



GEO Certified®

GEO Certified® Report Greetham Valley

Prepared by independent verifier Keith Duff

Certified by GEO Foundation: 2025
Recertification due: 2028

GEO Certified®

 **GEO
Foundation**
Sustainability in and through golf

“The large golf complex at Greetham Valley (45 holes in total) is well-managed in a very sustainable way, using grass species appropriate to the site and managing these with good agronomic practice. Of particular note is the almost entirely natural source of irrigation water, using a series of linked lakes fed by a spring-fed stream, with additional input from runoff water from roofs and hard surfaces. Their biodiversity enhancement work is also well-regarded, as evidenced by their being awarded the Environmental Golf Club of the Year award in 2017. A strong commitment to use of renewable energy is demonstrated by their use of onsite biomass boilers to provide hot water and heat to the clubhouse and hotel, and an array of solar panels generating energy to charge the fleet of electric buggies. A clear commitment to sustainability is apparent here.”

*Keith Duff
(GEO accredited independent verifier)*



Introduction

GEO Foundation is pleased to confirm that Greetham Valley 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.

Greetham Valley 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, Greetham Valley should be awarded GEO Certified® status.

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

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

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

We congratulate all involved.

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

Kelli Jerome
Executive Director, GEO Foundation

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



Verification and Certification

Verification

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

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

Certification

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

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

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

Credibility

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



Verifier's Report

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

THEMES	ACTION AREAS
Nature	• Habitats & Biodiversity • Turfgrass management • Pollution prevention
Resources	• Water • Energy • Materials
Community	• Partnerships & Outreach • Golfing & Employment • Advocacy & Communications

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

NATURE			
N1 Habitats and Biodiversity			
Objectives	Requirements	Mandatory Practices	Verifier Notes
N1.1 Understand the site and surroundings	N1.1.1 Sound understanding of the nature and landscape value of the site	General knowledge of the wildlife and habitats on the site	The Club has a good understanding of the diverse range of habitats present on the site and manages them well. Woodland, scrub, grassland, wildflower meadows and open water habitats were observed, and seen to be in good order. A Biodiversity Net Gain assessment has recently been undertaken by a specialist external consultant and provides detailed maps of habitat areas on the property. The Course Manager is intending to draw up a broad habitat map of the site from this data.
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Identify rare, protected or endangered species found on the golf course; Understand legal responsibilities for landscape protection and special area designations, if applicable	No legal designations for habitats or species are present on the site. The club are working with the Waterlife Recovery Trust to encourage water vole recovery on site through mink trapping. Otter have been seen on site.
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	No legal designations for archaeological, historic or cultural heritage are present on the site. There are no Tree Preservation Orders on the site.
N1.2 Opportunities to naturalise the golf course	N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass	Monitor patterns of play to identify underutilised areas of turfgrass	The club are very conscious of the environmental and financial benefits of reducing areas of managed turfgrass and have transitioned underutilised areas to grassland roughs where appropriate. Carry areas have been expanded as part of this.
N1.3 Actively create and manage habitats for wildlife	N1.3.1 Projects to create and manage habitats in the best way for wildlife and golf	Prioritise native species of varying size and structure when planting Prioritise native trees and shrubs when planting Prioritise native aquatic species of varying size and structure when planting	Prior to the land being developed for golf some 30 years ago the whole property was farmland used for sheep husbandry. Habitat diversification and improvement have been achieved through targeted action over the years, culminating in the club winning the STRI Environmental Golf Club of the Year award in 2017. Habitat improvement has largely been achieved by good ecological management rather than by new plantings. The club is very aware of the

		Establish mowing buffer zones next to water bodies and wetlands	need to ensure that any new plantings are of native species appropriate to the site and the area. 2-metre-wide mowing and buffer zones are in place around all water bodies, wetlands, and environmentally sensitive areas.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species	Follow local best practice to protect or attract endangered, protected or rare species found on site	Biodiversity Net Gain survey and maps mentioned above at N1.1. Positive actions to support priority species include the placing of bird and bat boxes around the site, the creation of brash piles, and the retention of dead wood for invertebrates. CIP: Please explore the possibility of encouraging members with an interest in wildlife to record information on species present on the course (plants and animals), making this available more widely to members and visitors.
N2 Turfgrass			
N2.1 Maintain optimum turfgrass and soil health	N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors	Select appropriate grass species for the climate	The importance of using appropriate grass species for this cool season environment is well understood by staff. Bents, fescue, Poa and rye grass are the turfgrasses present, with different mixes used as appropriate to the type of playing area.
	N2.1.2 Practices to maintain good soil structure and condition	No specific international requirement, however, identify course management and agronomic activities and look for continual improvements	Comprehensive programme of aeration in place, using solid tines, hollow coring, verti-cutting, scarification, brushing and switching off dew. Thatch levels tested annually, and intensive scarification used to remedy issues. Soil tests done annually. Biostimulants used on greens. Molasses used for discouragement of chafer grubs and leatherjackets, and the team are careful not to use spiking when crane flies are laying eggs.
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Test and monitor soil pH; Follow legal requirements when timing fertiliser applications Ensure staff are fully qualified to use fertilisers Ensure staff use appropriate protective equipment	Long experience of the site has given the Course Manager a good understanding of the fertilisation needs of the turfgrasses across the property, and his philosophy is to keep inputs to the minimum level needed to maintain turfgrass health. Application according to need, rather than by rote, is the underlying philosophy. Detailed long term records of applications are kept. Sprayers and applicators are calibrated and tested regularly, and the staff who use them are trained, fully qualified, and use appropriate PPE.

		Regularly calibrate and test applicators	
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Change hole locations frequently	Integrated Pest Management strategy in place, prioritising the use of cultural and mechanical processes over chemical intervention. Mower blades are kept sharp to reduce disease risk, with regular reel sharpening using the club's in-house grinding capability. Mowing heights and patterns adjusted according to season, with surface moisture removed daily by switching. Holes moved 3 times a week.
N2.3 Use chemicals responsibly	N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues	Identify and track pest and disease hotspots, including sensitive areas Scout the course daily for early signs and symptoms Accurately diagnose to determine the cause of weeds, pests and diseases	Daily scouting for early signs of disease and weeds undertaken, supplemented by hand weeding as necessary. Disease hotspots are well known, and particular attention is paid to scouting these areas.
	N2.3.2 Application of chemicals with full safety precautions	Use legally registered and approved products; Prefer products for the specific weed, pest or disease; Follow legal requirements; Ensure staff are fully qualified to use pesticides; Ensure staff use appropriate protective equipment; Regularly calibrate and test applicators; Dilute and dispose of leftover product on untreated areas of amenity turfgrass	All products used are legally approved, and all staff involved with using them are fully qualified and use appropriate PPE. Spray applicators are tested and calibrated regularly. The comprehensive recording system for chemicals in stock was observed, along with the records of applications made. Any leftover product remaining in sprayers is used on walk-on/walk-off areas, to strengthen the grass in these heavily used and vulnerable areas.
N3 Pollution Prevention			
N3.1 Prevent pollution across the entire site	N3.1.1 Practical measures to ensure pollution risks are	Document procedures for emergency spill responses ;	An emergency spill response plan document is in place, with laminated notices being placed by storage areas for all chemicals and hazardous substances, indicating risks and actions to be taken in the event of a

	minimised from golf course operations	Retain no-spray/no-spread buffer areas next to water bodies and wetlands; Retain no-spray/no-spread buffer zones in and around ecologically sensitive areas	spillage, either on the golf course or in the maintenance facility. All greens staff are made aware of what actions they should take should they discover a spillage. Spill kits and first aid kits are in place. No spray buffer zones are defined around all water features and environmentally sensitive areas, and staff are made aware of them.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	All wastewater from the clubhouse and hotel are fed into a Klargestert treatment system, which makes use of several treatment tanks before discharging polished water through a reedbed system into the stream flowing through the site. Outflows are monitored regularly by the Environment Agency, who have not identified any issues of concern. Hazardous substances such as kitchen chemicals and cleaning agents are stored securely, with secondary containment, and with appropriate access control to them. Sinks within kitchen area all discharge through grease traps, which are emptied regularly by the clubs licensed waste contractor.
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	Wash machinery over an impermeable, leak-free surface; Mix and load pesticides and fertilisers over an impermeable, leak-free surface; Triple rinse pesticide containers and applicators	All machinery is washed down on an impermeable concrete bunded surface which drains into a closed loop biological treatment system, via a grass clippings and grease separator. This waste is stored securely prior to uplift by their licensed waste contractor. Pesticides and fertilisers mixed and loaded on the washdown pad. Pesticide containers and applicators are triple rinsed after use, in accordance with the manufacturer's instructions, then stored in a locked cabinet before being collected by the waste contractor. All wastewater from the maintenance facility (and the lodges operated in parallel with the hotel) is fed to a storage tank which is emptied regularly by tanker from the club's authorised waste contractor.
	N3.2 Safely manage hazardous substances N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	List of hazardous substances, made available to authorised staff; Product and material data safety sheets; Well ventilated concrete or metal building; Impermeable, leak-free flooring; Sufficient storage capacity;	A comprehensive list of all hazardous substances is maintained in the maintenance facility, along with product and material data sheets, and hazardous waste licenses. COSHH data sheets and risk assessment information held with this. Emergency spill procedures highlighted on laminated signs attached to all storage areas, and all staff are made aware of what they should do if they discover a spillage. Sound health and safety policies and procedures in place and staff training incorporates this. First aid kits and eye wash station in place, with body shower available in the adjacent clubhouse.

		Spill containment kits; Secondary containment e.g., bunds or drip trays; Emergency wash area, as per local requirements (body shower and / or eye wash station); Hazardous substances safely collected by a registered company or body ; Follow any additional legal requirements	Hazardous substances stored in well ventilated secure building with impermeable bunded floor, with all fluids placed on secondary containment bunded units of adequate capacity. Locked fire-proof Chemsafe, with restricted access, used to store hazardous fluids. Waste materials, including fertiliser bags, waste oils, filters, and chemicals containers stored separately and securely to await uplift by licensed waste contractor.
	N3.2.2 Legal compliance in the storage and handling of fuels and gases	Tank secured to a horizontal, flat, non-combustible surface; Secondary containment of fuel in the event of spills e.g. bunds and drip trays; Inspection of storage tank(s) at least quarterly, if required; Fire extinguisher in the immediate area	Double-skinned diesel tank, with integrated secondary containment and drip trays is secured to a flat concrete surface within one of the maintenance facility buildings and is inspected annually. Building is also used for vehicle storage. CCIP: Please install bump protection to protect the diesel tank from passing vehicles. CCIP: Please establish a procedure to inspect fuel tanks quarterly. Fire extinguisher located adjacent to the entry door to the building.
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage, treatment and discharge	Impermeable, leak-free surface; Treatment as per local requirements (oil, grease and / or clipping separation); Formal discharge agreement, if applicable	Wastewater discharge agreement from Environment Agency confirmed. All wastewater from the clubhouse and hotel goes into the Klargester treatment system where, after several treatment phases, it finally passes through a reedbed filtration system, and the cleansed final product is discharged to a local stream. EA monitoring of the discharge has identified no issues of concern. Wastewater from the maintenance facility and the lodges is collected in a storage tank, from where it is uplifted regularly by a tanker from the clubs licensed waste contractor. Wash bay with impermeable surface, operating as part of a closed loop system with grass clippings and grease separation filters, was observed to be in good order.

RESOURCES

R1 Water

Objectives	Requirements	Mandatory Practices	Verifier Notes
R1.1 Minimise water demand	R1.1.1 Measures to reduce the need to consume water	Select appropriate grass species for the climate e.g., drought and disease tolerance; Target irrigation to essential playing surfaces; Prioritise native, drought tolerant species for landscaping and planting	Cool season turfgrasses fare well on this site and provide good playing surfaces with the limited volumes of irrigation water which are available here. Irrigation water is drawn from the lowest of a series of 3 linked spring-fed lakes, which limits the volume available and ensures that over-watering is avoided. Irrigation is limited to greens and tees. The aim is to water enough to keep the grass healthy, but no more. The club also has the right to abstract up to 20m³ per day without a licence from the stream running through the site, but this is only done if water levels in the lakes are low. No potable water is used. Annual irrigation volumes used are less than 10,000m³, which is impressive for a 45-hole facility. The restricted volume of irrigation water available limits the selection of plants for amenity planting to drought tolerant species.
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Schedule irrigation based on informed assessment of soil moisture and weather forecasts; Evaluate new irrigation technologies e.g., central control, precision sprinklers etc.; Provide staff training on efficient irrigation practices; Adjust sprinklers to playing surfaces only	The irrigation system is checked monthly, serviced annually, and operates efficiently. It dates from the 1990s, but replacement pumps and heads have been installed as necessary. Consent has just been received for the installation of new controllers. Historically, measurements of evapotranspiration rates have been used to determine the need to irrigate, and this has recently been supplemented by the acquisition of a moisture meter which allows more accurate pinpointing of areas needing water. A value of between 20-25% moisture levels triggers more accurate targeting. The limited water resource available for irrigation means that inputs are focused on tees and greens, and staff have developed a good practical appreciation of what areas are more vulnerable to drought stress, which further focuses decisions on where and when to irrigate.
	R1.2.2 Practical measures to use water more efficiently in buildings	Monitor and record water consumption (bills, flow meter etc.); Encourage water conservation practices amongst players and staff	Water bills are checked on receipt, to identify any unexpected anomalies in consumption. Low flow systems to reduce water use are installed in toilets and changing rooms.

			CCIP: Please consider undertaking a comprehensive audit of water use in the clubhouse and hotel area, to identify potential savings and efficiencies which can be made. Try to put an appropriate action plan in place.
R1.3 Source water responsibly	R1.3.1 Measures towards alternative, lower quality sources of water	Water abstraction permit, if required; Report water consumption to environment agency, if required	All irrigation water is sourced from 3 linked spring-fed lakes on site, with run off from car parks and roofs also being fed into the irrigation lakes. No water abstraction permit is required. The club are also able to abstract up to 20m ³ per day from the stream running through the property, if the irrigation lakes become low. This does not require to be licensed or reported on. Highlight: The use of storage lakes fed by springwater and by grey water runoff from car parks and roofs has avoided the need for any groundwater abstraction, or potable water, in irrigating the 45 holes at this facility.
R2 Energy			
R2.1 Reduce energy demand	R2.1.1 Measures to reduce the amount of energy consumed in golf course maintenance	Naturalise non-playing areas to reduce mowing and other energy intensive inputs	The Course Manager has reduced the areas of managed turfgrass to what he considers most appropriate for the levels of play which the courses receive. CIP: Please consider the possible future replacement of diesel and petrol machinery and equipment by electric machines, which would contribute to the Group's aim of achieving Net Zero by 2040.
R2.2 Maximise energy efficiency	R2.2.1 Measures to use energy and fuels more efficiently in buildings	Monitor and record energy consumption (bills, meters etc.)	Energy consumption is monitored through checking bills as received. CCIP: Please consider undertaking an energy audit to review patterns of energy use across the property, to assist in identifying actions which can be taken to reduce energy consumption. This should include separate consideration of the maintenance facility and the clubhouse, to allow future reporting to be more sophisticated.
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	Understand the energy mix of your electricity supplier; Explore possible greener energy providers	CCIP: As part of the energy audit identified above, please determine the energy mix of your supplier, and explore the possibility of moving to a greener energy supplier. Highlight: The club has installed 2 biomass boilers which generate all of the heat and hot water used in the clubhouse and hotel. They have also installed solar panels on the roof of the driving range to charge their fleet of electric buggies.

R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on necessity, including opportunities for recycled, reused and locally sourced alternatives	No specific international requirement, however, identify activities to reduce the demand for materials and look for continual improvements	On-site composting of green waste from the golf course generates materials used for on-course construction work. At Group level, a possible initiative to recycle glass bottles for use as bunker sand is being considered. Observation of the amount of uneaten food waste left on plates feeds into portion control decisions in the kitchen and helps improve stock control decisions.
R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	The Group's Environmental, Sustainability and Governance Strategy includes a Supply Chain Code of Conduct, to which their top 20 suppliers have signed up. Historically, local suppliers have been prioritised, especially for catering and greenkeeping products. Since joining the Group, more centrally-focused supply lines have been encouraged. CCIP: Please develop a sustainable purchasing policy. This should have clear criteria to review and make decisions on purchasing products and materials.
R3.3 Reuse and recycle	R3.3.1 Waste stream separation for maximum recycling and re-use opportunity	Put in place a recycling separation system, according to local rules and availability; Clear, simple and visible bin signage; Monitor and record weight of waste for each stream e.g. invoices, bills etc.	Good records are kept of all waste uplifted from the site by their licensed waste contractors, supported by consignment notes. Good separation of waste streams was evident, both in the maintenance facility and in the clubhouse/hotel area. Bins for separate streams are clearly marked and colour-coded, and food waste is collected separately for composting through a process of anaerobic digestion.
R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	Authorised waste collector for general, hazardous, industrial and green waste, if required	All waste streams are uplifted by licensed contractors (Veolia and Greensman), and all legal requirements are being met. Documentation for all this was observed.

COMMUNITY

C1 Health & Wellbeing

Objectives	Requirements	Mandatory Practices	Verifier Notes
C1.1 Improve health and wellbeing	C1.1.1 Benefits to human physical and mental health from golf and facility activities	Plans in place to respond to incidents and emergencies	The facility operates under the Groups' comprehensive corporate Health & Safety Policy, as part of their Alert 65 process, with each Department having developed risk assessments for activities within their remit and also holding all the relevant COSHH documentation. Appropriate training given to staff as necessary. Emergency response procedures are clearly documented for the golf course and maintenance facility operations, and the clubhouse and hotel. The club is conscious of the potential hazards to golfers arising from the physical disposition of the site. For example, well-surfaced paths are in place where steep slopes have to be negotiated, lifebelts and warning signs are in place by lakes and ponds, and restrictions on buggy use are applied when surfaces are potentially dangerous through wet surfaces or ice. The facility provides welcoming opportunities for new golfers, through the 9-hole par 3 academy course, and through the driving range with Toptracer technology. Its' popularity is attested by the over 80,000 rounds played there each year.
C1.2 Be open and inclusive	C1.2.1 Inclusivity and diversity in membership and visitor policies	Membership policies free from discrimination across age, gender, sexual orientation, religion, and ethnic background	The facility operates within the Group's corporate Equality, Diversity and Inclusion Policy, which sets out clear non-discriminatory policies which are applied across the range of activities here, both to members and visitors. Availability of golf buggies ensures that the facilities are available to those with restricted mobility.
C1.3 Employ fairly, safely and provide career opportunities	C1.3.1 Ethical and legal employment, working conditions and professional development	Adopt an equal opportunity recruitment and hiring policy; Follow all relevant legislation and best practice for hiring and employment;	The club operates under the Group's ethical policies on recruitment and employment, which meet all relevant legal requirements. In addition there are published policies on gender pay gap initiatives, modern slavery, and a code of conduct for employees. New employees receive induction training, alongside training relevant to their role, and professional development is encouraged.

		Follow all relevant legislation and best practice for worker safety	
<u>C2 Outreach & Inclusion</u>			
C2.1 Diversify access and provide multifunctionality	C2.1.1 Social and recreational activities at the facility	No specific international requirement, however, identify multifunctional activities and look for continual improvements	Physical and social activity is encouraged through the wide range of facilities present on site, including golf, walking, bowls, and a restaurant open to the public. The creation of a Leisure Facility is currently being considered. The clubhouse and linked hotel has conference facilities which attract many local organisations and groups, including those from the nearby local community. A well-used public footpath crosses the site.
C2.2 Provide for volunteering and charity	C2.2.1 Opportunities available for volunteering and support of charities and good causes	No specific international requirement, however, identify activities to support volunteering and charity and look for continual improvements	The club supports local charities through money raising efforts for organisations such as Rutland Sailability, and the Matt Hampson Trust. Golf vouchers are donated to local community groups who can use them to raise money for their own charity activities, and to the Captains of nearby golf clubs for the same purpose.
C2.3 Establish active community partnerships	C2.3.1 Positive and constructive engagement with neighbours, the local community and other groups	No specific international requirement, however, identify partnerships and community activities and look for continual improvements	There is a strong link with both Oakham and Uppingham Schools, whose students are given access to the driving range and the academy course each week. The club engages with local community groups and businesses to coordinate activities and arrangements on events such as Fireworks displays, and other commercial activities.
<u>C3 Communications & Advocacy</u>			
C3.1 Engage staff and golfers	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	Involve staff and committees in sustainability efforts; Involve golfers in sustainability efforts; Post sustainability information in the clubhouse and / or on the golf course	The Course Manager provides strong leadership to his team on sustainability issues related to the golf course, and produces periodic newsletters for members on this. Winning the STRI Environmental Golf Course of the Year award in 2017 raised the profile of sustainability in the club considerably. The Course Manager is planning to create and install signs on the golf course which highlight sustainability and wildlife issues.

			CCIP: Please consider establishing a sustainability committee at the club, bringing together staff and members to identify possible initiatives and encourage their implementation. CCIP: Please consider producing regular newsletters or other communications to members and staff, to inform them of sustainability actions being taken, and to encourage them to become more engaged.
C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	Share at least 3 Highlights on sustainable.golf	Two highlights already appear on sustainable.golf, about the Environmental Golf Course of the Year award, and enhancing biodiversity through encouraging species-rich grassland. Additional highlights that can be developed by the club relate to the installation of biomass boilers, the use of spring-fed lakes to provide all irrigation water for the golf course, and the works which have been undertaken to increase biodiversity. EV chargers have been provided for use by members and visitors.
C3.3 Follow a journey of continuous improvement	C3.3.1 Measures to help track, review and improve sustainability and climate action	Put measures in place to ensure that OnCourse can be updated annually	The Course Manager records all materials and substances bought and used for golf course maintenance, and records course management operations carried out. He uploads these data to OnCourse annually. Currently, the Course Manager collects comparable information relating to the clubhouse and hotel and inputs them to OnCourse. CIP: Please consider giving responsibility for inputting non-golf course related data to OnCourse to someone in the Offices, to strengthen sustainability engagement across the clubhouse and hotel operations.

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