the golf course;</p> <p>Understand legal responsibilities for landscape protection and special area designations, if applicable</p> | <p>The course lies on gently rolling terrain above Lake Lucerne, shaped by glacial and fluvial deposits.</p> <p>Loamy soils with local peat and clay pockets create a varied mix of dry and wet habitats.</p> <p>The design follows the natural topography with minimal earth movement and careful soil conservation.</p> <p>A connected system of ponds, retention basins and the restored <i>Stampfibach</i> stream ensures balanced water management and provides valuable aquatic habitats.</p> <p>Drainage and irrigation are maintained efficiently to support both playability and ecological stability.</p> <p><b>Highlight: Ongoing monitoring confirms stable and diverse populations of birds, amphibians and small mammals.</b></p> |
|                                           | N1.1.3 Sound understanding and respect for cultural heritage                     | Protect any archaeological, historical or cultural designations on the site, if applicable                                                                                                     | <p>The club is aware of the local cultural and historical context.</p> <p>Traditional orchard meadows and the historic <i>Sitenhof</i> farmstead are maintained as part of the regional heritage.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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|                                                              |                                                                                              |                                                                                                                                                                                                                                                                                                  | No archaeological sites are known within the golf course area.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>N1.2 Opportunities to naturalise the golf course</b>      | <b>N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass</b> | Monitor patterns of play to identify underutilised areas of turfgrass                                                                                                                                                                                                                            | <p>There are ongoing opportunities to further naturalise selected areas of the course, particularly within meadow zones, wetland edges and transitional habitats.</p> <p>Following the 2024 enhancement of the <i>Allmend</i> wetland, an additional bamboo-invaded area left of hole 9 was restored. The vegetation was mulched, removed and the site is now maintained as open grassland, preventing regrowth and improving habitat structure.</p> <p>These measures demonstrate the club's continued commitment to strengthening ecological quality and increasing habitat diversity across the property.</p>                                                                                                                                                                               |
| <b>N1.3 Actively create and manage habitats for wildlife</b> | <b>N1.3.1 Projects to create and manage habitats in the best way for wildlife and golf</b>   | <p>Prioritise native species of varying size and structure when planting</p> <p>Prioritise native trees and shrubs when planting</p> <p>Prioritise native aquatic species of varying size and structure when planting</p> <p>Establish mowing buffer zones next to water bodies and wetlands</p> | <p>The club actively maintains and enhances a diverse range of habitats, guided by a dedicated management plan and ongoing collaboration with local nature experts. A detailed drone-based habitat map is currently being developed.</p> <p>Extensive meadows, wetlands, hedgerows, and orchard structures are managed through low-intensity mowing, selective shrub and reed maintenance, and targeted upkeep of ponds and streams to support birds, amphibians and insects.</p> <p>Buffer zones around aquatic habitats are fully respected.</p> <p><b>CCIP: Please mark the buffer zones around the aquatic habitats on the map of the site.</b></p>                                                                                                                                        |
| <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>The club implements targeted measures to protect priority species and follows local best practice in collaboration with nature experts.</p> <p>Habitats for Red List reptiles and dragonflies are supported through low-intensity meadow management, sunny edge habitats and the provision of wood and stone piles as refuges.</p> <p>Wetland and riparian habitats, including the <i>Allmend</i>, <i>Chrusenweid</i> and the restored <i>Stampfibach</i> are managed to benefit amphibians and wetland birds such as Kingfisher (<i>Alcedo atthis</i>) and Water Rail (<i>Rallus aquaticus</i>).</p> <p>Along fairway 4, natural hedgerows have been established to improve habitat connectivity. This measure formed part of the Canton of Lucerne's ecological connectivity project.</p> |

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|                                                        |                                                                                                              |                                                                                                                                                                                                                                                                           | <b>CIP: Please monitor the population dynamics of Red List species, ideally with an expert, to adjust management measures as needed.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <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>The course uses cool-season turfgrass species that are well adapted to the local climate and soil conditions.</p> <p>Greens, tees and fairways are composed of resilient mixtures typical for pre-alpine sites, providing good year-round performance and recovery.</p> <p>Species selection is reviewed regularly to ensure suitability for local moisture regimes, wear tolerance and maintenance needs.</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>The course applies a consistent programme of cultural practices to maintain healthy soil conditions.</p> <p>Greens are hand-mown to reduce surface pressure and preserve soil structure.</p> <p>Regular aeration, verticutting and sand topdressing are carried out.</p> <p><b>Highlight: Aeration cores are recycled on site and used for subsequent sanding.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                                                        | <b>N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation</b> | <p>Test and monitor soil pH;</p> <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> | <p>Fertiliser use is based on soil tests and pH monitoring, ensuring that applications match the actual nutrient requirements of each playing area. Since records began in 2021, the amount of applied nutrients has been consistently decreasing.</p> <p>All work complies with legal timing restrictions and only trained and qualified staff handle fertilisers.</p> <p>Applicators are regularly calibrated, and appropriate protective equipment is used at all times.</p> <p>Liquid applications are carried out with GPS-controlled sprayers to improve precision and minimise off-target deposition.</p> <p><b>CCIP: Please conduct water tests of open water bodies to ensure that fertiliser use does not contribute to eutrophication.</b></p> <p><b>CIP: Please try to replace mineral fertilisers with organic products to improve long-term microbiological activity in the rhizosphere and strengthen the natural resilience of the turfgrass.</b></p> |

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| <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>The course follows an integrated approach to turfgrass health, prioritising mechanical practices before chemical intervention.</p> <p>Mowing blades are sharpened regularly to ensure clean cuts and reduce turf stress.</p> <p>Surface moisture is removed on all intensively managed turf areas (Green, Tee, Fairway, Semirough) to limit disease development.</p> <p>Hole locations are changed frequently.</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>Chemical use is restricted to clearly identified turf health issues.</p> <p>The course is scouted daily to detect early symptoms. Known hotspots and sensitive areas are monitored closely.</p> <p>Accurate diagnosis ensures that only targeted treatments are applied when cultural and mechanical measures are insufficient.</p> <p>Pest and disease records are maintained to track patterns and improve preventative management.</p> <p><b>Highlight: No pesticide applications were required in 2025.</b></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>Chemical products used on the course are legally approved in Switzerland.</p> <p>Only trained and certified staff handle pesticides, using appropriate protective equipment at all times.</p> <p>Applicators are regularly calibrated and tested to ensure accurate application.</p> <p>Leftover products are diluted and applied to untreated turf areas in accordance with legal requirements. Storage and disposal procedures follow all safety regulations.</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>Clear procedures for emergency spill response are in place, and all staff are familiar with the required actions.</p> <p>No-spray and no-spread buffer zones are maintained around all water bodies, wetlands and other sensitive ecological areas to prevent contamination.</p> <p>Fertiliser and pesticide applications are carried out with precision equipment. Operations are adapted to weather and soil conditions to minimise runoff risk.</p> <p><b>CCIP: as per N2.1.3 above - please discuss the benefits of regular water testing of the course's open water bodies for macronutrients, micronutrients and fungicides.</b></p> |
|                                               | N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations                 | Formal wastewater discharge agreement, if applicable                                                                                                                                                                                                                                   | Wastewater and hazardous substances from the Clubhouse are managed in accordance with Swiss law.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                               | 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>Machinery washing and the mixing and loading of pesticides and fertilisers, take place on an impermeable, leak-free surface.</p> <p>All procedures follow legal Swiss requirements for hazardous waste and wastewater management.</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>A register of hazardous materials is maintained and available to authorised staff as well as government authorities.</p> <p>All hazardous substances are stored in a well-ventilated container with impermeable flooring, secondary containment, and sufficient storage capacity.</p> <p>Spill kits and an emergency wash station are in place.</p> <p>Hazardous waste is collected by a licensed contractor in compliance with Swiss law.</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>Emergency response and first aid procedures are documented, and staff are trained accordingly.</p> <p>All key infrastructure and documentation were observed and found to be fully compliant.</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>Fuel tanks are secured on flat, non-combustible surfaces with appropriate secondary containment (bunds/drip trays).</p> <p>Tanks are inspected regularly in line with legal requirements and infrastructure was observed to be in good condition.</p> <p>Hazardous fuel is managed in compliance with Swiss law and collected by licensed contractors.</p> <p>Fire extinguishers are available in the immediate vicinity, ensuring compliance with safety requirements.</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 is managed in full compliance with Swiss regulations.</p> <p>The wash bay is constructed with an impermeable surface in accordance with legal requirements.</p> <p>An oil separator and a clipping filter are installed and operated in line with local standards.</p>                                                                                                                                                                                 |

## RESOURCES

### R1 Water

| Objectives                        | Requirements                                               | Mandatory Practices                                                                   | Verifier Notes                                                                                                                      |
|-----------------------------------|------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| <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; | The course uses cool-season turfgrass species suited to the local pre-alpine climate, providing good drought and disease tolerance. |

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|                                       |                                                                                           | <p>Target irrigation to essential playing surfaces;</p> <p>Prioritise native, drought tolerant species for landscaping and planting</p>                                                                                                                                                                          | <p>Irrigation is targeted to essential playing surfaces only. Roughs and extensive areas remain unirrigated.</p> <p>Native and drought-tolerant species are prioritised for landscaping and natural areas, reducing long-term water demand.</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>Irrigation is scheduled according to soil moisture assessments and weather forecasts, ensuring that water is applied only when required.</p> <p>Sprinklers are adjusted to target playing surfaces precisely and the system is maintained and calibrated regularly to maximise efficiency.</p> <p>Staff receive training in efficient irrigation practices and new technologies and control options are evaluated as part of ongoing system improvements.</p> <p><b>CIP: Please measure the soil with a moisture meter.</b></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>Water consumption in the clubhouse and maintenance facility is monitored through utility bills and meter readings.</p> <p>Efficient fixtures and appliances are used where possible, and staff are encouraged to follow water-saving practices.</p> <p>Awareness is supported through internal communication and signage, helping to reduce overall demand.</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>Irrigation uses only recycled wastewater and collected rainwater. All water consumption is reported to the relevant authority as required.</p>                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>R2 Energy</b>                      |                                                                                           |                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>R2.1 Reduce energy demand</b>      | <b>R2.1.1 Measures to reduce the amount of energy consumed in golf course maintenance</b> | <p>Naturalise non-playing areas to reduce mowing and other energy intensive inputs</p>                                                                                                                                                                                                                           | <p>Non-playing areas are managed as naturalised habitats, reducing the need for mowing and other energy-intensive maintenance.</p> <p>Extensive meadows, wetland buffers and orchard structures help to limit fuel use and support ecological value.</p>                                                                                                                                                                                                                                                                           |

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|                                        |                                                                                                                                                  |                                                                                                                                            | Additional areas are reviewed regularly for their potential to be maintained with lower inputs.                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <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>Energy use in the clubhouse and maintenance facility is monitored through utility bills and meter readings.</p> <p>Efficient appliances and lighting are used where possible to reduce consumption and costs.</p> <p>Staff are encouraged to follow energy-saving practices. Awareness is supported through internal communication.</p> <p><b>Highlight: The clubhouse is built to the Minergie standard and includes a wastewater heat recovery system.</b></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>The club is aware of the energy mix provided by its electricity supplier and reviews opportunities to increase the share of renewable energy.</p> <p>On-site solar production already contributes to the facility's electricity demand and further options for expanding renewable sources are assessed as part of ongoing energy management.</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>The club cooperates with a local waste management company to ensure recycling with all waste stored in compliance with legislation.</p> <p>Organic matter is collected in a container and picked up by a local biogas producer.</p> <p>The club demonstrates a strong commitment to circular resource management. Certain organic materials, such as coffee grounds, are reused directly in the clubhouse herb garden as a valuable nutrient source.</p> <p><b>CIP: Please introduce an annual review of material consumption.</b></p> |
| <b>R3.2 Purchase responsibly</b>       | <b>R3.2.1 Commit to sustainable purchasing practices</b>                                                                                         | Favour responsible, lower impact products                                                                                                  | <p>The club favours responsible and lower-impact products wherever possible, including local, recycled or certified options.</p> <p>Procurement decisions consider durability and environmental footprint, and the club continues to review opportunities to strengthen sustainable purchasing practices.</p>                                                                                                                                                                                                                             |

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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>A clear waste-separation system is in place, with labelled bins for all major waste streams in accordance with local requirements.</p> <p>Recycling and general waste are recorded through invoices and internal tracking to monitor quantities and identify improvement opportunities.</p> <p>Simple and visible signage helps staff and visitors to separate waste correctly and support high recycling rates.</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>The club complies with all local and regional waste management requirements.</p> <p>General waste, green waste and hazardous materials are collected by authorised and licensed contractors and all storage and disposal procedures follow the applicable regulations.</p>                                                                                                                                           |

## COMMUNITY

### C1 Health & Wellbeing

| Objectives                               | Requirements                                                                                 | Mandatory Practices                                                                                                  | Verifier Notes                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|------------------------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <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>The facility provides a safe and accessible outdoor environment that supports physical activity and mental wellbeing for golfers, visitors and the local community.</p> <p>Health and safety policies and risk assessments are in place and staff are trained to respond appropriately to incidents and emergencies.</p> <p>Regular inspections ensure safe playing conditions, well-maintained paths and secure working environments for employees.</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>The facility operates on an open and inclusive basis, welcoming golfers and visitors of all ages, genders, backgrounds and abilities.</p> <p>Policies are free from discrimination and ensure equal access to all services, including the course, clubhouse and public areas.</p> <p>As a pay-and-play facility, Golf Meggen provides low-barrier access for the wider community and promotes an inclusive atmosphere for all guests.</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>The club follows all relevant employment legislation and applies fair, non-discriminatory hiring practices.</p> <p>Staff work under safe conditions with appropriate protective equipment and clear health and safety procedures.</p> <p>Training and professional development are provided to support employees in their roles.</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>The facility offers multifunctional value by providing public access to walking paths (including the <i>Laternenweg</i>), seating areas and the clubhouse restaurant, creating an attractive local recreation area beyond golf.</p> <p>The course also features two public BBQ areas that are freely accessible to everyone and regularly hosts a Disc Golf tournament, further broadening its recreational offer.</p> <p>Seminar and meeting facilities are available to community groups and the course is regularly used for informal recreation and nature enjoyment.</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                                                                                     | The facility supports local community engagement through annual charity events and fundraising activities. Golf Meggen also collaborates with local schools, providing educational visits and presentations that promote environmental awareness and outdoor learning.                                                                                                                                                                                                                                                                                                           |
| <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>The facility maintains strong partnerships with local stakeholders through the <i>Fachgremium Natur, Umwelt und Freizeit</i>, which brings together representatives of the municipality, landowners and community groups.</p> <p>Regular meetings ensure open communication and coordinated management of ecological and recreational topics.</p> <p>The course is well connected to the village of Meggen and local landowners may offer their products in a vending machine near the clubhouse, further strengthening community links.</p>                                  |
| <b>C3 Communications &amp; Advocacy</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>Post sustainability information in the clubhouse and / or on the golf course</p> | <p>Staff and the <i>Fachgremium</i> are actively involved in sustainability discussions and ongoing improvement projects.</p> <p>Golfers and visitors are informed through on-site signage, path-side information panels and periodic newsletters that highlight ecological measures and habitat management.</p> <p>The club continues to explore further ways to engage stakeholders and raise awareness of its sustainability initiatives.</p> |
|  | <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                                                                                                                                                      | The facility communicates its sustainability actions through the sustainable.golf platform, online newsletters and local press.                                                                                                                                                                                                                                                                                                                  |
|  | <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                                                                                                                                | The facility maintains accurate environmental records. Monitoring results and improvement measures are reviewed through the Fachgremium Natur, Umwelt und Freizeit, supporting continuous development of best practices.                                                                                                                                                                                                                         |

## 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)