



**GEO Certified®**

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

Prepared by independent verifier Hector Forcen

Certified by GEO Foundation: 2025  
Recertification due: 2030

**GEO Certified®**

 **GEO  
Foundation**  
Sustainability in and through golf

*“Golf Club Thunersee is a successfully managed facility, beautifully embedded in an imposing mountain backdrop, a dreamlike panorama that will accompany you on every stroke. The use of microorganisms along with its minimal chemical policy make it an example to follow. An interesting facility different from the conventional golf club that actively attracts and promotes golf in the region.*

*The Club is aware of the need to do things better every day and proof of this is that the facility has been transformed over the past years improving its environmental credentials. New trees, naturalized roughs and maintained turf are professionally managed, along with creating awareness of the local habitat and biodiversity.*

*I look forward to seeing the results of the efforts that will be made to improve the facility in the coming years, I am sure will bring numerous advances in sustainability and energy efficiency.”*

**Hector Forcen**  
(GEO accredited independent verifier)



## Introduction

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

For the certification period stated above, Golf Club Thunersee can therefore claim a position as a leader in advancing sustainability in golf – making important contributions in protecting nature, conserving resources and strengthening communities.

The GEO Certified® Report that follows comments on the actions undertaken against the criteria, as observed by the independent verifier during the assurance process.

Certification is nearly always the result of a dedicated team effort resulting in many practical and valuable social and environmental results around the golf course, maintenance facility and clubhouse. These dedication and leadership qualities are an important part of ensuring the resilience of the golf facility and the golf industry into the future and also as part of society's wider effort to pull together for people and planet.

We congratulate all involved.

Jonathan Smith  
Founder and Executive Director, GEO Foundation  
GEO Certification Ltd. Board Member

Kelli Jerome  
Executive Director, GEO Foundation

Carole Kerrey  
Director, Certification and Credibility,  
GEO Certification Ltd.



# Verification and Certification

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## Verification

The official third-party audit was carried out by an independent verifier, accredited by GEO to undertake verifications of golf facilities applying for certification.

Verification involves reviewing practices and data, using the International Voluntary Standard for Sustainable Golf Operations as the guide to ensure comprehensive and consistent evaluation of performance. A detailed verification report is submitted for evaluation by GEO Certification Ltd, a subsidiary of GEO Foundation.

## Certification

GEO Certification Ltd, an autonomous subsidiary of GEO Foundation [both not-for-profit entities], undertook a full review of all content submitted through the OnCourse® online platform and the report submitted by the verifier, ensuring:

- Comprehensiveness – activities undertaken touched on all elements of the Standard
- Consistency – that the verification approach was balanced, well weighted and with consistent depth of evaluation across each theme
- Accuracy - matching the verification report with evidence submitted by the golf facility to ensure statements and claims were accurate

GEO Foundation is an international not-for-profit founded to advocate, support and reward sustainability in and through golf. Over more than ten years, the group has worked collaboratively with dozens of golf industry associations and government and non-government organisations around the world, to help golf become a sustainability leader, striving for a net positive social and environmental impact. In addition to managing and assuring GEO Certified®, GEO Foundation also provides a suite of credible, practical programmes for golf facility management, new golf developments and golf tournaments called OnCourse®, often delivered in partnership with national golf bodies. Find out more at [www.sustainable.golf](http://www.sustainable.golf)

## Credibility

GEO Certified® is part of the ISEAL Alliance, a group of the world's foremost credible certification systems including Fairtrade, Rainforest Alliance, Forest Stewardship Council, Marine Stewardship Council and many others. GEO Foundation earned and retains full membership of the ISEAL Alliance global association following a rigorous evaluation against the ISEAL Codes of Credibility in Sustainability Standards and Certification. The ISEAL Codes cover standard-setting, assurance, and monitoring and evaluation. Find out more at [www.isealalliance.org](http://www.isealalliance.org)



## Verifier's Report

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

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

Included below are the observations made by the Independent Verifier against each item in the Standard.

| NATURE                                    |                                                                                  |                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| 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 contains in a small area (21ha) three sections of different characters with 36 holes of unique playing and training fun.</p> <p>All facilities are beautifully embedded in an imposing mountain backdrop with the Eiger, Mönch, Jungfrau, Niesen and Stockhorn. In addition, there is also a dreamlike panorama with a view of Thun Castle that will accompany you on every stroke.</p> <p>With the 2015 reform, new natural areas were also created.</p> <p>This is pure enjoyment for golfers of all levels.</p> <p><b>CIP: Please undertake a survey and create a list of different flora and fauna species. Monitor these annually.</b></p> <p><b>CIP: Please map biotopes and habitats.</b></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 club is seriously working on environmental issues and cooperates closely with local authorities and associations.</p> <p>The greenkeeping team is doing a great job in terms of sustainability and ecology in the management of its operations.</p> <p>There are no known legal designations on the property and they are not aware of any rare or endangered species found on the site.</p> <p><b>CIP: As per N1.1.1 above, please undertake a survey and create a list of different flora and fauna species. Monitor these annually.</b></p>                                                                                                                                                            |
|                                           | N1.1.3 Sound understanding and respect for cultural heritage                     | Protect any archaeological, historical or cultural designations on the site, if applicable                                                                                                     | No archaeological, historical, or cultural designation are present (or known) on the course.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

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| <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>Despite being a small parcel of land, some rough areas on the course have been naturalised with carried grasslands and wildflower meadows.</p> <p>An external company is carrying out a weekly evaluation and monitoring project of the surfaces using drones.</p> <p><b>CIP: Please consider tracking the movement of players to identify further potential areas for naturalization.</b></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>New trees have been planted with a criterion of consuming less water.</p> <p>The club has been working, for several years, with Pro Natura, the oldest nature preservation organization in Switzerland.</p> <p>The club prioritise native tree species when planting.</p> <p><b>CIP: Please upload t the Habitat management plan and any other related information to the OnCourse Documents Library.</b></p> <p><b>CIP: Nests for bats and Insect hotel are two interesting project options to install in the near future.</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>Roughs and meadows are not fertilized to maintain the natural flora. Overgrown and low edges/banks in ponds are kept to protect species that live in small waters.</p> <p>Protective buffers zones are stablished around lakes and wet areas of the golf course.</p> <p>Pruning remains are piled up in natural areas creating natural shelter areas for mammals and amphibians.</p> <p><b>CIP: Please think about the possibility of installing nesting boxes on the tree areas.</b></p>                                           |
| <b>N2 Turfgrass</b>                                          |                                                                                                      |                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>N2.1 Maintain optimum turfgrass and soil health</b>       | <b>N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors</b> | Select appropriate grass species for the climate                                                                                                                                                                                                                                                 | <p>The Head Greenkeeper has extensive experience and perfectly knows the specific conditions of the course. The sward is 40 % Agrostis and 60% Poa annua.</p> <p>The greens are overseeded with new varieties, which are more performant and tolerant.</p>                                                                                                                                                                                                                                                                             |

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|  | <b>N2.1.2 Practices to maintain good soil structure and condition</b>                                        | <p>No specific international requirement, however, identify course management and agronomic activities and look for continual improvements</p>                                                                                                                            | <p>Good cultural practices are undertaken to reduce thatch, reduce compaction and to encourage deeper rooting.</p> <p>Topdressing and solid tinning are normal maintenance practices on the greens.</p> <p>The club has made the decision to reduce the number of chemicals and increase mechanical maintenance operations.</p> <p>Greens are being aerated every year using hollow tines.</p> <p>The club keeps investing in new machinery, which is more efficient and productive for the greenkeeping department.</p> <p>The greens were built using the USGA recommendations.</p> <p>Mechanical practices are done to keep the soil in good condition. Regular verticutting, topdressing with dry sand, solid &amp; hollow tine aeration and deep aeration at the end of the season on the greens.</p> <p><b>CIP: Please conduct organic matter soil tests every year to monitor thatch levels on greens.</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>Soil tests are carried out at the beginning of the season to know physical properties and need of nutrients.</p> <p>In terms of fertilization, the applications are made mainly of organic fertilizers using granular and liquids. The use of beneficial microorganisms has been a common practice for quite some years.</p> <p>All staff use appropriate protective equipment supplied by the club.</p> <p>Sprayers and treatment machines are regularly inspected, and receipts are neatly stored in the Head Greenkeeper office.</p> <p>The amounts in recent years have been drastically reduced and the head greenkeeper doesn't apply any fertilizer (N) from October in order to avoid winter diseases.</p> <p><b>CIP: As per N2.1.2 above, it would be advisable to carry out annual soil organic matter analysis at different depths. This will help to adjust the fertilization plan and topdressing programme.</b></p> <p><b>CIP: Synthetic products, especially fertilisers, could be progressively reduced.</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>Mowers cylinders and knives are sharpened regularly by an external company.</p> <p>Machines are washed every time after they have been used.</p> <p>Dew moisture and leaves are removed to keep the turf as dry as possible.</p> <p>Standard good practises (daily inspections, local weeding etc) are used to reduce herbicide use as much as possible. It is important to mention the manual weeding program, implemented for years, in which all team members participate.</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>The Head Greenkeeper scouts the course daily.</p> <p>Weather conditions and past events are monitored and discussed.</p> <p>The maintenance crew report any signs of stress or indications of pests and diseases.</p> <p>The club has some tolerance for disease and the use of pesticides is kept to a minimum. They only treat when it is considered a major problem. Proof of this is that this year only two fungicidal curative treatments were carried out on the greens.</p> <p>Snow mould &amp; dollar spot are the main problems on the greens.</p> <p>Visual inspections and checks are carried out daily on the course.</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>Only legislated chemicals are used.</p> <p>The maintenance facility has adequate rooms for stock chemicals and products. These are stored in a separate, locked, and secure storage with a very good system for ventilation.</p> <p>The applications are made by the Head greenkeeper and assistant. Both are trained and qualified using the necessary security measures.</p> <p>Ecological conditions and weather are considered before the application is carried out.</p> <p>Untreated turf areas are used for disposal of diluted leftovers.</p> <p><b>CIP. Please create a map of diseases on the course. Define the most sensitive areas or areas where they appear.</b></p> |

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| <b>N3 Pollution Prevention</b>                       |                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>N3.1 Prevent pollution across the entire site</b> | <b>N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations</b>               | <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>The Club is respecting the security perimeters established by Swiss law in humid and natural areas.</p> <p>There are no treatments in the rough areas, wet areas and near lakes.</p> <p><b>CCIP: Please upload your emergency spill response plan to the OnCourse Documents Library.</b></p>                                                                                                                                                                                                                                                                     |
|                                                      | <b>N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations</b>                 | Formal wastewater discharge agreement, if applicable                                                                                                                                                                                                                                                                                           | Contracts for disposal of hazardous waste from the facility are established with external local companies that are specialists in waste management. Wastewater is led to the municipal wastewater treatment plant.                                                                                                                                                                                                                                                                                                                                                  |
|                                                      | <b>N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations</b>      | <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>Pesticides and fertilizers are mixed and loaded in the garage with a concrete floor and drain connected to a collecting tank.</p> <p>In the workshop, all drums with oils for machinery maintenance have their corresponding anti-spill containment system. Triple rinsing of pesticide containers and applicators is performed by the applicator.</p>                                                                                                                                                                                                           |
| <b>N3.2 Safely manage hazardous substances</b>       | <b>N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances</b> | <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>Secondary containment e.g., bunds or drip trays;</p> | <p>All personnel that handle pesticides have an education and valid authorizations (licenses).</p> <p>Emergency wash area perfectly prepared and in compliance with local regulations.</p> <p>Hazardous substances safely collected by a registered local company.</p> <p>All fuel tanks are installed according to legislation and have approved inspections and controls.</p> <p>Records of products and treatments are maintained in a suitable room for the storage of phytosanitary products.</p> <p>Hazardous waste is provided to a licensed contractor.</p> |

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|                                                    |                                                                               | <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>Fire extinguishers are placed in locations with fire risks. They are inspected annually by a certified company.</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>All fuel tanks are installed according to legislation and have approved inspections and controls.</p> <p>Fire extinguishers are placed in locations with fire risks. They are inspected annually by a certified company.</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>The wash bay outside the machine hall has an impermeable surface and is collected by the sewer that takes the wastewater to the local treatment plan.</p> <p>During the season, the machines are washed with non-potable water from the irrigation system.</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> | <p>Select appropriate grass species for the climate e.g., drought and disease tolerance;</p> <p>Target irrigation to essential playing surfaces;</p> | <p>They only irrigate when is necessary based on the Head Greenkeeper experience and with forecast data.</p> <p>On greens they practice spaced and abundant watering, trying to make the root system as deep as possible.</p> |

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|                                       |                                                                                           | Prioritise native, drought tolerant species for landscaping and planting                                                                                                                                                                                                                                         | <p>The golf course has an automatic irrigation system with block sprinklers with a central computer and weather station. No irrigation system on fairways.</p> <p>Wetting agents are commonly used, helping to optimize irrigation management during the hottest months.</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>The club haven't got any moisture sensor. Daily inspection and experience are the techniques used to determine the amount of water to apply on the course.</p> <p>Efficiency is being achieved thanks to an automatic irrigation system with block sprinkler control on greens and tees, quick valves for watering fairways and new software installed recently improving and performing the daily irrigation.</p> <p>The pumping is modern and helps to be more efficient with considerable savings in electricity consumption. The club has its own weather station.</p> <p><b>CIP: Please consider a water &amp; irrigation audit.</b></p> <p><b>CCIP: Please explore the feasibility of purchasing a soil moisture meter to improve irrigation efficiency.</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>The clubhouse is very well equipped. Equipment of the latest technology and quality have been installed. Water saving activities are in place. Low-flush toilets and taps have been installed.</p> <p><b>CIP: Please encourage water saving practices with use of signs.</b></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>The club has legal access to extract water from the nearby lake for irrigation. There is an interesting 25-year contract in force. According to the permit, the withdrawal is to be measured but there is no obligation to report to the authorities.</p> <p>The water consumption is read and reported to the municipality that is the supplier of freshwater to the clubhouses.</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>The course has numerous naturalized areas and biotopes reducing maintained rough.</p> <p>The naturalized areas of the club have been increased. The maintained rough has been diminished.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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|                                        |                                                                                                                                                  |                                                                                                                                            | <p>These natural areas are only cut once a year strictly following a protocol marked by local and national authorities depending on the area.</p> <p>An adjusted fertilization program is reducing the mowing frequency in fairways and tees with the consequent energy saving that it supposes. Four bunkers have been removed from the course.</p>                                                                                                                                                                                                                                             |
| <b>R2.2 Maximise energy efficiency</b> | <b>R2.2.1 Measures to use energy and fuels more efficiently in buildings</b>                                                                     | Monitor and record energy consumption (bills, meters etc.)                                                                                 | <p>The property complies with the Swiss directives in terms of energy.</p> <p>The Club is fully aware of its “energy-use” responsibilities. They have installed a number of energy saving measures including low energy lighting and motions sensors. They are switching from more traditional energy consuming lighting to LED lighting. In the coming years, the club hopes to be fully equipped with LEDs.</p> <p>They use electric buggies.</p> <p>Robots have been installed on the practice range.</p> <p>An energy audit of buildings, organized by Swiss Golf, has been carried out.</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>There are charging points for electric cars in the parking lot.</p> <p><b>CIP: Please explore the possibility of installing solar panels (parking area, maintenance building, etc).</b></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 works with a local waste management plant for recycling. All waste is stored according to legislation. They are composting some vegetal material. This is collected and used by local farmers.</p> <p>The purchase of chemical products is kept low.</p> <p>They are testing a product that helps separate diesel from water in the machine-washing area.</p>                                                                                                                                                                                                                        |
| <b>R3.2 Purchase responsibly</b>       | <b>R3.2.1 Commit to sustainable purchasing practices</b>                                                                                         | Favour responsible, lower impact products                                                                                                  | <p>Mainly local distributors are used, and some furniture on the golf course has been built by local companies and the greenkeeping team.</p> <p>In the Restaurant the use of local products is preferred and desired by members and visitors.</p>                                                                                                                                                                                                                                                                                                                                               |

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|                                          |                                                                                    |                                                                                                                                                                                                                                 | <b>CCIP: Please develop a more structured, formal sustainable purchasing policy.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <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>The club keeps internal bills and invoices of annual quantities of waste and recycled materials.</p> <p>Almost all waste is recycled or reused, including PET, aluminium, metals, glass, paper, and cardboard. Wood from removed trees is used for creating brush piles and habitat areas. Other wood and vegetal materials are piled for compost.</p> <p>Materials from the kitchen and maintenance area such as detergents, oils, lubricants, pesticides, and batteries are collected and disposed of by a specialized company.</p> <p>The club dispose at different points with labelled bins around the facility and waste receptacle areas.</p> <p>The club uses recycled paper in the offices as well as on the scorecards for the players.</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 Swiss waste management regulations.</p> <p>Authorized waste and recycling contractors are used for both housekeeping waste, industrial and hazardous waste.</p> <p>Waste is collected by the municipal contractor and the specialized recycling company.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

| <b>COMMUNITY</b>                         |                                                                                              |                                                                                                                      |                                                                                                                                                                                                 |
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| <b><u>C1 Health &amp; Wellbeing</u></b>  |                                                                                              |                                                                                                                      |                                                                                                                                                                                                 |
| <b>Objectives</b>                        | <b>Requirements</b>                                                                          | <b>Mandatory Practices</b>                                                                                           | <b>Verifier Notes</b>                                                                                                                                                                           |
| <b>C1.1 Improve health and wellbeing</b> | <b>C1.1.1 Benefits to human physical and mental health from golf and facility activities</b> | Plans in place to respond to incidents and emergencies                                                               | The resort has an evacuation plan as well as a policy for action in case of fire.                                                                                                               |
| <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 | Thunersee golf club is an open club to new players who wish to start and practice the sport of golf. Its 18-hole putting course allows anyone to play and get started in this sport from day 1. |

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|                                                                    |                                                                                             |                                                                                                                                                                                                                                 | <p>Every two weeks the club organizes free introductory golf lessons.</p> <p>'Ferienpass' activities for the local young's during the periods of school holidays.</p> <p>Golf Club Thunersse regularly organizes free introductory golf lessons. During school holidays, they regularly organize activities for young people.</p> <p>Everybody is welcome to play on its 18-hole putting course. The restaurant is open to the public and many people from the nearby industrial zone use it to eat daily.</p> <p>The restaurant is fully open to visitors who can use the facilities as well as organize events.</p> <p>The club is going to organize walk talks on the course for members with the people from Pro Natura.</p> <p>Within the facility, there are several public paths that are used by the citizens of Thun for walking or running.</p> |
| <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's staff are primarily citizens of Tangier and its surrounding areas.</p> <p>The club is responsible for training the staff. They are usually locals with no experience in the golf course business.</p> <p>Continuous training and giving maximum stability to employees is the resort policy.</p> <p>Personal protection equipment and working clothing are provided.</p> <p>Working clothes, employee locker rooms, lunchroom, personal protection equipment, and first aid are available.</p> <p>Compliant with the extensive Swiss health and safety legislation for safe, ethical, equal, and legal working conditions.</p> <p>The club president works alongside the greenkeepers one day a week, taking care of manual weeding as well as seeding weak areas on greens and repairing pitch marks.</p>                                  |
| <b><u>C2 Outreach &amp; Inclusion</u></b>                          |                                                                                             |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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| <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                                                                       | Seniors, ladies, and juniors enjoy the facilities weekly.<br><br>The club collaborates with a local agricultural school, the students of which carry out their practices and certain gardening work in the club's facilities.                                                                                                                                                                                                                                                                                                                               |
| <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 club Provide staff with time and opportunities to volunteer. They encourage golfers to volunteer on tournaments, committees, and projects.                                                                                                                                                                                                                                                                                                                                                                                                              |
| <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                                                            | Its putting course is frequented by numerous schools and companies in the area that organize days out.<br><br><b>CIP: Please form an official sustainability working Group.</b>                                                                                                                                                                                                                                                                                                                                                                             |
| <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> | Involve staff and committees in sustainability efforts;<br><br>Involve golfers in sustainability efforts;<br><br>Post sustainability information in the clubhouse and / or on the golf course | The club communicates with a newsletter as well as daily through its website and the information panel of the clubhouse.<br>The club truly promotes awareness within the employee community with respect to energy and safety aspects.<br><br>The club organizes a series of days throughout the year where the greenkeepers explain their work and the golf course to the members.<br><br><b>CIP: Please communicate sustainability activities to the members &amp; visitors using the web site, social media, newsletter, and internal notice boards.</b> |
| <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                                                                                                                                               | Golf Club Thunersee is an open club that offers the opportunity to play golf to many citizens of the area. Good proof of that is the 535 members, visitors, new players and young people who come to the facilities each year without forgetting the people who enjoy walking or jogging on its public roads.<br><br>Members and players are properly informed of all activities and actions carried out in the club.                                                                                                                                       |
| <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 club have taken this certification very seriously, and I'm sure they've made and will continue to make numerous efforts to continue improving with new highlights and regularly completing their OnCourse data.                                                                                                                                                                                                                                                                                                                                         |

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|  |  |  | I would like to emphasize the great work done by the Head Greenkeeper, leading the team daily and with constant efforts towards the sustainability of the resort. |
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## 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)