



GEO Certified®

GEO Certified® Report Royal Mid-Surrey Golf Club

Prepared by independent verifier Keith Duff

Certified by GEO Foundation: 2026
Recertification due: 2031

GEO Certified®

 **GEO
Foundation**
Sustainability in and through golf

“Royal Mid-Surrey Golf Club is at the forefront of sustainability in golf, with clear corporate commitment to continual improvement being driven by their Sustainability Manager. This is the first time I have come across a club who have made such an appointment, and I commend them for their initiative. It is clear that sustainability is embedded in all aspects of their operations, and that staff understand and embrace this. On-site habitats are well-managed, and strong engagement with both members and local wildlife groups provides volunteer support to the efforts of club staff. Adjacency to the tidal River Thames creates some practical challenges for management of parts of the golf course, but these are handled well and have provided opportunities to observe, assess and learn from the impacts of periodic flooding by brackish water. The installation of solar panels on the clubhouse roof, and the choice of an energy supplier with a certified carbon-neutral green tariff, are very positive initiatives. The club have undertaken a number of initiatives to minimise waste, and are seeking to improving capacity to quantify waste streams to assist in this. Communications with members and the local community on sustainability matters is also clearly an important activity for the club, as evidenced by their becoming part of the Richmond Biodiversity Partnership.”

Keith Duff
(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Royal Mid-Surrey 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.

Royal Mid-Surrey 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, Royal Mid-Surrey Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Royal Mid-Surrey 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.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	A habitat assessment prepared by a specialist ecological consultant is used as the basis for the club's management of their extensive habitat areas. Grassland, woodland, wet woodland and ponds are seen as especially important, and appropriate habitat management activities are undertaken well. The club is a member of the Richmond Biodiversity Partnership and thus contributes to the borough's biodiversity action plan targets.
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Identify rare, protected or endangered species found on the golf course; Understand legal responsibilities for landscape protection and special area designations, if applicable	No statutory wildlife designations apply to the site, although Tree Preservation Orders have been applied to many mature trees; the club values these trees and safeguard them. Bat surveys have been undertaken by the London Bat Group, and bat boxes are in place. Badger survey carried out. The wildlife importance of the site has been recognised by its' listing as a non-statutory Site of Importance for Nature Conservation.
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	The site occupies a substantial area of the Old Deer Park at Richmond and is subject to a considerable number of heritage and landscape designations. The club takes pride in these and has produced a document listing them which informs management of the site. Amongst other features, the club's property includes a Scheduled Ancient Monument, a Grade 1 Listed Building, and an Area of Archaeological Importance. The hot summer of 2026 has generated a number of crop marks which enhance archaeological knowledge of the site.
N1.2 Opportunities to naturalise the golf course	N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass	Monitor patterns of play to identify underutilised areas of turfgrass	The club has an ongoing process of reviewing patterns of play, with the aims of reducing the overall area mown and increasing the areas of functioning habitat. There are extensive areas of established woodland (including veteran trees), wetland and wet woodland habitat around the edges of the site, especially along the Thames river frontage, and this is being managed well.

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 club's commitment to environmental good practice has been independently recognised by it winning the BIGGA Environmental Golf Club of the Year award for 2025. Bat boxes, bird boxes, bug hotels and amphibian refuges have been installed, and a programme of hedge planting (using appropriate native species) is ongoing along boundaries. Himalayan balsam is being cleared from large areas adjacent to the Thames, and management of tidally-influenced brackish ponds is also going well. The club is well aware of the importance of linkages between areas of habitat, and create and maintain such linkages as far as possible. 10 metre wide buffer zones are left alongside water bodies and environmentally sensitive areas to protect them against disturbance and possible pollution.
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	15 specimens of the rare black poplar have been planted as part of a borough-wide conservation project. A programme of willow spiling to help control riverbank erosion is in place, with volunteers from amongst the club membership being active in the work; these volunteers also undertake some of the Himalayan balsam control. Fallen and standing deadwood is left in place wherever it is safe to do so, to provide habitat for rare or vulnerable species, including the construction of hibernacula. Highlight: The club has put in place an innovative nature-based solution for management of crows and geese on the site, using birds of prey.
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	Cool season grasses dominate on the site, and are appropriate to the conditions. Serious flooding of part of the course from the Thames a few years ago demonstrated that the on-site grasses are remarkably tolerant to brackish inundation, indicating effective adaptation of the sward to local conditions.
	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	Integrated Pest Management is at the core of the club's course management strategy, with cultural and mechanical management practice being preferred to chemical intervention as far as is reasonably practicable. Seaweed extracts are used to enhance water take-up by the sward, and to help increase nutrient take up by plant roots.

	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	Testing of soil pH, soil nutrients, organic matter and compaction is carried out regularly, and the results used to inform what interventions are necessary. Good records are kept on this. All sprayers are regularly maintained, checked, calibrated and tested, and all users are appropriately licensed and supplied with appropriate PPE.
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Change hole locations frequently	Integrated Pest Management in place, with cultural and mechanical management practice being prioritised. Mower reels sharpened regularly using in-house capability, surface moisture removed each morning, and hole locations changed frequently. Hand-weeding carried out when scouting identifies this is needed.
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	Chemical applications made according to observed need, and informed by daily scouting and established knowledge of disease hotspots and sensitive areas. CCIP: Please create a map, perhaps using a Course Planner as the basis, showing known disease hotspots or weak areas, so that current and future staff can be well informed.
	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;	All chemical products used are legally approved, and applied according to their user guidance. All staff using them are fully trained and qualified, and use appropriate PPE. Spray applicators are tested and calibrated regularly. Chemical log observed and seen to be comprehensive, listing all chemicals held and when used.

		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	Comprehensive Emergency Spill Response Plan in place, including clear information on who is responsible for doing what, and contact numbers and points. This is part of a comprehensive list of policies held electronically by the club. Various spill kits located near potential risk locations. Buffer zones in place around water bodies, wetlands and ecologically sensitive areas.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	Emergency Spill Response Plan includes coverage of clubhouse operations. All wastewater from the clubhouse is discharged to sewer, so no formal discharge agreement required. Potentially hazardous substances such as cleaning agents, kitchen chemicals and waste cooking oils are stored securely, with secondary containment and appropriate access control to them.
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	Wash machinery over an impermeable, leak-free surface; Mix and load pesticides and fertilisers over an impermeable, leak-free surface; Triple rinse pesticide containers and applicators	All machinery is washed down on a bunded impermeable hard surface draining to a closed loop treatment system, and under the cover of a roof. An emergency shower is also located in this area. All chemicals are mixed on this covered impermeable surface, with used containers being triple rinsed here and then stored securely to await collection by a specialist waste contractor. A planning application is in train to replace the existing maintenance complex with a new facility, including roof-mounted solar panels to generate sustainably-sourced power for the club's growing fleet of electric course maintenance equipment.
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;	Comprehensive list of all hazardous substances is kept within the maintenance facility, and includes product and materials data sheets, COSHH data sheets, and risk assessments. All hazardous substances are well stored, using chemsafes, and there are containment stands for containers of fluids. Floors are impermeable and bunded, and the building in which these materials are stored is

		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	secure and well ventilated. Clear labelling is in place on storage infrastructure. Spill containment kits are in place, including first aid kits and eye wash capability, and emergency shower provision is located on the impermeable washdown pad. All hazardous wastes from the maintenance facility are stored securely to await collection by their specialist licensed waste contractor (Greensman).
	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	Diesel storage tank located on the impermeable washdown pad; bump protection from passing vehicles lacking. Security of the diesel tank visually inspected every month by the mechanic, as part of his workshop procedures. CCIP: Please establish a process by which a specialist company does an annual inspection of the diesel storage tank. CCIP: Please install bump protection to the diesel tank as part of the new maintenance facility, and ensure that appropriate safeguards are put in place in the interim period. Fire extinguishers in place within enclosed cabinet adjacent to the diesel storage tank. Gas cylinders used at the clubhouse are stored securely in locked cages.
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	All wastewater from the clubhouse and the maintenance facility are discharged to mains sewer, so no discharge license required. All washdown bay water at the maintenance facility is recycled through a closed loop treatment system, which includes oil, grease and clippings separation, and is not discharged from the site.

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	Appropriate cool season grasses which are tolerant of the ambient conditions on site are used, with irrigation being focused on greens, approaches, surrounds and tees.
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	One of the greenkeeping staff has specialist responsibilities for monitoring and maintaining the irrigation system, including the borehole equipment, and is clearly very knowledgeable and experienced in this. The irrigation system is serviced 5 times a year, and calibrated annually. There have been annual upgrades of elements of the system over the past 4 years, including new pumps, valves, piping and sprinkler heads. Soil moisture meters used to inform irrigation decisions, along with weather station data, with the moisture meters using GPS capability and being linked to an app that can control the irrigation system remotely. Sprinkler heads are adjusted to cover just playing surfaces, and catch-can tests used to check water distribution periodically. Targeted hand watering undertaken as and when necessary.
	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 is a smart meter for water use in the clubhouse, and the club takes monthly readings to monitor usage. Water bills are cross-checked against these. The club is currently reviewing water saving technologies in the clubhouse, and also considering how best to capture water from the car park area as part of the planned car park re-surfacing project.

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	Most of the club's irrigation water is now drawn from boreholes, following a servicing of the boreholes and a change of the system setup in 2026. As a result, about 90% of their irrigation water comes from this source, the remainder being topped up from public potable supplies. Abstraction license from Environment Agency is in place, and regular returns on usage are made. Licence conditions, requiring abstraction only during the period March to September, are being complied with. Water is collected from the clubhouse roof to use on the flower and vegetable gardens, and the club is aware that the system could be made more effective.
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 club have reviewed patterns of play to determine where areas of managed turf can be reverted to naturalised areas, and increased areas of ecological grassland as a consequence. Savings in amounts of energy consumed by mowing have resulted. They have also taken action to improve the ecological quality of non-playing areas around the margins of the site, through control of invasive species, and planting of priority species to contribute towards the borough biodiversity action plan. Hedge creation is also ongoing. The Course Manager is planning to transition the machinery fleet towards using electric equipment, and the number of hybrid machines is already increasing. Golf buggies are already electric-powered.
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 checked against meter readings to identify potential anomalies. Both gas and electricity meters are read remotely and the club has access to the data. Usage and costings are tracked using a spreadsheet, and through having access to current and historic data the club is able to monitor their usage. A recent kitchen upgrade involving a change to induction hobs and drawer fridges has reduced gas and electricity consumption. Most halogen bulbs have been replaced by LEDs and the remainder are being replaced as they fail. A club refurbishment project which is about to start will include installation of PIR sensors in locker room areas and toilets.

			An energy audit was undertaken several years ago, and the club recognises that it would be wise to update this. CIP: Please consider undertaking an energy audit to review patterns of usage across the property, to assist in identifying actions which could be taken to reduce energy consumption. This should include separate consideration of the clubhouse and the maintenance facility, to allow future reporting and analysis to be more sophisticated.
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	Understand the energy mix of your electricity supplier; Explore possible greener energy providers	The club uses a certified carbon-neutral green tariff from their grid supplier, supplemented by an on-site array of solar panels on the clubhouse roof which is calculated to provide a cost-saving of 196 tonnes of CO² over a 20-year period. A number of Electric Vehicle chargers have been installed in the car park.
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	Composting of green waste, spent bunker sand and other organic arisings generates bulk material used in construction projects on site, and compost used in the gardens. A Ridan food waste composter has been acquired and uses green waste from the kitchens to generate compost used in the club's vegetable garden. The club is working with an external consultant to improve their environmental management system, to improve their performance and develop effective metrics. They appreciate the importance of this area.
R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	The club integrates sustainability into its procurement and operational framework, with the aim of sourcing products regionally, and eliminating the single-use of plastic. The club has removed plastic cups from water dispensers, swapped plastic water bottles for resealable aluminium cans, and replaced individual condiment sachets with reusable china dishes. They seek to shorten supply chains as far as possible, but recognise that this is sometimes not possible.

R3.3 Reuse and recycle	R3.3.1 Waste stream separation for maximum recycling and re-use opportunity	Put in place a recycling separation system, according to local rules and availability; Clear, simple and visible bin signage; Monitor and record weight of waste for each stream e.g. invoices, bills etc.	Good separation of waste streams was observed, both in the clubhouse and the maintenance facility. Coloured bins are used, and are well-labelled for clarity. Clubhouse wastes are currently well sorted before being uplifted by the local authority, who supply an annual waste transfer note covering all wastes. The club plans to move to a contractor who is able to provide separate data on the different waste streams, thus providing them with better data, and enabling them to continually improve and reduce their generation of waste. Food waste is now collected (2280 kg in 2025) and taken offsite for energy generation using anaerobic digestion. Waste generated at the maintenance facility is sorted into streams and stored separately prior to collection by their specialist waste contractor.
R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	Authorised waste collector for general, hazardous, industrial and green waste, if required	All waste is collected by licensed contractors and all legal requirements are being met.

COMMUNITY			
<u>C1 Health & Wellbeing</u>			
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	Full range of health and safety policies and risk assessments in place, including processes to ensure that staff are familiar with them. Annual health and safety audit carried out by external consultants, who also provide a 24-hour advice line. Accidents and near misses recorded on an electronic system which also holds risk assessments and training records. Health and safety procedures were discussed and found to be satisfactory, with spill kits observed where necessary. Staff are clear about procedures should any incidents occur.

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's philosophy has been to be inclusive ever since its' founding in 1892, when both men and women members joined. The club now has one of the largest ladies' section in the UK (over 310 members), and the Mens 'and Ladies' Captains have equal status, there being no separate Club Captain. The club is a signatory to the R&A's Women in Golf Charter. There is a strong Juniors section, and a Junior Academy, and the club operates under their safeguarding children and young people policy. The club supports competitive disability golf, counting nationally and internationally active players in the European Disabled Golf Association (EDGA) among its members.
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	All new employees receive induction training, as well as any specific training relevant to their role. This process is currently being reviewed. The club is an equal opportunities employer, but there is no formal policy in place for this. CCIP: Please create a formal equal opportunities policy. Appropriate continuing professional development opportunities are encouraged. Clear policies on health and safety are in place and promoted to all staff.
<u>C2 Outreach & Inclusion</u>			
C2.1 Diversify access and provide multifunctionality	C2.1.1 Social and recreational activities at the facility	No specific international requirement, however, identify multifunctional activities and look for continual improvements	Physical and social activity is encouraged at the site, including walking and bird-watching. Schools and volunteer groups are welcomed and function rooms are available for external use. The club is often a venue for meetings of environmental groups, both for meetings and for working groups on site.
C2.2 Provide for volunteering and charity	C2.2.1 Opportunities available for volunteering and support of charities and good causes	No specific international requirement, however, identify activities to support volunteering and charity and look for continual improvements	Local environmental groups such as Habitats and Heritage, and Thames Landscape Strategy, use the site to hold Corporate work group days carrying out environmental projects. Staff and members volunteer on environmental projects that feed into borough biodiversity actions such as Himalayan balsam control and hedgerow planting.

			6 charity events supported in 2025, with total charitable funds raised in excess of £70,000.
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	Members of the local community have been encouraged to attend bat walks on the site, which has proved an effective way to improve local perceptions of golf courses. The club has been used as a location for meetings of local environmental and heritage organisations. Highlight: The club has built strong relationships with local wildlife groups, council representatives and community initiatives, through joining the Richmond Biodiversity Partnership, organising bat walks, and venue hosting to showcase the benefits golf courses can bring to environment and community projects, as well as helping to improve public perception of golf courses.
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 club employs a Sustainability Manager, who drives and coordinates their sustainability actions, ensuring that sustainability pervades all aspects of the club's activities, both internally and through community outreach. Highlight: The club hosted a sustainability intern programme for several months in 2025, the graduate intern carrying out work to establish Scope 3 emissions (indirect greenhouse gas emissions that occur in a company's value chain, including both upstream suppliers and downstream customers). The individual is now on the staff in another capacity, and continues to play a role in the club's sustainability work. A Sustainability survey of staff and members was undertaken in 2025 to determine their awareness of sustainability practices and identify their top priority areas. Internal communication with members regarding sustainability matters are good, using noticeboards and electronic displays around the clubhouse to highlight actions and initiatives.
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	Particular highlights of the club's sustainability activities are recorded earlier in this report, and on the GEO website. Of particular note are using nature -based solutions to manage crows and geese using birds of prey,

			the creation of strong links with local wildlife groups through the Richmond Biodiversity Partnership, and the hosting of a sustainability intern.
	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 Sustainability Manager works with all the departments within the club to ensure that OnCourse data is recorded, accurate and up to date.

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