GEO Certified®

GEO Certified® Report
Lundin Golf Club

Prepared by independent verifier Carolyn Hedley

Certified by GEO Foundation: 2026
Recertification due: 2031

GEO Foundation
Sustainability in and through golf

“Lundin Golf Club have continued to demonstrate high environmental standards in their management of the course and facility for the benefit of golfers, the local community and wildlife. With new leadership on the course, biodiversity knowledge is expanding and the course is improving through various projects such as bunker and pathway replacement and naturalisation and the transition to electric machinery and equipment.

To strengthen sustainability performance further, consolidation of existing advice and partnership projects into a Nature Action Plan and a focus on accurate measurement and monitoring of resources will support future progress and success. I look forward to hearing about more sustainability achievements at Lundin GC in the coming years.”

Carolyn Hedley
(GEO accredited independent verifier)

Introduction

GEO Foundation is pleased to confirm that Lundin Golf Club 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.

Lundin Golf Club 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, Lundin Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Lundin Golf Club 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.isealalliance.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	Since becoming Course Manager of Lundin GC in early 2023, Gavin Neill has demonstrated a continuation of the high level of environmental stewardship across the course that was achieved to reach the previous GEO Certification standard. The sound understanding of the nature and landscape value of the Old Tom Morris designed links course has been passed on from the outgoing course manager Willie Swan, through the experienced greenkeeping team, including Steven Howie, and has been further expanded with additional knowledge from expert surveys and improvement projects. A Bird Survey was conducted in 2026 by Tom Lane which in addition to identifying bird species observed, details many of the course habitats and flora that support wildlife. Future surveys were also discussed e.g. a potential invertebrate survey of the new sand scrapes or a botanical survey. **CIP**: Please make the **the Bird Survey available to all, as I have no doubt it would be of interest to many member golfers and even visitors.** **CIP: Please develop a refreshed and updated course habitat map to support future action planning and communications (to be part of an updated Nature Action Plan see N 1.3.1).** **CIP**: **Please consider contributing ecological survey data, species sightings and biodiversity records to regional databases such as:** **The Fife Nature Record Centre (https://www.fife.gov.uk/kb/docs/articles/environment2/fife-nature-records-centre)** **The National Biodiversity Network Atlas (https://nbnatlas.org/).**

			This valuable data gathered on the course can then be shared with others, supporting regional and national tracking efforts, action, initiatives and statistics and enhance recognition of the club's ecological 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	Whilst there are no designated areas on the course itself, the team are aware that they are adjacent to the Firth of Forth Special Protection Area (SPA) and Site of Special Scientific Interest (SSSI) which is designated as an area that supports various bird species of European importance. St Andrews University are also conducting studies regarding coastal erosion, and the team ensure course operations do not impact these areas.
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	There are no known formal archaeological, historical or cultural designations on the site. The old railway path through the course, though not officially protected or designated, once formed part of the historic Fife Coast Railway line. It links in with the Fife Coastal Path which is a designated Core Path.
N1.2 Opportunities to naturalise the golf course	**N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass**	Monitor patterns of play to identify underutilised areas of turfgrass	The managed turf areas on the course have been optimised over a number of years taking into consideration golfer requirements and patterns of play. As such there has not been any changes in maintained turfgrass areas since the last certification. Out of play areas are naturalised with grassland and scrub habitats defining the in and out of play zones, keeping golfer landing areas in mind. Since 2024 there has been a programme of course pathway upgrades replacing hard surfaces with grass walkways. While these will require some additional maintenance, they are improving the appearance and the linkage of habitats on the course. **Highlight:** A 4-year bunker improvement plan is underway across the course. This has included the introduction of 10 natural-style bunkers which has reduced the amount of maintenance required. Along with improved aesthetics and playability, labour and fuel/emissions have also been reduced.
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	Habitat Management work programmes are carried out throughout the year to prioritise native habitats and to benefit wildlife whilst still producing a high-quality golfing experience.

			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	Projects including mixed woodland, dune and grassland and gorse/scrub management follow previous ecological expert advice and a woodland audit. We discussed how wildflower seed has been introduced to some areas of rough grassland following clipping collection and scarification. Gorse and hawthorn areas are under phased management including gorse removal and planting at the back of the 11th and heather at the 15th. Following storm damage and the loss of five young pine trees, there is planned planting of five to six more 12ft+ mature pines around the 13th hole. Conservation of the fixed dune habitats to increase resilience to erosion from the sea and walkers and some sea defence works has been previously undertaken. **CCIP: Please review and update previous habitat management plans, nature maps and expert reports into one new over-arching Nature Action Plan, detailing known data, objectives, actions, timescales, responsibilities and some key targets / KPIs.**
	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	There is a good understanding of the species present on the course through team observations and the various surveys undertaken. Efforts are made to create and maintain habitats on the course to support wildlife species e.g. grassland and dune management to benefit and protect nesting birds, along with other mammals and invertebrates. Microhabitats such as bird and bat boxes, deadwood and log piles are in the woodland areas. **Highlight:** Sand scrapes have been recently created following sand extraction for construction works. As the marram grass re-establishes in the dunes, these areas will support a variety of burrowing invertebrates, reptiles, amphibians, ground nesting birds and specialist flora. **CIP: Please consult the latest Fife LBAP- https://www.fife.gov.uk/environment/biodiversity-in-fife/fife-local-biodiversity-action-plan and the Scottish Biodiversity List https://www.nature.scot/scotlands-biodiversity/scottish-biodiversity-list to determine which priority species are and could be supported by the positive conservation actions at the Links.**

			CIP: **Please establish a structured internal system (staff or volunteer-led) to log sightings and track key indicator species in between consultant surveys. I would suggest using an app e.g. iNaturalist.**
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 turf species mix on the course was discussed and is predominantly a Fescue / Bent /Poa mix (with some ryegrass in the tees). This is appropriate for the soil and climate conditions of the area. The club get advice from R&A agronomist Alistair Beggs in Spring and Autumn. To optimise the fine grasses and provide the highest quality surfaces, drought tolerance and disease resistance, with less inputs, there is a programme of overseeding on the greens to transition to more fescue grass species. This practice in conjunction with an Integrated Pest Management strategy is resulting in high-quality playing surfaces.
	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	To support the transition to more finer grasses, soil testing and a programme of raising soil pH is being undertaken by reducing the use of sulphate which is in effect letting the soil reset itself. Maintenance also includes aeration and verti-cutting, sand/top dressing to ensure that the soil structure and condition is optimised. Some growth regulators, biostimulants and wetting agents are also used when required.
	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	The application of fertiliser is determined from soil nutrient and temperature testing and monitoring, climate conditions and the aim to encourage finer grasses without producing excessive growth, organic matter and thatch. Equipment is calibrated and good records are in place. Sprayer training and licences are in place and NSTS equipment testing documentation has been uploaded. Additional fertiliser has been applied in recent years during the establishment of the grass walkways. In 2026 only organic fertiliser was used on the greens.

	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	Cultural / non-chemical pest, disease and weed management is a key part of the Integrated Pest Management Strategy (IPM) such as sharpening mowing blades, removing surface moisture and aeration to minimise chemical inputs. Practices include sharpening blades, adjusting mowing heights seasonally, removing dew, and manual spot-treating. Hand weeding where possible also helps limit reliance on chemical inputs while maintaining turf performance.
	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	Good pest/disease identification and monitoring procedures are in place along with good records of hotspots and product applications. All products used are legally approved, and applications made only when appropriate and necessary.
		N2.3.2 Application of chemicals with full safety precautions	Use legally registered and approved products; Prefer products for the specific weed, pest or disease; Follow legal requirements; Ensure staff are fully qualified to use pesticides; Ensure staff use appropriate protective equipment; Regularly calibrate and test applicators; Dilute and dispose of leftover product on untreated areas of amenity turfgrass	Full safety precautions are taken with all staff sprayer training, licences and qualifications in place. I can confirm I observed safe chemical storage, contents lists, protective clothing and equipment, waste container temporary safe storage and uplift records.
	N3 Pollution Prevention			
	N3.1 Prevent pollution across the entire site	**N3.1.1 Practical measures to ensure pollution risks are**	Document procedures for emergency spill responses ;	I can confirm procedures and staff training are in place regarding the management and minimisation of environmental pollution risk and hazards for course management operations and to deal with the event of any chemical or product spills or emergencies.

		minimised from golf course operations	Retain no-spray/no-spread buffer areas next to water bodies and wetlands; Retain no-spray/no-spread buffer zones in and around ecologically sensitive areas	These include operational procedures, sprayer licences, spill response plan, spill kits and mowing buffer / no spray around the open ditch and protected shoreline. While no spills or incidents have been recorded, we did discuss the impacts on water quality of the burn from agricultural activity further up the catchment and the ongoing good working relationship with SEPA regarding water testing. **CCIP: Please ensure the SEPA Pollution Hotline number 0800 80 70 60 is added to incident reporting procedures and training and made visible to staff e.g. on noticeboards.** **Recommendation:** As we discussed, there have been some recent changes to SEPA legislation to be aware of. From 1 Nov 2025, water, waste management and industrial activities are now regulated under the Environmental Authorisation (Scotland) Regulations 2018 (EASR). This will replace Pollution Prevention & Control Regs (PPC) and The Water Environment (Controlled Activities) (Scotland) Regs 2011 (CAR) among others. I recommend looking at the SEPA or NetRegs websites for more info on EASR.
		N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	Wastewater from the clubhouse operations goes to public mains sewer under standard sewerage contract. All precautions continue to be in place to prevent pollution from hazardous materials such as cleaning products. These are securely stored and labelled with controlled access and staff trained in accordance with all COSHH guidance and risk assessments as detailed in the H&S document.
		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	Pollution risk continues to be managed in the maintenance facility to a high standard. Chemical mixing takes place on impermeable surfaces and containers flushed and put back into the sprayer. Machinery washing is on a bunded impermeable wash bay area and effluent treated by a closed loop biological system. All other wastewater goes to a septic tank which is emptied by a licenced contractor.

	N3.2 Safely manage hazardous substances	**N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances**	List of hazardous substances, made available to authorised staff; Product and material data safety sheets; Well ventilated concrete or metal building; Impermeable, leak-free flooring; Sufficient storage capacity; 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	The correct procedures are in place for the storage, handling, application and disposal of hazardous substances. I observed the Chemsafe with product lists displayed including herbicides, insecticides and bugs for the closed loop wash water system. The facility is tidy and well organised and dry products raised off the floor on pallets. Hazardous product lists and licences have been uploaded to the document library. Emergency eye wash station and other wash area is accessible. Specialist contractors remove waste containers and those records were available.
		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	Flammable products are stored in a red fireproof container. Machinery is fuelled at the local filing station/garage so only minimal amounts (approx. 30litres) is kept on the premises (with secondary containment for storage tanks).
	N3.3 Responsibly manage waste / storm water	**N3.3.1 Appropriate wastewater usage, treatment and discharge**	Impermeable, leak-free surface; Treatment as per local requirements (oil, grease and / or clipping separation; Formal discharge agreement, if applicable	Wastewater is to either to mains sewer with standard sewerage agreement from the clubhouse/pro shop or to a septic tank at the maintenance facility. The closed loop biological machinery washing system was observed. This is on an impermeable wash pad with surface water overflows for the facility going to a soakaway.

RESOURCES

R1 Water

Objectives	Requirements	Mandatory Practices	Verifier Notes
R1.1 Minimise water demand	**R1.1.1 Measures to reduce the need to consume water**	Select appropriate grass species for the climate e.g., drought and disease tolerance; Target irrigation to essential playing surfaces; Prioritise native, drought tolerant species for landscaping and planting	The team at Lundin are aware of the challenges that the changing climate is causing and the need to minimise the amount of irrigation water used on the golf course for current and long-term sustainability. The afore mentioned transition to drought tolerant fescue species that support firmness and resilience are suited to the local climate and naturalised areas/bunkers will reduce the need for watering. An irrigation audit was carried out by Adrian Mottram to review and optimise the course irrigation system and schedules.
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	Recommendations from the irrigation audit are being implemented. In addition to weather monitoring, soil moisture is monitored with POGO equipment to accurately target irrigation. The system is serviced and checked for leaks, and sprinkler head settings are adjusted to improve coverage and reduce overwatering. There is a lot of hand watering due to organic matter levels, especially during hot spells.
	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	There are some water saving devices installed into kitchens and changing rooms/ toilets such as tap aerators and efficient showers and kitchen appliances. Staff are encouraged to reduce water wastage where possible. Bills are reviewed for anomalies but usage trends are not routinely analysed. **CIP: Please consider submetering the system so mains usage data can be split between the clubhouse and the maintenance facility.**

			Submetering can also be used within the clubhouse to separate data for the kitchens from the changing facilities. This will highlight areas of high usage, any anomalies or detect leaks and will help prioritise any repairs or improvements.
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	Potable water is from public mains supply. Irrigation water is from two groundwater boreholes under SEPA abstraction licence. Abstraction data is reported to SEPA annually and is below permitted daily thresholds. 2025 usage was significantly higher than previous years but required for the drought period and to support the grow in of the grass walkways. While current abstraction thresholds and storage is sufficient, the team are aware that SEPA abstraction limits may be adjusted in the future as drought periods increase. **CIP: Please investigate the feasibility of other sources of water e.g. rainwater harvesting and storage from facility roofs to supplement existing supply and reduce reliance on mains water for any non-potable needs.**
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	Energy use on the golf course is minimised through large, naturalised areas, efficient irrigation pumping and a transition to electric/lower energy usage in vehicles and equipment. **Highlight:** Transition to Electric machinery and equipment - Since 2024, there has been an increase in the amount of electric machinery and equipment used on the course including ride-on mowers, a utility vehicle, a course buggy, and several hand tools including a strimmer, backpack blower, and pedestrian rotary mower. This has been demonstrated by an approx. 30% reduction in diesel use from 2024 to 2025. There will also be reduced vibration, noise and air pollution and less climate change contributing emissions. **Highlight:** As mentioned in N1.2 a 4-year bunker improvement plan is underway across the course. This has included the introduction of 10 natural-style bunkers which has reduced the amount of maintenance required. Along with improved aesthetics and playability, labour and fuel/emissions have also been reduced.

			Highlight: EcoBunkers are also being installed in 90% of bunkers across the course, using recycled artificial turf in place of traditional revetted bunker techniques. These will require less maintenance and renovation so less energy use in the long term.
R2.2 Maximise energy efficiency	**R2.2.1 Measures to use energy and fuels more efficiently in buildings**	Monitor and record energy consumption (bills, meters etc.)	Energy bills are regularly reviewed, and staff are trained in energy saving practices and during inductions. Natural light in the main clubhouse bar area reduces the lighting need and usage has been lowered by the installation of LED bulbs and motion sensors in all buildings.
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	The on-site solar PV continues to generate just under 15k kWh electricity annually from the clubhouse and pro shop building roofs. The club are considering expanding the number of installations in the coming years. Note: There is good support available from https://businessenergyscotland.org/get-support/ **CIP: When negotiating future mains grid energy supplies, please investigate Green Tariffs and offsetting schemes where possible.**
R3 Materials			
R3.1 Reduce materials demand	**R3.1.1 Products and materials selection based on necessity, including opportunities for recycled, reused and locally sourced alternatives**	No specific international requirement, however, identify activities to reduce the demand for materials and look for continual improvements	On the course, in the clubhouse and the proshop, the materials and resources used are closely monitored and good stock control practices and records are kept. To reduce the demand to purchase new materials, products and resources are efficiently used and good maintenance, repair and reuse practices are in place where possible to prolong materials lifespan. In the kitchen and bar areas, many disposable and single use plastics are no longer used e.g. plastic cups, cutlery and straws in accordance with Scottish Legislation, replaced with recycled and compostable alternatives. Plastic bags have been replaced with paper bags for proshop purchases. Water bottle filling stations encourage use of reusable water bottles and less plastic bottles are purchased. **Highlight:** As referenced in N1.4 sand has been extracted from sand dunes on the course for use in construction works. This has reduced the need to purchase sand from elsewhere, reducing costs and emissions from delivery vehicles.

				Highlight: As referenced in R2.1, the Ecobunkers reuse old artificial turf in place of turf to form the layers of the revetted bunkers. This helps divert waste from landfill.
	R3.2 Purchase responsibly	**R3.2.1 Commit to sustainable purchasing practices**	Favour responsible, lower impact products	Although there isn't a formal sustainable purchasing policy in place there is a good understanding of the benefits of choosing more sustainable, reusable, recycled and durable materials. Purchasing decisions across all departments are made with lower impact in mind; responsible products with many local suppliers and bulk deliveries to reduce delivery emissions. Local and seasonal sourcing and menus are considered in the kitchen e.g. local fish, with many products having ethical/sustainable certifications. **Highlight:** My discussions with Ron Walker in the Pro shop highlighted the consideration given to sustainability in clothing and equipment purchasing decisions. There has been an increase in the number of club branded clothing lines featuring recycled polyester and organic cotton materials. A request is made to the suppliers that plastic packaging is minimised and the hangers used to display clothing remain in the shop and are reused, reducing plastic waste. Some golf bags are made of greener materials, and one of the trollies on sale (Fastfold Atom) contains recycled plastic. Bamboo tees and other non-plastic accessories are available and paper bags rather than plastic are used for customers purchases. Branded reusable water bottles and water filling stations are available and reusable hot drinks mugs are on sale. Chilled soft drinks are available to purchase but many of the bottles are made of recycled plastic. **CCIP: Please develop and implement a sustainable purchasing policy for all departments to guide staff to a unified set of preferred criteria e.g. quality, local sources, recycled content, recyclability, biodegradable and eco-certified.**
	R3.3 Reuse and recycle	**R3.3.1 Waste stream separation for maximum**	Put in place a recycling separation system, according to local rules and availability;	Where materials cannot be reused, waste separation and recycling practices e.g. separate bins, are in place to meet Scottish waste

		recycling and re-use opportunity	Clear, simple and visible bin signage; Monitor and record weight of waste for each stream e.g. invoices, bills etc.	management legislation. This includes mixed recycling, glass and food waste. Cooking oil is also recycled. The number and frequency of waste uplifts is known from contracts and invoices, however, accurate weights and volumes of different waste streams are not measured by the club or the waste contractors. As such the waste data submitted is an estimate and appears to be very high compared to other golf facilities of a similar size. Accurate data would allow trends over the busier and quieter periods of the year to be identified and bin sizes and frequency of bin uplifts adapted to reduce costs. **CCIP: Please acquire more accurate waste data in conjunction with your waste contractors. This will allow accurate monitoring to be undertaken, uplifts optimised, accurate recycling rates calculated and improvement targets set.** **Note:** Online and 1:1 advice can be found at: https://www.zerowastescotland.org.uk/resources/measure-and-monitor-your-business-waste
	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	I can confirm all waste disposal practices appear to be in line with current legislation; Licensed contractors are used for regulated waste streams, including hazardous waste, waste oils, and electrical items. Storage areas are well organised and secure, clearly labelled reducing the risk of spills or cross-contamination and there were no signs of dumping or mismanagement. **Note:** For further info about waste and other environmental legislation go to https://www.netregs.org.uk/business-sectors/golf/ **Note:** Waste management licensing is included in the new EASR regulations. (See N3.1)

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	Lundin Golf Club provides safe access to the natural environment for members, visitors and local community members which is beneficial to human physical and mental health and wellbeing. Walking rounds are encouraged with 92% of rounds on foot. Trolleys are available and a buggy for those with limited mobility/disability. The clubhouse is an accessible, welcoming place and club facilities and social events provide a positive experience for all. Drinking water is available at the clubhouse and out on the course. Whether working at the club, playing golf or passing though or alongside the course on foot or bike, safety is paramount. The club Health & Safety Policy includes risk assessments, procedures for golfer safety and safe working conditions, severe weather warning systems and emergency incident plans are in place. Signage is in place to increase awareness of hazards on the course and also on the adjacent Fife Coastal Path, installed in conjunction with Fife Coast and Countryside Trust. **CIP: Please explore opportunities to enhance community-facing health benefits—such as wellbeing/ nature walks, expanding links with health charities e.g. the recently supported British Heart Foundation.**
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	Lundin Golf Club have an open and inclusive membership and staff recruitment policy, free from discrimination. Like many clubs, numbers of younger golfers are relatively low so free coaching, member mentoring and family/intergenerational competitions are encouraged to retain and increase junior numbers and promote involvement in club events. Since welcoming Women members eight years ago, numbers are still very low. There isn't a push to improve this at present as there is the local Lundin Ladies Golf Club which has a waiting list. Visitor number increased in 2025 partly due to 'overspill' from increasing numbers of golfers in the St Andrews courses, and the good summer weather.

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	Fair employment policies such as equal opportunities recruitment, living wage and overtime, apprenticeships, discrimination reporting and employee benefits are in place. Employee safety is ensured with robust policies, inductions, training and working conditions as detailed in the Health & Safety Policy. There are opportunities for staff training, work experience and Continuing Professional Development including, H&S, fire training and greenkeeping qualifications and skills. Staff are encouraged to attend information workshops and events.
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	The club is adjacent to the Fife Coastal Path and has an old Railway Path through the course, once part of the Historic Fife Coast Railway. Walking, cycling and horse riding is encouraged and the club ensures these paths are maintained and accessible with good signage in conjunction with Fife Coast and Countryside Trust. **CIP: Please explore the potential for more structured multifunctional use such as specialist nature events / e.g. a bioblitz, public nature trails or links to local eco schools' activity.**
C2.2 Provide for volunteering and charity	**C2.2.1 Opportunities available for volunteering and support of charities and good causes**	No specific international requirement, however, identify activities to support volunteering and charity and look for continual improvements	The club hold charity fundraising golf day events, for mostly health related charities such as the British Heart Foundation. In 2025 around £7k was raised and 40 charities supported. The club also receive 4 ball / tee time requests for charities from members and the local community which they support where possible. Rooms in the clubhouse are available for charity functions and member events.
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	The club has good relationships with neighbours, local community members, groups and businesses and many members live in the local area. There are various previously mentioned partnerships and engagements with greenkeeping / environmental organisations and recently the team hosted a course walk with students from Elmwood College to see the bunker rebuilding works.
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	Internal communication about sustainability activities and achievements is good, from Gavin's blog about course projects, information on noticeboards to general member updates. Staff and members are encouraged to get involved in feeding into committee decision making and practical projects. **CCIP: Please use opportunities to further engage members and visitors through existing communication channels such as in the weekly direct member emails, social media and on the club website. Highlight recent projects, interesting reports e.g. the recent bird survey and upcoming activity to increase awareness and inspire a sense of shared responsibility and involvement among members.**
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	There are some great GEO Highlights detailing the wide variety of nature, habitat and species protection activities undertaken and this report mentions a few other areas I believe could also be promoted across the wider GEO community. Sustainability at Lundin has also been promoted by Gavin in industry articles, at a recent golf sustainability symposium, as a case study on the Scottish Golf website and on social media. **CIP: Please link in with the Fife Biodiversity Officer for initiatives and beneficial contacts.** **CIP: Please continue to discuss sustainability ambitions with suppliers, contractors and other business stakeholders. This could help with product purchasing decisions, site protection and open up new project funding opportunities.** **CIP: Please undertake more positive external communication and awareness raising. This would be beneficial through various communication channels, using GEO Certified status and your Highlights as evidence of sustainability achievements.**
C3.3 Follow a journey of continuous improvement	**C3.3.1 Measures to help track, review and improve sustainability and climate action**	Put measures in place to ensure that OnCourse can be updated annually	As environmental and sustainability efforts continue, good record keeping and data monitoring with be essential to track progress, set improvement targets and allocate time and resources. **CIP: Please consider utilising the OnCourse Documents Library further for centralised electronic storage of all sustainability documents and reports.**

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