



GEO Certified®

GEO Certified® Report Golf & Country Club Liemeer

Prepared by independent verifier Tom Del Tin

Certified by GEO Foundation: 2025
Recertification due: 2030



“Golfclub Liemeer is a close-knit and open association that radiates that it is there for everyone. The beautiful course fits well into the landscape, with characteristic nature, with which the playing field is tightly but neatly integrated. The skilled and passionate greenkeepers (together with the many volunteers) have transformed the place where brussel sprouts were grown 20 years ago into a much more natural environment, in which many flora and fauna species have found a place. Further improvements for this part of the nature are easily achievable without too much effort and in terms of sustainability there are ambitious plans for the planned future renovation of the club building.”

Tom Del Tin
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Golf & Country Club Liemeer has successfully achieved GEO Certified® status for its outstanding work to foster nature, conserve resources and support the community.

GEO Certified® is the most respected certification for golf, based on a credibly and transparently developed modern sustainability Standard of best practice.

Golf & Country Club Liemeer has:

1. Met the required certification criteria for sustainable golf operations
2. Successfully completed the official third-party verification process
3. Successfully passed the final evaluation by GEO Certification Ltd. (autonomous subsidiary of GEO Foundation)

GEO agreed with the conclusions of the official verification report, that, having achieved all mandatory criteria; and with specific Continual Improvement Points (CIP) set for the future and Critical CIP's (CCIPs) to be reviewed at recertification, Golf & Country Club Liemeer should be awarded GEO Certified® status.

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

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

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

We congratulate all involved.

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

Kelli Jerome
Executive Director, GEO Foundation

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



Verification and Certification

Verification

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

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

Certification

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

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

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

Credibility

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



Verifier's Report

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

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

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

NATURE			
N1 Habitats and Biodiversity			
Objectives	Requirements	Mandatory Practices	Verifier Notes
N1.1 Understand the site and surroundings	N1.1.1 Sound understanding of the nature and landscape value of the site	General knowledge of the wildlife and habitats on the site	For years, flora and fauna have been inventoried every three years by an ecological consultancy firm (NL consultants). His reports are accompanied by recommendations to further develop the natural value.
	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	In the reports of NL adviseurs, special and/or rare species are highlighted and included in distribution maps. Maintenance of the golf course is carried out by greenkeepers from green company 'AH de Man'. No ecological work protocols are used for this. Greenkeepers know from experience how to act during work and the possible occurrence of protected species. CCIP: Please develop an ecological work protocol that outlines how to deal with protected species. This will also ensure alignment with all legal requirements.
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	Before the golf course was built 20 years ago, there was arable farming in this area. There are no cultural-historical or archaeological elements present.
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	Game patterns are not actively mapped, but greenkeepers do have an eye on where the playing field may become overgrown or planted. Liemeer is a very compact golf course, which means that the courses are close to each other and there is a fairly tight distinction between playing field and nature. CIP: The use of trackers by golfers is already being promoted. Please research whether data can be extracted from this to provide insights into whether there are any unused playing areas that can be converted into nature.

N1.3 Actively create and manage habitats for wildlife	N1.3.1 Projects to create and manage habitats in the best way for wildlife and golf	Prioritise native species of varying size and structure when planting Prioritise native trees and shrubs when planting Prioritise native aquatic species of varying size and structure when planting Establish mowing buffer zones next to water bodies and wetlands	The dike is sown with an indigenous seed mixture. Many bird boxes have been installed, including for kestrel and barn owl (which have also been there for a few years). Branch rills have been created and are maintained annually. Insect hotels are available. There are several pools that are maintained annually. There are a number of hives with hanging bees (managed by a beekeeper). CIP: Please note that insect hotels are only functional when there are different species of native plant species within 100 metres. CIP: The large number of hives with honey bees could mean that there is too little food for wild bees. Please investigate any adverse effects of honeybees and possibly reduce or spread the number of hives. CIP: There is a fairly abrupt distinction between bushes/thickets and the roughs. Please consider a bit more layering, with more mantle-fringe vegetation. CIP: Please consider leaving part of the herbaceous vegetation in the winter for hibernating insects.
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	For a number of years now, different types of orchids have been found on the course. These locations are cordoned off with tape to protect them. CIP: Please record the types of locations of orchids in a digital system, so that all managers can see where they are.
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 course is sown with red fescue and perennial ryegrass. These are robust species that can withstand drought.

		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	Robotic lawnmowers are used to spread clippings. The greenkeepers see at first glance whether it is also necessary to spray manure, but this is minimal. The turf is frequently pricked and sanded.
		N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Test and monitor soil pH; Follow legal requirements when timing fertiliser applications Ensure staff are fully qualified to use fertilisers Ensure staff use appropriate protective equipment Regularly calibrate and test applicators	AH de Man staff are qualified and trained to handle fertilizers CIP: Please consider having soil samples periodically analysed (e.g. by Eurofins) in order to tailor fertilisation and watering as precisely as possible to the need. This can improve the soil and turf and further reduce the amount of manure.
	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	Mower blades are kept sharp. Dew is removed daily with a hose on the mowers to prevent mold. Most weeds are removed manually, by hoeing.
	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	There are hardly any pest species or diseases that affect the playing field. In some places it is necessary to spray once a year against fungi and weeds.
		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;	Green contractor (AH de Man) is a certified company that provides the accounting of chemicals, ensures correct legal use and management, and ensures qualified personnel.

		Ensure staff use appropriate protective equipment; Regularly calibrate and test applicators; Dilute and dispose of leftover product on untreated areas of amenity turfgrass	
N3 Pollution Prevention			
N3.1 Prevent pollution across the entire site	N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations	Document procedures for emergency spill responses ; Retain no-spray/no-spread buffer areas next to water bodies and wetlands; Retain no-spray/no-spread buffer zones in and around ecologically sensitive areas	There is a digital plan for oil and hydraulic leakage. CCIP: Please ensure that emergency plans for leakage are also in place for hazardous substances such as fuel, fertilizer and pesticides.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	The catering in the clubhouse is outsourced. This party has its own safety rules. A fire safety plan is in place.
	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	There are grease pits, liquid-tight floors and drip trays in places where pollutants are used. The diesel tank is in a container and pesticides are stored in a locked cabinet. Groenaannemer (AH de Man) is a certified company with protocols and working methods that minimize pollution risks in the workshops.
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;	There is a very brief list of hazardous substances, which is not very informative. CCIP: Please create a document explaining how the storage of hazardous substances is organized to reduce risks, ensuring that emergency plans are physically present in all warehouses and storage areas, as per N3.1.1 above.

		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	
	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	All necessary safety procedures are followed from AH de Man.
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	Water is drained through the sewer. Fats and oils through grease pits. There is no collection or reuse of water.

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;	The grass species used are resistant to drought.

		Prioritise native, drought tolerant species for landscaping and planting	
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	To reduce water consumption, wetting agents are used. The sprinkler system is only aimed at the playing field. No spraying is done using meteorological information or information from measurements. CIP: Please consider using meteorological data and/or data from measurements (moisture content, temperature, wind direction, evaporation) of the soil to be able to spray in a more targeted and needs-based way.
	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	Renovations are planned, which will also include water-saving measures. At the moment, the shower heads in the changing rooms, taps with motion sensor and dishwashers, among other things, are already water-saving.
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	No alternative water sources are used.
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 fairways are mowed with a robotic lawnmower, which is more efficient. A more energy-efficient pump for irrigation was recently installed.
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.)	There is LED lighting in the clubhouse. The roof has been renewed and much more efficient insulation has been installed. Sustainable choices will be made during the planned renovations, also in terms of energy efficiency.

			CIP: Please monitor energy consumption carefully, preferably via different meters, in order to be able to make targeted investments in measures that reduce consumption.
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	There are plans to install solar panels within the next two years.
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	Because the catering industry is outsourced, there is no such insight into this. However, there is good contact with the catering entrepreneur and agreements can be made. CIP: Please talk to 'Heren van Liemeer' about issues such as overorders, packaging material, disposables, organic products, fair trade, local and seasonal products, etc.
R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	See R3.1.1 above.
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.	For a while now, there have been no trash cans on the golf course, which has led to golfers being more aware of their waste. Waste is collected and processed separately.
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	Waste is processed by approved collectors.

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	There is an emergency plan.
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	Everyone is welcome to become a member. There is a golf program for the disabled. The club has also purchased a Paragolfer (adapted golf wheelchair) especially for physically disabled players. Youth up to the age of 18 can become a member for free if an older member is a member. There are regular offers for students to become members at a discount. The average age has gone down in recent years.
C1.3 Employ fairly, safely and provide career opportunities	C1.3.1 Ethical and legal employment, working conditions and professional development	Adopt an equal opportunity recruitment and hiring policy; Follow all relevant legislation and best practice for hiring and employment; Follow all relevant legislation and best practice for worker safety	There are a handful of employees. Recruitment of new staff is done through normal vacancies and internal reporting. There are no interns, except in the outsourced catering industry.

C2 Outreach & Inclusion

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	A freely accessible footpath runs around the golf courses. The restaurant is public and is often used by cyclists and walkers. The driving range is freely accessible and free of charge for everyone. There is an annual open day.
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			The club was one of the locations of the longest 'barefoot path' with the aim of giving people the opportunity to experience nature on golf courses. CIP: Nature organizations such as IVN and KNNV are often happy to do free flora & fauna inventories in non-public places. Please consider partnering with a local chapter.
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	There are 150 volunteers involved in the club. Together they sit on 23 committees. The insect hotels are made by people with disabilities. Money goes to disabled golf and a Paragolfer has been purchased for disabled golfers.
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 cooperation with the water board. There are plans to generate and share green electricity together with the adjacent swimming pool. An adjacent Bed & Breakfast has a package where guests can play golf.
C3 Communications & Advocacy			
C3.1 Engage staff and golfers	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	Involve staff and committees in sustainability efforts; Involve golfers in sustainability efforts; Post sustainability information in the clubhouse and / or on the golf course	The website informs members and non-members about sustainability. In the periodic newsletter, members are informed about sustainability, GEO management plans, etc.
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	Newsletters inform members about nature and nature development on the course. A page for GEO and sustainability has been reserved on the website, but it seems somewhat dated. CIP: Please give GEO a more prominent place on the website, update the information and proudly promote a renewed GEO Certification.
C3.3 Follow a journey of continuous improvement	C3.3.1 Measures to help track, review and	Put measures in place to ensure that OnCourse can be updated annually	There is still a lot to be gained from making buildings more sustainable. In the future renovation, it is desirable to pay a lot of attention to this and, for

		improve sustainability and climate action		example, to install solar panels, ensure good insulation, use sustainable materials, etc.
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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