



**GEO Certified®**

# **GEO Certified® Report**

## **Hooge Graven Golfclub Ommen**

Prepared by independent verifier Guido Hamelink

Certified by GEO Foundation: 2025  
Recertification due: 2030

**GEO Certified®**

 **GEO  
Foundation**  
Sustainability in and through golf

*“Golf Club De Hooge Graven is making significant strides towards sustainability. Through the installation of solar panels, the transition from production woodland to nature-oriented woodland, and governance in which the club manager safeguards policy implementation, the club is developing an organisation that actively cares for and preserves the landscape. In the coming years, additional emphasis will be placed on enhancing biodiversity and increasing energy neutrality.*

*Progress has also been made at governance level: increased transparency, digitalisation, and a younger board composition provide a solid and professional foundation for sustainability initiatives.”*

**Guido Hamelink**  
(GEO accredited independent verifier)



# Introduction

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GEO Foundation is pleased to confirm that Hooge Graven Golfclub Ommen 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.

Hooge Graven Golfclub Ommen 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, Hooge Graven Golfclub Ommen should be awarded GEO Certified® status.

For the certification period stated above, Hooge Graven Golfclub Ommen 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>In the past, various surveys have been carried out, including a fungal survey.</p> <p>Mr Borgonje has prepared a management and tree safety plan. This plan provides insight into the current condition of the tree stock and the woodland. In addition, it ensures a structured approach to inspection and maintenance in this area.</p> <p>A layout plan of the course, showing all individual elements, is available in GIS and serves as the basis for management and maintenance activities, as well as for the allocation of surface areas.</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>An ecological works protocol is available, which takes protected plant and animal species within the course into account.</p> <p>Among other things, camera footage of a badger is available, and attention is given to the restoration of species-rich grassland habitat.</p> <p>For the purposes of inventory and monitoring, contact has been established with the organisation <i>Natuur en Milieu Vechtstreek</i>. The question remains whether sufficient capacity is available to carry out a robust species inventory.</p> <p>The existing management plan serves as a safeguard for the ecological values.</p> <p><b>CCIP: Please strengthen compliance with the Environment and Planning Act (<i>Omgevingswet</i>). This can be achieved by commissioning an up-to-date risk assessment with regard to species protection (for example, through a preliminary ecological assessment or 'quick scan') and translating the outcomes into the greenkeeping work schedule.</b></p> |
|                                           | N1.1.3 Sound understanding and                                                   | Protect any archaeological, historical or cultural designations on the site, if applicable                                                                                                     | There are no specific or noteworthy cultural-historical relics present on or within the site. However, the geomorphology remains visible in the form                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|                                                       | respect for cultural heritage                                                         |                                                                                                                                                                                                                                                                                                  | of former drifting sands along the edges of the area and is also reflected in the landscape design through the incorporation of waste areas.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 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                                                                                                                                                                                                                            | <p>Areas where this does not interfere with the game of golf are already being managed through extensive mowing.</p> <p>The extent of land managed under an extensive mowing regime increased in the period prior to 2020. In recent years, the primary focus has been on the transformation of woodland with a production function into woodland with a nature conservation function. In addition, turf stripping has been carried out at various locations.</p> <p>The effects of these measures are evident in an increase in the presence of common heather (<i>Calluna vulgaris</i>) and other species-rich grassland vegetation.</p> <p>Due to the nutrient-poor soil conditions, roughs and carry areas are, as a rule, mown and the cuttings removed once per year. Management is therefore relatively extensive.</p> <p>Consideration is being given to whether active information could be collected on golfers' movement patterns, allowing for further optimisation of the extensification of maintenance in areas that are not used by players.</p> |
| 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   | <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>In the plan prepared by an external party, recommendations are made for optimising both the layout and the management of the site. Together with the previously mentioned plans (the nature management plan and the woodland management plan), this document provides guidance for management and maintenance activities.</p> <p><b>CIP: Please develop a more detailed elaboration of the plans for the coming five to ten years, incorporating, for example, the course optimisation measures proposed by Spogard and VanderVaart.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 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                                                                                                                                                                                             | <p>The course management plan includes a dedicated chapter describing the natural components and defining their management. The same applies specifically to woodland management. The plan includes, among other things, actions aimed at further optimising parts of the course for specific species, with a particular focus on birds.</p> <p>Along the driving range, 600 specimens of small-leaved lime, wild cherry, hawthorn, blackthorn, alder buckthorn and buckthorn (all of</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|                                                        |                                                                                                              |                                                                                                                                                                                                                                                                           | autochthonous plant material) are being planted in cooperation with <i>Natuurmonumenten</i> .                                                                                                                                                                                                                                                                                                                                                                                                          |
| <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>With regard to soil composition, a combination of bentgrass and red fescue is being applied. Through targeted tree removal, additional space has been created around greens and tees, allowing the turf surface to dry more rapidly.</p> <p>Lumbricus assesses turf quality, on the basis of which a strategy is pursued to reduce the prevalence of annual meadow grass.</p> <p>Vos prepares an annual major maintenance schedule, which is also aligned with competitions and similar events.</p> |
|                                                        | <b>N2.1.2 Practices to maintain good soil structure and condition</b>                                        | No specific international requirement, however, identify course management and agronomic activities and look for continual improvements                                                                                                                                   | In recent years, the regime of sand topdressing has been intensified in order to improve soil structure in an integrated manner. In addition, an annual maintenance schedule is in place, comprising measures aimed at optimising soil vitality and turf quality.                                                                                                                                                                                                                                      |
|                                                        | <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> | Each year, a fertilisation plan is prepared on the basis of actual requirements. This plan is now aligned with input from a qualified agronomist. In recent years, the overall level of fertiliser application has been reduced.                                                                                                                                                                                                                                                                       |
| <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>                                                                                                                                                                     | Before chemical control measures are applied, a range of cultural management practices is implemented in order to minimise the use of chemical products as far as possible. This includes, among other measures, chain harrowing of the fairways. The use of plant strengtheners also enhances the resilience of the turf on the greens, reducing susceptibility to disease development.                                                                                                               |
| <b>N2.3 Use chemicals responsibly</b>                  | <b>N2.3.1 Application of chemicals only when necessary to prevent or</b>                                     | Identify and track pest and disease hotspots, including sensitive areas                                                                                                                                                                                                   | The (Head) Greenkeeper possesses the necessary expertise and resources to continuously assess whether adjustments are required. In                                                                                                                                                                                                                                                                                                                                                                     |

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|                                                      | <b>cure defined / identified turf health issues</b>                                                  | <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>addition, the greenkeeping team is supported by the parent company when needed or when specific issues arise.</p> <p>Weed control is carried out using spot treatment, allowing the quantities of products applied to be kept to an absolute minimum.</p> <p>Fungicides on the greens (Signum): applied twice in 2022, and once in both 2023 and 2024, in order to prevent outbreaks of dollar spot and the associated increase in annual meadow grass.</p> <p>Fungal pressure is limited, partly as a result of adequate air circulation and light availability, combined with targeted adjustments in maintenance practices.</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>During the audit, the storage cabinet for protective equipment was inspected. It contains only a minimal quantity of authorised products.</p> <p>In my assessment, the arrangement complies with the applicable statutory requirements. The dossier includes the spraying licences of the greenkeepers who are authorised to apply such products.</p>                                                                                                                                                                                                                                                                              |
| <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>In most cases, an untreated buffer of extensively managed vegetation is present around water bodies. At the few locations where this is not the case, a buffer zone is applied with due care in order to prevent contamination of surface water. In addition, applications are carried out exclusively under suitable weather conditions.</p>                                                                                                                                                                                                                                                                                      |

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|  | <b>N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations</b>            | Formal wastewater discharge agreement, if applicable                                                                                                                                                          | <p>Hazardous waste is stored and disposed of correctly.</p> <p>Wastewater is discharged in accordance with applicable legislation and regulations. Invoices are available for the emptying of the grease trap at both the catering facilities and the workshop.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|  | <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>Hazardous waste is stored and disposed of correctly.</p> <p>Wastewater is discharged in accordance with applicable legislation and regulations. Invoices are available for the emptying of the grease trap at both the catering facilities and the workshop.</p> <p>The machinery storage area is fitted with a liquid-retaining, though not fully liquid-tight, floor. Absorbent granules are readily available for use in the event of any spillage of oil or other hazardous liquids.</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>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>The use of chemicals on the course is properly recorded.</p> <p>The contractor has signed a declaration confirming that no prohibited products are used in the management and maintenance of the course.</p> <p>The diesel tank has undergone a recent inspection, and an inspection report is available.</p> |
|  |                                                                                                               | <b>N3.2.2 Legal compliance in the storage and handling of fuels and</b>                                                                                                                                       | <p>Tank secured to a horizontal, flat, non-combustible surface;</p> <p>An overview of the hazardous substances present and their locations is available.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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|                                                    | <b>gases</b>                                                        | <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>The plant protection products storage cabinet complies with requirements, as does the diesel tank.</p> <p>Spill containment trays are in place, with the appropriate liquids stored above them.</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;<br/>Treatment as per local requirements (oil, grease and / or clipping separation);</p> <p>Formal discharge agreement, if applicable</p>                                 | <p>Oil and grease separators are in place, ensuring that wastewater is pre-treated before being discharged into the sewer system.</p> <p>Sanitary facilities have been installed on the course in the form of an eco-toilet (Kazuba toilet).</p> |

| <b>RESOURCES</b>                  |                                                            |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| <b>R1 Water</b>                   |                                                            |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Objectives</b>                 | <b>Requirements</b>                                        | <b>Mandatory Practices</b>                                                                                                                                                                                                           | <b>Verifier Notes</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>R1.1 Minimise water demand</b> | <b>R1.1.1 Measures to reduce the need to consume water</b> | <p>Select appropriate grass species for the climate e.g., drought and disease tolerance;</p> <p>Target irrigation to essential playing surfaces;</p> <p>Prioritise native, drought tolerant species for landscaping and planting</p> | <p>Cultural management measures and moisture monitoring contribute to efficient water use. The focus on suitable turf species (fescue and bentgrass) helps to minimise water demand.</p> <p>Two groundwater pumps, at a depth of approximately 24–40 metres, supply irrigation water.</p> <p>In the recent period, sprinklers at several greens have been replaced, enabling single-head control.</p> <p>Water consumption follows climatic conditions and is in line with customary usage levels.</p> <p>At present, the golf course assesses the risk of an irrigation ban as limited. Contact has already been made with the water authority; however, no response has been received to date.</p> <p><b>CIP: Consider the construction of a water storage basin in order to minimise groundwater abstraction.</b></p> |

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| R1.2 Maximise water efficiency  | R1.2.1 Practical measures to use water more efficiently on the golf course         | <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 replacement of sprinklers provides greater control over water consumption, allowing targeted irrigation per sprinkler or zone.</p> <p>During the summer period, the fairways are permitted to dry out, provided that the turf does not die off. This controlled drying also helps to limit the dominance of undesirable grass species.</p>                                                                                                          |
|                                 | R1.2.2 Practical measures to use water more efficiently in buildings               | <p>Monitor and record water consumption (bills, flow meter etc.);</p> <p>Encourage water conservation practices amongst players and staff</p>                                                                                                                                                                    | <p>The level of water compensation associated with the clubhouse is very limited.</p>                                                                                                                                                                                                                                                                                                                                                                      |
| R1.3 Source water responsibly   | R1.3.1 Measures towards alternative, lower quality sources of water                | <p>Water abstraction permit, if required;</p> <p>Report water consumption to environment agency, if required</p>                                                                                                                                                                                                 | <p>The volume of irrigation water used can be read digitally following the renewal of the control system.</p> <p><b>CIP: Please record water levels via the water meter at the groundwater pump. This will allow any leakage to be identified at an early stage and will improve the accuracy of consumption data.</b></p>                                                                                                                                 |
| R2 Energy                       |                                                                                    |                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| R2.1 Reduce energy demand       | R2.1.1 Measures to reduce the amount of energy consumed in golf course maintenance | <p>Naturalise non-playing areas to reduce mowing and other energy intensive inputs</p>                                                                                                                                                                                                                           | <p>There is a strong focus on energy reduction. With the installation of 157 solar panels, a portion of the required energy is generated on site.</p> <p>Opportunities to expand the number of panels are being explored in the area around the workshop, as this location is connected to a different grid connection.</p> <p>At the driving range, golf balls are collected using an electric robot. The processing of the balls is fully automated.</p> |
| R2.2 Maximise energy efficiency | R2.2.1 Measures to use energy and fuels more efficiently in buildings              | <p>Monitor and record energy consumption (bills, meters etc.)</p>                                                                                                                                                                                                                                                | <p>In recent years, attention has been given to improving the sustainability of the clubhouse, with choices being made to rely as much as possible on electric heating, as on-site energy generation is available through the installation of solar panels.</p>                                                                                                                                                                                            |

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| <b>R2.3 Source energy responsibly</b>    | <b>R2.3.1 Measures to source alternative, renewable forms of energy</b>                                                                          | <p>Understand the energy mix of your electricity supplier;</p> <p>Explore possible greener energy providers</p>                                                                                                                 | <p>The contractor Vos, acting as the executing party on the golf course, has previously been GEO-certified in its own right. As a result, the contractor demonstrates a strong awareness of sustainable solutions and alternatives in course management.</p> <p>In the coming years, further electrification of the machinery fleet would represent a valuable improvement.</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>At present, the main waste streams are collected separately. These include paper, glass, chemical waste and general business waste.</p> <p><b>CIP: Please explore opportunities to further improve waste separation, for example by collecting organic waste (GFT) and PMD (plastic, metal packaging and drink cartons) separately.</b></p>                                                                                                                |
| <b>R3.2 Purchase responsibly</b>         | <b>R3.2.1 Commit to sustainable purchasing practices</b>                                                                                         | Favour responsible, lower impact products                                                                                                                                                                                       | <p>A governance memorandum on sustainable procurement is in place. There is an active search for innovations that can provide energy-efficient or environmentally friendly alternatives.</p> <p>The golf club intends to include (partial) electrification of the vehicle and machinery fleet in the upcoming contract period with the course maintenance contractor; at present, a substantial proportion of the fleet is still powered by fossil fuels.</p> |
| <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> | Grass clippings from mowing operations and other green waste are collected and removed for composting.                                                                                                                                                                                                                                                                                                                                                        |
| <b>R3.4 Demonstrate legal compliance</b> | <b>R3.4.1 Compliance with all local and regional waste management regulations</b>                                                                | Authorised waste collector for general, hazardous, industrial and green waste, if required                                                                                                                                      | Available.                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

## COMMUNITY

### C1 Health & Wellbeing

| Objectives                                                         | Requirements                                                                                 | Mandatory Practices                                                                                                                                                                                                             | Verifier Notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| <b>C1.1 Improve health and wellbeing</b>                           | <b>C1.1.1 Benefits to human physical and mental health from golf and facility activities</b> | Plans in place to respond to incidents and emergencies                                                                                                                                                                          | <p>A safety plan is in place (<i>Safety Policy and Risk Inventory, Hooge Graven Golf Club Ommen, 2025</i>). Incidents are recorded and evaluated, and the plan is amended where necessary. Emergency services can access the course at three designated locations.</p> <p>A sufficient number of certified emergency response officers (BHV), including refresher training, are available.</p> <p>AEDs are inspected annually.</p> <p>The driving range nets have been modified in the interest of safety.</p> |
| <b>C1.2 Be open and inclusive</b>                                  | <b>C1.2.1 Inclusivity and diversity in membership and visitor policies</b>                   | Membership policies free from discrimination across age, gender, sexual orientation, religion, and ethnic background                                                                                                            | The membership base is ageing; however, through initiatives such as TrackMan, the Young Players Tour, and the commitment of enthusiastic staff, the club is successfully engaging and retaining younger members (aged 21–40).                                                                                                                                                                                                                                                                                  |
| <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 contractor pays sufficient attention to this matter. A Risk Inventory and Evaluation (RIE) has been carried out to assess, for example, the greenkeeping work location.</p> <p>Employment contracts for clubhouse staff are in accordance with the collective labour agreement (CAO) for the golf sector.</p>                                                                                                                                                                                           |

### C2 Outreach & Inclusion

|                                                             |                                                                  |                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                              |
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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 | In recent years, the club has adopted a more outward-looking approach. For example, the golf course is included in the route of the local evening four-day walking event, and the golf club is represented at the Ommer Bissingh (a local festival) to demonstrate its connection with the local community. In addition, contact has been established with local authorities |
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|                                                        |                                                                                                             |                                                                                                                                                                                               | (the Water Authority and the Municipality) as well as with a local environmental group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <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                                                   | Each year, the club commits itself to supporting a charitable cause. In 2025, an amount of €14,000 was raised for a hospice in Ommen, while in previous years initiatives supporting paragolfers have been funded.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <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                                                            | The Business Club is active and continuing to develop, with a growing network and increasing levels of engagement.<br><br>In cooperation with a work organisation supporting people who are distanced from the labour market, projects are being undertaken such as the painting of the driving range buildings.                                                                                                                                                                                                                                                                                                                                                                                             |
| <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 makes use of various social media channels to share information with both members and non-members.<br><br>Sustainability has been further integrated into the organisation at board level and embedded in the multi-year policy framework. As a result, GEO is no longer treated as a separate initiative, but as an integral part of the club's overall operations. The board communicates on developments across the entire organisation on a fortnightly basis and strives to do so in a transparent manner.                                                                                                                                                                                     |
| <b>C3.2 Celebrate and promote sustainability</b>       | <b>C3.2.1 Activities that raise awareness and engage people in the wider community</b>                      | Share at least 3 Highlights on sustainable.golf                                                                                                                                               | The club seeks to maintain close contact with various land and water management organisations in the surrounding area, including <i>Natuurmonumenten</i> and the Water Authority. A challenge, however, is that these organisations do not always respond to such engagement.                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <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                                                                                                                         | In recent years, there have been numerous developments at both organisational and governance levels. These include a higher degree of board-level transparency, increased digitalisation, concise and clearly defined policy documents, rejuvenation of the board, and professional safeguarding through the appointment of a club manager.<br><br><b>CCIP: At present, several board terms are nearing completion, placing future continuity under pressure. Please carefully manage this process and to work with a structured schedule of resignations and appointments in order to safeguard continuity within the board. It is important to retain an adequate level of professional expertise with</b> |

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|  |  |  | regard to sustainability, GEO and other aspects of continuous improvement within the facility. |
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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)

