

GEO Certified® Report
Royal Wimbledon Golf Club

Prepared by independent verifier Keith Duff

Certified by GEO Foundation: 2026
Recertification due: 2031

GEO Foundation
Sustainability in and through golf

"In the 3 years since Royal Wimbledon Golf Club last received Certification, they have made considerable progress in further improving their already good record of operating in a sustainable way. Their appointment of a Sustainability Coordinator, who is looking at all aspects of their operations, and a Board level Director who has overall responsibility for sustainability, demonstrate the commitment of the club to embed sustainability into all aspects of their governance and performance. Communications with members to raise their awareness of the importance of sustainability and how it benefits the club is given high priority. Another significant advance has been the commissioning of a comprehensive audit of how the club could reduce energy use, costs, and carbon emissions across its clubhouse operations; the implementation of the audit's recommendations are now being considered at Board level.

The club recognises the challenges which golf faces from climate change, through changes in weather patterns which impact the availability of irrigation water. They have taken action to improve their resilience against such pressures by introducing targeted irrigation technology to give more efficient water usage, and by opening up a new high-flow borehole which should enable them to substantially reduce, or completely remove, their use of mains water for irrigation.

A substantial part of the golf course lies within an internationally designated wildlife site, and the club works well with the statutory regulator to ensure that the integrity of the site is retained through ongoing management of the golf course. Members are encouraged to record their sightings of wildlife species on the golf course using a database accessed through the use of a QR code.

Befitting its standing as the 3rd oldest golf club in England, Royal Wimbledon is at the forefront of putting sustainability at the heart of its operations, as was clearly apparent to me during my visit. I congratulate them on the commitment they demonstrate, and encourage them to continue to innovate in this field."

Keith Duff
(GEO accredited independent verifier)

Introduction

GEO Foundation is pleased to confirm that Royal Wimbledon 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 Wimbledon 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 Wimbledon Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Royal Wimbledon 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	The club continues to expand its knowledge of the wildlife and habitats on the site, with a comprehensive hole by hole ecological survey having been undertaken by a specialist consultancy in 2026; the recommendations made in the survey report are being used to inform priorities and actions for improved habitat management. The report is well-illustrated with pictures of habitats on each hole, and thus provides a *de facto* habitat map of the site. The principal habitat types present on the site are acid grassland and dry heath, with oak/birch woodland and good understorey vegetation dominated by holly, bramble and bracken. It is clear that the Greens staff understand the importance of these habitats and that they are managing them well. **Highlight: Members are able to record species they see on the site, accessing a comprehensive database which currently holds records of over 100 species via a QR code; the club's Sustainability Coordinator has established a process to verify records. The database also contains the records provided by the 2026 ecological survey.**
	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	Some 30% of the site is covered by 2 statutory nature conservation designations (an SSSI and an SAC), which requires the club to ensure that course management maintains the quality and integrity of the habitats giving rise to these designations. The club is well aware of their responsibilities, and has established a good relationship with the Natural England, which includes regular meetings with their local officer. These responsibilities (along with a commitment to maintain habitat quality in the non-SSSI parts of the site) are highlighted in the Course Management Plan and the Course Strategy documents, to ensure long-term commitment to good ecological management of the roughs and out of play areas.
	N1.1.3 Sound understanding and	Protect any archaeological, historical or cultural designations on the site, if applicable	There is a Scheduled Ancient Monument (Caesars Camp) underlying 4 holes of the golf course, and the club maintains a good ongoing

	respect for cultural heritage		relationship with the regulator English Heritage (EH). A management agreement is in place which allows ongoing management of the golf course, and this is set out clearly in the Course Policy Document. EH are satisfied that the club is implementing this effectively.
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	In the 3 years since the previous certification, 3 hectares of managed turfgrass has been reverted to managed roughs, following a review of where the golf playing strategy could be improved by changes to fairway areas. Habitat quality of these areas continues to improve, and significant savings have been made in respect of fuel and labour costs.
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	Heather plays a key role in the appearance and playing strategy of the golf course, being characteristic of carries and roughs in some parts of the course. There is a clear commitment to manage the extent and quality of heather stands, with brashings being cut each autumn and used to spread heather seed to maintain and expand habitat area. Significantly, the ecological importance of grass/heather mosaics is appreciated by the greens staff, as was observed during my visit. Acid grassland, and oak/birch woodland, are also characteristic of parts of the site, and the Course Management Plan recognises the importance of these habitats being managed sympathetically. My judgement is that this is being done well. The need to exercise caution when mowing or spraying near to wetlands and water bodies is highlighted in the club's Course Management and Standards document. However, I would recommend guidance is made more specific. **CIP: Please consider revising the Course Management and Standards document to specify that 5 metre buffer zones against mowing and spraying should be established around all wetlands and water bodies, to provide pollution prevention.**
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	Management of the roughs and out of play areas is part of the normal management regime set out in the Course Management and Standards document, and ensures that the species living in these habitats are safeguarded. Bat boxes and bird boxes continue to be put up around the course, and dead wood left as habitat or hibernacula. The club has acquired a bat detector, and the Sustainability Coordinator has carried out a bat survey of the site, also involving interested club members. The possibility of inviting a local mycological group to undertake a fungus survey is currently being considered.

			6 beehives remain active in a secluded part of the course, producing honey which is sold to members. The beekeeper gives an annual talk to club members.
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 club's Course Policy document makes clear the intention of maintaining turf conditions typical of a high quality traditional heathland, and observation confirms that cool season grasses predominate. On tees and fairways the native grasses are supplemented by ryegrass to help withstand heavier footfall, whilst Poa is dominant on greens to provide the desired putting surface. The Course Manager is very conscious of the challenges likely to be posed by future weather patterns and climate change trends in his forward planning.
	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	The club's Course Policy document stresses the importance of cultural practices and IPM in the maintenance of their fine grass swards, and it is clear that such practices are implemented well. Aeration, frequent sharpening of mower reels, removal of surface moisture, use of organic fertilisers, compost teas and biostimulants, and soil pH testing are key components of the management programme.
	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 need for fertiliser application is informed by soil tests, tissue tests, clipping production and assessment of sward condition, and the data shows that inputs are appropriate for a sustainably managed golf course. Fertiliser applicators are regularly tested and calibrated, and all involved staff are appropriately trained and use the necessary protective equipment.
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 methods of turfgrass management, including IPM and scouting, are fundamental to the way that the club manages its swards, with chemical intervention only if it becomes clear that disease outbreak is possible, in which case preventative applications are made.

			Mower reels are sharpened frequently, using their in-house capability, surface moisture is removed daily, and hole locations are changed frequently.
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	Use of pesticides is kept to a minimum by the club's use of cultural methods of turfgrass management, such as scouting, hand-weeding and IPM strategies. Greens staff are aware of potential disease hotspots and monitor them to pick up early signs of disease.
	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	All products used are legally approved, and all staff using them are fully qualified and use appropriate PPE. Product data sheets are kept, and inform the risk assessments made for their storage and use. These are all held digitally, and supplemented by easily accessed paper records held in ring binders to facilitate access by staff. Comprehensive records are kept of staff training and certification. Spray applicators are tested and calibrated regularly. There is a comprehensive recording system for chemicals held in the Maintenance Facility, along with digitally held records on what was used, when, by whom, and for what. Leftover product in sprayers is diluted and disposed of on untreated areas of amenity grassland.
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	Emergency Spill Response plan confirmed to be in place, both on-line and as easy access hard copy posted on notice boards in the maintenance facility staff area. Staff know what is expected of them should they discover any spills. The ESR plan is a key part of the club's comprehensive Business Continuity Plan, which contains contact numbers for all aspects of club services.

				The need to exercise caution when mowing or spraying near to wetlands and water bodies is highlighted in the club's Course Management and Standards document. I recommend that guidance is made more specific (see the CIP at 1.3.1 above). No chemicals are applied in the roughs.
		N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	All wastewater from the clubhouse falls within the definition of Domestic Sewage, so does not require a formal discharge agreement. Fat traps are installed in the kitchens and cleaned out frequently, and the waste is stored separately for collection by the club's licensed waste contractor. Used cooking oils are stored securely for uplift and recycling by the original supplier. There is a stand-alone Chemical Spill Plan for the clubhouse, setting out clear guidance for anyone discovering a spill. All new staff are made aware of this as part of their induction process. A log is kept of all chemicals held within the clubhouse and kitchens area, along with data sheets and risk assessments. Chemicals and cleaning materials are stored securely, and with 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 large and impermeable concrete pad, draining to a closed loop washdown system which is periodically recharged with biological reagent. There are no off-site discharges from the closed loop system. Pesticides and fertilisers are prepared, mixed and loaded into applicators on this same surface, and all empty product containers are washed and triple-rinsed here.
	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;	Register of all hazardous materials is kept up to date, and all product and material data safety sheets are readily accessible. Safety procedures covering emergency response situations and first aid issues are clearly documented on large display boards in the staff areas. Spill containment kits and fire extinguishers are in place. An emergency wash area is present in the staff restroom complex. All hazardous chemicals are stored in locked metal storage Chemsafe cabinets, with integrated secondary containment, and placed on an impermeable concretre surface. Fertilisers and wetting agents are stored within the maintenance facility building, which is weatherproof and well ventilated, and has an impermeable floor. Secondary containment units ensure against possible leakage.

			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	All waste materials from the maintenance facility are stored securely until uplift by their specialist waste contractors, who are licensed to collect hazardous waste materials.
		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 tank is double-skinned, with integral secondary containment, and is inspected annually by an external specialist. Regular visual checks made by staff in the interim. It is located on a concrete surface, but lacks bump protection and is in a potentially vulnerable location. Spill kit present. **CCIP: Please consider re-locating the diesel tank onto the large concrete washdown pad, and installing bump protection.** Petrol tank is double-skinned and placed in a bunded pit with some bump protection. **CCIP: Please repair and improve the bump protection for the petrol tank.** Gas bottles stored externally, within a locked steel cage.
	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 maintenance facility and the clubhouse are classed as Domestic Sewage, and are discharged to mains sewer, thus requiring no formal discharge licence. 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	The golf course uses cool season grasses appropriate to the heathland/acid grassland situation, maintained by environmentally sound procedures and practices set out in the Course Policy document. Tees, greens and fairways are irrigated, with the aim of keeping the playing surfaces healthy rather than over-watering them. Targeted application by hand watering on green complexes is used, as necessary, to fine tune turfgrass health.
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 irrigation system is relatively new, and is designed and operated to ensure that water is delivered efficiently. The system is serviced annually, and spray arcs are monitored and adjusted as necessary. **Highlight: The club recognises the increasing need to secure long-term water resilience, and has invested in a more sustainable and reliable water supply through targeted irrigation technology and a new borehole. Realtime data and soil moisture sensors are used to ensure that water is applied only where and when needed, improving irrigation efficiency and reducing unnecessary water loss.** The club are currently looking at how to make best use of their new (higher flow) borehole by considering the best option for increasing on-site storage of water, either through additional storage tanks or a reservoir.
	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	All clubhouse water use is metered, and records are checked against bills received to check for irregularities. Low water use toilets are installed in the clubhouse. External consultants (Net Zero Advisory) have been commissioned to carry out a water audit and make recommendations on improvements which could be made to the club's water use and efficiency. This will include consideration of harvesting rainwater from buildings and hard surfaces.

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	Water abstraction licence for the existing borehole is confirmed, and discussions are taking place with the Environment Agency over the abstraction licence for the new borehole. Flow rates from the new borehole are such that, dependent on the volumes allowed by the EA, the clubs whole irrigation needs could be met from groundwater, removing the current need to make use of significant volumes of mains water.
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	3 hectares of managed turfgrass have been reverted to acid grassland managed roughs, with consequential savings in fuel, labour and maintenance costs. The number of electric vehicles in the course management fleet continues to increase, and now stands at 5 utility vehicles, 4 greens mowers, and 2 robotic mowers.
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 use is audited through reviewing figures recorded in energy bills, and a number of energy saving initiatives have been put in place. **Highlight: A comprehensive and detailed energy audit has been carried out by a specialist consultancy to define a clear, evidence-based pathway for the club to reduce energy use, costs, and carbon emissions across the clubhouse. The aim is to understand where energy is consumed, identify the most cost-effective opportunities for improvement, and determine how these can be phased and funded to support the clubs journey toward net zero. The club's Board is considering implementation of the recommendations in the report.** The club already has a number of EV charging points in the car park, and is exploring the possibility of installing more.
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 energy mix of the club's energy supplier (British Gas) is 79% nuclear and 21% renewable. Implementation of the club's energy audit will include consideration of potential alternative suppliers. The possible installation of solar panels is included in the recommendations within the energy audit being considered by the Board, although there are challenges posed by the configuration of the historic clubhouse building. **Highlight: The Club has commissioned the creation of a Sustainability Platform which is a live database of the estate – the course and its land, the buildings, energy and water use, waste, and wildlife on the property. Electricity, gas and water use is tracked over time, allowing the club to understand their carbon footprint**

			across Scopes 1, 2 and 3 of the Greenhouse Gas Protocol, and seek ways to reduce consumption. It also provides the evidence for the club's annual carbon inventory, and decisions on energy equipment and renewables.
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	Waste materials generated through golf course management are recycled for use as bulk fill and screening material. Staff are committed to avoiding over-specifying and over-ordering materials. Refillable water stations are provided in the clubhouse, and sale of water in plastic bottles has been eliminated and replaced by aluminium cans. Takeaway containers for food and beverages are made of fully compostable material. The club's Facilities Manager has a key role in promoting and implementing efficient stock control procedures.
R3.2 Purchase responsibly	**R3.2.1 Commit to sustainable purchasing practices**	Favour responsible, lower impact products	The club's formal and clearly set out Sustainable and Ethical Purchasing Policy commits to conducting all their operations in an environmentally responsible and socially ethical manner. It emphasises the clubs intent to source goods and services from local suppliers wherever feasible, and to make purchasing decisions favouring products and services with a low carbon footprint, which use minimal, recyclable or compostable packaging, and are made from renewable, recycled or responsibly sourced materials.
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.	Waste separation is well organised both at the clubhouse and the maintenance facility, with clearly marked bins for different waste streams. The club's waste contractor provides them with data on the weight of waste within each stream, and the club is now starting to assess the granularity of the data to help them determine where further reductions in waste could be made. Food waste is collected separately and treated by anaerobic digestion, generating renewable energy and nutrient-rich fertiliser. Used cooking oils are collected by the original supplier and processed into biofuel or compost.

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	Confirmed that all waste materials removed from the site are uplifted by licensed operators, with waste from the maintenance facility being handled by a specialist hazardous waste contractor.

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 club's formal Health & Safety Policy commits to ensuring the health, safety and welfare of employees and all others affected by their operations, and identifies the specific responsibilities of Trustees, Management and Employees. This is underpinned by a full range of procedures and risk assessments, and a process to ensure that staff are familiar with them and trained as appropriate. The club uses external specialist health & safety consultants, who carry out an annual audit of systems and procedures, as well as providing a 24 hour on-call service. Health and safety procedures discussed and found to be satisfactory, with good signage in the maintenance facility, and spill kits where necessary. Accident and near-miss reporting system in place, with clear lines of responsibility for review and necessary remediation.
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 Equality, Diversity & Inclusion Policy makes clear that all who play or aspire to play golf must have an equal opportunity to do so, and confirms its' commitment to the principles of equality and diversity throughout its membership. They are also a member of the SafeGolf partnership, which aims to safeguard the welfare of children and young people in golf, and have formal policies on safeguarding children, young people and adults.

	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	Their EDI Policy makes clear that the club operates an equal opportunity recruitment and hiring policy. All new employees receive induction training, as well as specific training relevant to their role. Clear policies on health and safety, underpinned by risk assessments are in place and implemented. Appropriate continuing professional development opportunities are encouraged.
	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	Members are encouraged to observe wildlife seen on the golf course, and record this on an electronic database. Information is made available more widely to members through use of noticeboards and posters, and the weekly newsletter.
	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 has a long history of supporting local charities, raising funds directly and through golf days for local hospices and other local and national charities.
	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 periodically offer 2 junior places (1 boy, 1 girl) for children from Merton schools who could not otherwise afford to join. The Club Professional provides coaching sessions at the club to local schools. The Course Manager is involved with the BIGGA First Green initiative, through which local schoolchildren can learn about the possibility of careers in golf. Empty jam jars from the catering department have been made available to local schools for art projects. The club has good links with the Wimbledon Common Conservators over management of the site, and with the Surrey Wildlife Trust. Good working relationships are maintained with the statutory regulators responsible for the SSSI/SAC and the Ancient Monument.
	C3 Communications & Advocacy			
	C3.1 Engage staff and golfers	**C3.1.1 Communications activities that raise awareness and**	Involve staff and committees in sustainability efforts;	**Highlight: The club employs a Sustainability Coordinator who is very active and inclusive in engaging with staff, officers and members. One of the Directors has responsibility for sustainability, and chairs**

		understanding amongst members and visitors	Involve golfers in sustainability efforts; Post sustainability information in the clubhouse and / or on the golf course	**the Sustainability Working Group. A section on sustainability is now included in the club's website.** Considerable effort is made to communicate with members about the club's sustainability activities, making use of posters and noticeboards around the club, including an electronic one outside the Pro Shop, and a weekly newsletter to members. Creating a monthly sustainability message to members is being considered. The club's Sustainability Coordinator takes part in a monthly video-conference with the Sustainability Coordinator at Abbey Hill Golf Club and the England Golf Sustainability Officer.
	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 performance are recorded earlier in this report and on the GEO website. Of note are the comprehensive energy audit, improved water resilience, the formalisation of sustainability into club governance, and the wildlife database created by members.
	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 Coordinator is responsible for maintaining and updating the club's OnCourse data, collecting data from across the club's activities. Their role is pivotal in the club's efforts to strengthen even further their already impressive sustainability ethos.

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