



GEO Certified®

GEO Certified® Report Golf della Montecchia

Prepared by independent verifier Giulia Ferroni

Certified by GEO Foundation: 2026
Recertification due: 2031

GEO Certified®

 **GEO
Foundation**
Sustainability in and through golf

“Golf della Montecchia continues to demonstrate a strong long-term commitment to sustainability through practical and measurable environmental and social initiatives. The Club has significantly progressed its sustainability journey since the previous certification cycle, particularly through the transition towards electric maintenance equipment, biodiversity enhancement projects, responsible resource management and stronger community engagement initiatives. The management team and staff show excellent awareness of environmental stewardship and a genuine commitment to continual improvement. The facility represents a very positive example of sustainable golf operations within Italy and the wider European golf industry.”

Giulia Ferroni
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Golf della Montecchia 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 della Montecchia 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 della Montecchia should be awarded GEO Certified® status.

For the certification period stated above, Golf della Montecchia 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	Golf della Montecchia is situated in the north-east part of Italy, approximately 10km from the city of Padua. The facility comprises a 27-hole parkland golf course, clubhouse with restaurant and pro-shop, performance centre, fitness facilities, storage areas for bags and trolleys, and a dedicated maintenance facility. The courses cover a total area of approximately 72 hectares, including around 5 hectares of wild grassland habitat, 3 hectares of native woodland and 2.5 hectares of open water. The Club has been actively involved in sustainability programmes since 2007. The General Manager and the management team demonstrate a strong awareness of the environmental value of the site and the importance of conserving and improving the natural habitats across the property. The Club shows a clear understanding of the biodiversity present on site through a wide range of initiatives supporting local fauna and flora. Habitats were observed during the course walk. Although there is not currently a formal landscape management plan in place, a detailed digital map showing the habitats and their extension in relation to the golf course has been produced following the recent bunker restoration works. Habitat conditions and ecological health are regularly monitored through visual inspections undertaken by the Club's ecologist, who also prepares an annual ecology report. Ornithological and entomological surveys were carried out in 2016. In 2015, a flora study was commissioned to the University of Bologna. The University continues to monitor the health of the woodland and trees annually, identifying any signs of disease and providing recommendations for the long-term management of a healthy woodland ecosystem.
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Identify rare, protected or endangered species found on the golf course;	No statutory designations or legally protected areas are reported on site and therefore no specific legal requirements currently apply.

		Understand legal responsibilities for landscape protection and special area designations, if applicable	
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	No archaeological, historical or cultural designations were advised during the verification visit.
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	Woodland, meadows and water features are managed appropriately throughout the year. In 2018, unmanaged rough areas were significantly increased in order to promote biodiversity while reducing water consumption, fuel usage and maintenance inputs. During the Covid closure period, fairway areas were also reviewed and reduced where possible without affecting playability. The current extent of managed turfgrass continues to provide excellent playing conditions. The Club has also improved drainage conditions in several areas of the course through ditch cleaning operations and the creation of swales in place of poorly drained hollows. These improvements have enhanced playing surfaces and contributed to healthier turf coverage with reduced disease pressure and lower maintenance requirements. CIP: Please try to increase not just quantity but quality of rough.
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	Since 2010, the Club has been involved in projects aimed at managing turf with the lowest possible inputs, favouring organic products wherever practical. In 2016, the Club launched the 'Operation Pollinator' project, creating new habitats for pollinators and installing beehives across the site. In 2020 and 2021, two insect houses were installed to attract a wide range of beneficial insects. These have successfully provided habitat for ants, beetles, termites and other insect species. A floating duck house was also built on the main lake and refurbished in 2022. In addition, the Club established an organic vegetable garden project in 2021, producing organic fruit and vegetables for use within the clubhouse restaurant. Habitat creation, habitat management and species conservation have been proactive for many years, demonstrating continuous efforts to improve and protect local biodiversity.

			Current management practices include: 1. Understory thinning and controlled deposition of vegetation material to reduce the rapid re-establishment of invasive shrubs. 2. Sensitive rough management with a single annual cut and extensive wildflower areas to attract pollinators and insects. 3. Woodland edge management. 4. Protection and naturalisation of water feature edges. CIP: Please increase habitat provision for pollinators through the installation of additional beehives.
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	Out-of-play areas are managed carefully to conserve priority species present on site. White water lilies are protected through designated buffer zones. Protected and notable species recorded on site include: • Falco tinnunculus • Caprimulgus europaeus • Picus viridis • Hirundo rustica • Delichon urbicum • Sturnus vulgaris • Passer montanus • Ardea cinerea • Egretta garzetta The Club actively manages habitats to enhance ecological diversity while limiting aggressive non-native species that may threaten protected wildlife. The Club also collaborates with the regional Polizia Locale organisation in the management and control of invasive non-native species such as nutria and wild boar, which may negatively impact local habitats and protected species.
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	In 2010, the Club started the conversion of course turfgrass to warm-season grasses on tees, fairways and semi-rough areas across 18 holes, as well as on greens for the Green Course. The green course is a fully biological course. The University of Bologna studied the transition and confirmed the environmental sustainability benefits of warm-season turf varieties,

			particularly in relation to reduced water consumption and increased carbon sequestration. The selected turfgrass species have proven highly suitable for the local climate, offering improved drought tolerance, disease resistance and playing quality. The quality of the playing and putting surfaces was observed to be very good during the verification visit. Clippings are generally returned to the turfgrass surfaces, except on greens and collars where they are redistributed into rough and semi-rough areas. Two turf nurseries are maintained on site, providing opportunities for cultivar testing as well as a source of turf for repairs and maintenance operations.
	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	Course management continues to rely on traditional greenkeeping practices with a strong emphasis on environmental stewardship and mechanical cultivation operations. The Club has invested in modern maintenance equipment designed to be less invasive on the turf, allowing more frequent treatments with faster recovery times. The greenkeeping team regularly undertakes topdressing, verticutting, verti-draining and coring operations to promote soil health, deeper rooting and improved turf consistency.
	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	Fertiliser inputs remain significantly lower than those typically used at comparable golf courses within the region. The Green Course, where greens are also seeded with warm-season grasses, previously followed a strict organic management protocol, fully biological since 2021. The 'Bio Protocol' had to be partially revised following turf health issues affecting the greens. Since then, carefully selected fungicide products have been tested and used responsibly where necessary to maintain healthy turf conditions.
	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 The Club discontinued the routine use of chemical and pesticide treatments in 2013, except for a maximum of three targeted annual applications on greens when necessary to maintain plant health in accordance with the National Action Plan.

			Equipment maintenance is undertaken regularly, including sharpening mowing blades and routine servicing carried out by the greenkeeping team. Surface moisture removal, hand weeding during summer periods, and adjustments to mowing heights and mowing patterns are all used as part of the Club's integrated turf management strategy. The increased use of wetting agents and rolling procedures has also contributed to reducing disease pressure. Technology is increasingly supporting turf management operations. Digital tools such as the Syngenta turf management application assist the team in identifying disease symptoms at an early stage, enabling more effective interventions while minimising chemical usage.
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	The greenkeeping team demonstrates a strong understanding of turf management practices and can identify potential issues at an early stage. Knowledge of the course, continuous inspections, daily disease scouting and ongoing data collection allow turf management decisions to be based on a systemic and preventative approach. As noted above, the Club discontinued routine chemical and pesticide treatments in 2013, except for limited targeted applications on greens when strictly 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	The chemical and product storage room within the maintenance facility was inspected during the verification visit. All chemicals are stored securely within locked and clearly signed facilities. The storage area was observed to be clean, well ventilated and appropriately illuminated. The Club uses modern spray equipment with computerised spraying technology. All equipment is checked and calibrated annually. The Head Greenkeeper and Assistant Head Greenkeeper are fully qualified and licensed to use chemicals. Chemical applications are recorded and stock levels are monitored. The list of hazardous substances has been uploaded onto the OnCourse platform.

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

The maintenance facility has a documented emergency spill response procedure that is displayed and communicated to all members of the greenkeeping team.

Staff demonstrate a strong understanding of environmental protection measures and carefully respect buffer zones and operational precautions, including appropriate weather conditions, absence of wind and restricted timing of applications.

Chemical and fertiliser loading operations are undertaken on a closed-loop washdown pad designed to contain spills.

The fuel tank is safely stored within a designated flammable materials storage area.

The greenkeeping team is trained to respond effectively in case of emergencies and an emergency response plan is available for upload onto the OnCourse platform.

N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations

Formal wastewater discharge agreement, if applicable

Fertiliser, chemical and fuel storage areas were inspected and discussed during the visit. All materials are stored appropriately and in compliance with current safety protocols.

Staff are trained in handling hazardous materials and pollution prevention procedures.

The Club holds the required licences for hazardous waste disposal and wastewater discharge. Washdown water is treated before discharge. A wastewater discharge licence is available in accordance with national legislation and has been uploaded onto the OnCourse platform.

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

Washdown water is treated through an oil separation system before being discharged into the main sewer.

The washing area and chemical and fertiliser loading zones are constructed on impermeable, leak-free concrete surfaces. Triple-rinsed containers and applicators are securely stored before disposal, together with empty fertiliser bags and used equipment batteries.

The washing pad surface area has recently been increased by approximately 25%, improving operational safety and efficiency.

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 chemical and product storage room within the maintenance facility was inspected. All chemicals are kept within locked and signed storage facilities. The area was observed to be clean, well-ventilated and adequately illuminated. All spraying equipment is checked annually. The Head Greenkeeper and Assistant Head Greenkeeper are fully qualified and licensed to use chemicals. Chemical applications are recorded and stock levels are monitored. First aid kits and fire extinguishers are provided throughout the facility. The list of hazardous substances has been uploaded onto the OnCourse platform.
	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	The maintenance facility and fuel storage systems were inspected during the visit. All legal requirements relating to fuel storage and handling are met. An emergency spill response procedure is in place and staff are trained to respond appropriately and contain fuel in the event of a spill. Secondary containment systems are installed. Fire alarms and fire extinguishers are located throughout the facility. Safety procedures are communicated to staff through training national programmes and dedicated signage.
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	A wastewater discharge licence is available in accordance with national legislation and has been uploaded onto the OnCourse platform. The washing pad surface area has been increased by approximately 25%.

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 management team continues to make considerable efforts to improve irrigation practices and minimise water consumption across approximately 27.5 hectares of irrigated turf. Water supply sources include: 1. Four boreholes 2. Water reservoirs 3. Council water supplied from the Adige River These sources are used in approximately equal proportions. The introduction of warm-season turfgrass species has significantly reduced irrigation demand. Irrigation practices are based on agronomic need and supported by three moisture monitoring stations, daily scouting and rainfall forecasting systems. A dedicated weather forecasting station is located on the roof of the maintenance facility.
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Schedule irrigation based on informed assessment of soil moisture and weather forecasts; Evaluate new irrigation technologies e.g., central control, precision sprinklers etc.; Provide staff training on efficient irrigation practices; Adjust sprinklers to playing surfaces only	The double and triple-row irrigation system is fully automated and controlled through a central computer system monitored continuously by the greenkeeping team. The irrigation system is adaptable and allows moisture levels to be maintained at optimum conditions across the golf course. Moisture levels are regularly monitored and recorded. Greenkeeping staff are trained in water-saving procedures and efficient irrigation management. CIP: The Club continues to plan the future renovation of the existing irrigation system with a newer and more efficient system. The Club remains committed to undertaking this upgrade in the near future.
	R1.2.2 Practical measures to use water more efficiently in buildings	Monitor and record water consumption (bills, flow meter etc.); Encourage water conservation practices amongst players and staff	Water usage is tracked through regular audits and review of water bills. Water-saving practices within the maintenance facility and clubhouse include low-flow toilets, motion-sensor and percussion taps, and energy-efficient dishwashers and washing machines.

			Clubhouse staff are trained in water conservation measures.
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	The Club holds a valid abstraction licence for borehole water extraction. Irrigation water quality and abstraction volumes are monitored periodically based on operational requirements. The abstraction licence is available and is being uploaded onto the OnCourse platform.
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	Golf della Montecchia maintains extensive unmanaged habitat areas throughout the golf course. These areas reduce mowing requirements, irrigation demand, manpower needs and fuel consumption. Following extensive testing of several brands, the Club has now purchased a fleet of nine electric mowers. The transition to electric mowing equipment has improved playing conditions and working conditions for the greenkeeping team while also benefiting turf health. Additional environmental benefits include reduced noise disturbance to wildlife, lower fuel emissions, reduced maintenance costs and decreased carbon emissions.
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.)	Internal record keeping, utility bills and invoices are continuously reviewed against previous consumption patterns. Measures implemented to improve energy efficiency within the clubhouse include the installation of a more efficient boiler system, motion sensors for indoor lighting, automatic timers and improved heating and cooling management. All lighting across the facility has now been converted to LED technology. Clubhouse and greenkeeping staff are trained in energy-saving procedures. Maintenance vehicles are serviced regularly to ensure efficient performance.
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	Understand the energy mix of your electricity supplier;	A 110kW photovoltaic system was installed on the roof of the maintenance centre during the 2010s and has been fully owned and managed by the Club since 2018.

		Explore possible greener energy providers	CIP: Please consider the installation of an additional 200kW solar photovoltaic system on the roof of the car park area.
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	The Club has implemented policies aimed at reducing energy consumption and waste generation. Awareness campaigns encourage members and visitors to minimise waste production. Significant efforts have been made to improve recycling rates and waste separation procedures. The Club actively works to reduce packaging and transportation impacts by favouring local suppliers. Single-use containers and products are discouraged. Drinking fountains are available throughout the golf course to reduce the use of plastic bottles. The Club also collects batteries and plastic caps for recycling and charitable initiatives supporting local hospitals. Internal decorations within the clubhouse have been created using material recovered from woodland trimming operations, transformed into decorative artwork. Ivy removed from trees for ordinary maintenance has also been reused to decorate the restaurant ceiling.
R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	Food, course consumables and services are predominantly sourced locally and include organic, certified and environmentally responsible products. The Club purchases recycled materials whenever possible and applies responsible procurement practices throughout the maintenance facility. The organic vegetable garden established in 2021 is now managed by a local young farmer who produces exclusively biological products, supporting the local organic farming industry. The Club has also made sustainable purchasing choices regarding buggy path aggregates by sourcing recycled crushed material produced locally from construction waste. In addition, the local presence of Toro machinery distributors and Husqvarna electric mower suppliers contributed to the sustainable

			selection of these brands through reduced transport requirements and local servicing support.
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.	A colour-coded waste separation system is implemented across the facility, including recycling points located throughout the golf course. Within the clubhouse, careful menu planning helps minimise food waste. Materials collected for composting and reuse include soils, sands, cores, turf, leaves, branches and grass clippings. Since 2020, Golf della Montecchia has actively developed its '3R Initiative' – Recycle, Reuse and Reduce. The initiative focuses on creating new functional objects from waste materials, often with recycled content exceeding 95%. Examples include insect houses constructed from old pallets and reclaimed building materials, the floating duck house on the main pond, recycled furniture within the Superintendent's office and the storage structure for the vegetable garden. The Club also collects exhausted batteries for disposal according to national legislation and collects wooden bottle tops for recycling. In addition, approximately 330kg of plastic bottle caps have been collected and donated to a local charity organisation supporting guide dog training for blind people. Materials used during the Venice Open tournament are reused annually to reduce waste generation. The Club has also installed a plastic bottle compactor to reduce the volume of recyclable plastic and improve waste collection efficiency.
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 materials are recycled according to local authority regulations. An authorised waste contractor collects waste materials from the maintenance facility. The Club holds a hazardous waste licence, which is being uploaded onto the OnCourse platform together with evidence relating to the authorised waste collection company, Execo Srl.

COMMUNITY

C1 Health & Wellbeing

Objectives	Requirements	Mandatory Practices	Verifier Notes
C1.1 Improve health and wellbeing	C1.1.1 Benefits to human physical and mental health from golf and facility activities	Plans in place to respond to incidents and emergencies	The benefits of golf for physical and mental wellbeing are well recognised and actively promoted by the Club amongst staff, members and visitors. The Club organises a varied programme of tournaments and sporting activities throughout the year. The performance centre also provides nutrition and injury prevention programmes. Inclusivity is encouraged through golf tuition programmes operated by the Golf Academy, which currently involves more than 150 children. The increasing participation of juniors has led to a growing number of competitions and events. A formal Health and Safety Policy is in place in accordance with national legislation and is available for upload onto the OnCourse platform. The document includes emergency response procedures and operational safety measures. Working environments across the clubhouse and maintenance facility were observed during the visit. Employees are informed and trained to respond appropriately to the risks associated with their roles.
C1.2 Be open and inclusive	C1.2.1 Inclusivity and diversity in membership and visitor policies	Membership policies free from discrimination across age, gender, sexual orientation, religion, and ethnic background	The Club maintains an open and inclusive membership and guest policy and provides a wide range of social activities. Restaurant facilities, meeting rooms, the sports centre and the outdoor swimming pool are available to local community groups and non-members. Golf della Montecchia provides local employment opportunities in greenkeeping, hospitality and golf operations. Flexible membership categories are available to suit different age groups and requirements, including junior, student and senior memberships.

			The Club recently introduced a more affordable 'Light Membership' category. The facility has also adopted a pet-friendly policy, allowing dogs on the golf course and within clubhouse areas. Water stations for dogs are available outside the clubhouse.
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	The Club follows an equal opportunities recruitment and employment policy. Employees receive formal inductions and are provided with opportunities for professional development and external training. Greenkeeping staff are regularly trained in health and safety procedures. The Club collaborates with local schools and universities by offering internships and work placement opportunities across several departments, including administration, hospitality, catering and greenkeeping.
<u>C2 Outreach & Inclusion</u>			
C2.1 Diversify access and provide multifunctionality	C2.1.1 Social and recreational activities at the facility	No specific international requirement, however, identify multifunctional activities and look for continual improvements	The Club provides a wide range of social and recreational activities at the facility and actively encourages community use. Restaurant facilities, meeting rooms and the sports centre with outdoor swimming pool are accessible to local community groups and non-members. There has been an increase in junior competitions and mixed-gender events, including competitions organised with neighbouring golf clubs.
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 hosts several charity events each year, typically organising approximately five fundraising events annually. An internal volunteer group supports various activities including marshalling and health and safety operations. This support is particularly valuable during the Venice Open tournament for children, where the wider community actively contributes to the success of the event.
C2.3 Establish active community partnerships	C2.3.1 Positive and constructive engagement	No specific international requirement, however, identify	The Club collaborates closely with the local Council, schools and the wider community.

	with neighbours, the local community and other groups	partnerships and community activities and look for continual improvements	Local products are promoted and made available within the clubhouse, including locally produced organic skincare products. The Club also collaborates with a local restaurant and accommodation provider operated by disabled people, promoting their services to members and guests. In addition, the Club has employed disabled workers trained through this organisation and has also recruited staff from communities of war refugees.
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	Although there is not currently a formal sustainability working group, communication on sustainability matters is actively maintained. Communication channels include social media, the Club website, internal notices, magazines, newspapers and electronic newsletters. Sustainability information panels are displayed throughout the facility to raise awareness and encourage support for the Club's sustainability commitments. The Club also produces targeted information leaflets for golfers and visitors highlighting sustainability activities and events. CIP: Please update the website with sustainability information.
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	Communication activities continue to be delivered through social media, the Club website, newsletters, magazines and internal communications. The wider community is engaged through sustainability articles and the dedicated sustainability section on the Club's website. In particular the Club is becoming increasingly active on social media platforms to engage younger audiences and encourage wider participation. The Club has also successfully uploaded three sustainability Highlights onto the GEO platform.
C3.3 Follow a journey of continuous improvement	C3.3.1 Measures to help track, review and improve sustainability and climate action	Put measures in place to ensure that OnCourse can be updated annually	The Club is committed to continual improvement and to maintaining regular updates on the OnCourse platform in order to track sustainability performance and environmental progress over time.

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