



GEO Certified®

GEO Certified® Report Vreta Kloster Golfklubb

Prepared by independent verifier Kerstin Antonsson

Certified by GEO Foundation: 2025
Recertification due: 2030



“Vreta Kloster Golf Club is a well-maintained facility in constant development, with recent investments in an improved irrigation system and equipment, robotization for energy efficiency, and social sustainability through the new training hall.

The club continues to have ambitious plans to enhance the area's natural values. The recently developed nature plan, together with the previously conducted nature value assessment, provides a robust basis for continued efforts to increase and strengthen biodiversity in the area. It will be exciting to follow the biological values in evaluating the nature plan and its detailed management measures.

The club has also begun an ambitious work to structure and systematize the business model and development. A high level of competence in management and cooperation between the club management, the sustainability group, committees, and members creates an effective organization. I look forward to following the club's strategy work with focus areas, critical success factors, key figures, and current status values.”

Sanni Pisto

(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Vreta Kloster Golfklubb 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.

Vreta Kloster Golfklubb 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, Vreta Kloster Golfklubb should be awarded GEO Certified® status.

For the certification period stated above, Vreta Kloster Golfklubb 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	The Club conducted a nature and habitat survey in 2022 with Calluna and Östergötlands Golf Association. The inventory was carried out in accordance with Swedish Standard 199000:2014, "Natural value inventory regarding biodiversity." Nine natural value objects were delineated at the time of the inventory, of which four had high nature value (class 2). Confirmed maps with habitats and species observations, surveys, and inventory reports. In 2025, the natural inventory was followed up with a nature plan and a map of management areas. See N 1.1.3 below. An information board on nature conservation at Östergötland's golf courses has been ordered for 2026 and will provide visitors with a clear description and understanding of the biodiversity and nature conservation work on the golf course.
	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	The Natural value inventory identified 59 conservation species, of which 16 were protected species at the site under the Species Protection Regulation. Confirmed species lists of flora and fauna. New inventories of Trees, shrubs, herbs, and grass shall be carried out every five years according to the own-check plan.
	N1.1.3 Sound understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site, if applicable	The ancient monument at hole 10 has been reviewed by the sustainability group as part of the ongoing audit. There are no visible traces of the ancient monument in the terrain. The area where the object shall be located will not be expansive or affected by future management plans. Maintenance efforts in the area are only carried out with hand tools. However, it may be appropriate to note the occurrence in the nature plan so that the information is not forgotten.

			The clubhouse is a historical and culturally protected building.
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	According to the 2025 nature plan, in addition to valuable natural environments, there are areas suitable for developing the golf course's natural values. There are several areas of poor grassland that, with a fairly small initial effort, can become valuable, flower-rich meadows. There are also several south-facing edges on dry ground that can be used to create nesting sites for wild bees and other insects. CIP: Please explore the possibilities of implementing the proposals in the nature plan, such as the flower-rich meadows and nesting sites for wild bees and insects.
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	In 2025, the golf club, together with the Östergötland Golf Association, Calluna, and the County Administrative Board of Östergötland, developed a nature plan. The plan, based on the 2022 nature value inventory, specifies the measures needed to preserve, strengthen, or restore these values over time. CCIP: Please explore the feasibility of introducing the proposed overall goals for restoration and management, as outlined in the nature plan. Implement as many as possible over the next few years, including: (1) investigating the possibilities of fencing and resuming grazing in some of the tree-bearing pastures; (2) developing the values of the many brow environments that exist on the golf course; (3) converting some of the grasslands into hay meadows; (4) letting the small pine forest continue to be exposed to the sun; and (4) taking care of the small waters so that the water quality does not deteriorate. It is also advisable to evaluate the management measures implemented after a certain period and, if necessary, revise the nature plan. Please keep annual notes to strengthen memory over the years.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species	Follow local best practice to protect or attract endangered, protected or rare species found on site	There are many nesting boxes for birds and bats at the facility, as well as fauna deposits (dead wood), high stumps, and insect hotels. The detailed management measures in the nature plan, along with many proposals for creating and maintaining small biotopes, will support the survival of the species worthy of protection.
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 Today, <i>Agrostis stolonifera</i> and <i>Poa annua</i> are present on the greens. The goal is to get a more durable turf. The previous year had a goal to reach 100% <i>Agrostis stolonifera</i>. Sowing with <i>Agrostis</i> is still ongoing. CIP: Please summarize how the work to make the turf more durable has succeeded and whether new or changed goals should be set to continue this aim. Hand irrigation takes place during drier periods. The greens are covered with plant protection cloth in the springtime to create a better climate and faster conditions for the grass's recovery and for play early in the season. Because of drought periods, surface water storage for irrigation has been increased through the construction of dams. In 2024, the course was affected by heavy rainfall, and it had to be closed for four days. The possibilities for changing the drainage capacity of the course are limited, but it is advisable to continue searching for solutions if the economic impact becomes noticeable or rainfall increases.
		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 Knowledge and understanding of course maintenance and good soil structure are high among the head greenkeepers. A discussion was held about the need for an annual, ahead-of-time, written, and documented turf management plan, since it was missing. All turf management is well documented and compiled afterward when the activities are completed.
		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 staff are fully qualified to use fertilizers and believe that plant health is most important for achieving better quality and resistance to diseases. There is an active work to increase the micro-life on the greens, and they have switched to organic fertilizer with bacterial addition. Liquid fertilizers are used to achieve a more efficient, more precise use. Organic fertilizers, such as Culterra and Sustane, are used. Confirmed soil analyses provide useful information and thresholds for micro- and macronutrients. Physical data and suggestions for improvement and management methods provide useful guidance on when, where, how, and how much fertilizer to use.

			A new applicator has been purchased and will be used efficiently to apply spray fertilizers on fairways.
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	Confirmed a short and exemplary written evaluation of pesticides and wetting agents' use (what, why, when, and results) has been carried out. Turfgrass management includes applying mechanical methods such as sharpened knives, removing surface moisture, and sand-dressing in slots to create drier surfaces and prevent disease.
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	Holes 12, 13, 14, and the practice green indicate early stages of disease. There is good awareness of pests and diseases, including known and unknown diseases that will occur in the future. See evaluation in N2.2.1 above.
	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	Turf areas are used to dispose of leftovers. Confirmed personal applicator license and legal authorization of pesticide distribution on the course. Spraying equipment and protective equipment were observed. New spraying equipment was purchased in 2023 and is not yet subject to periodic calibration and test inspections.
N3 Pollution Prevention			
N3.1 Prevent pollution across the entire site	N3.1.1 Practical measures to ensure pollution risks are	Document procedures for emergency spill responses ;	Confirmed emergency spill response plan with the current phone numbers for Emergency services and the environmental authority. Routines are set for chemical risk management.

	minimised from golf course operations	Retain no-spray/no-spread buffer areas next to water bodies and wetlands; Retain no-spray/no-spread buffer zones in and around ecologically sensitive areas	The spray equipment used for pesticides is brand new and not yet in demand for testing and calibration. Protection and buffer zones of at least 6 meters are applied in the field. Buffer zones were shown on a map. A dedicated hardened surface serves as a wash pad for machines. The wash pad is connected to an oil separator, which is emptied once a year.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Formal wastewater discharge agreement, if applicable	Contracts are signed with the licensed company (Pre Zero Recycling AB) for collecting hazardous waste. Confirmed waste collecting reports. Confirmed storage of hazardous chemicals. Wastewater is treated and purified at municipal sewage treatment plants.
	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	The observed wash area for machines and equipment has an impermeable and leak-free surface. The wastewater is led to a new oil separator installed in 2021. Installation control by inspection companies has been reviewed. CCIP: Please book a new installation control inspection, as the next inspection of the oil separator must be carried out no later than 2026-04-28. It is also a good idea to enter the inspection as an activity item in the self-inspection form. Mixing and loading pesticides and fertilizers are done over the impermeable wash area. Empty containers of pesticides and fertilizers are rinsed three times.
	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; Decontamination agents and protective equipment (first aid and personal protection) were observed. Observed fire extinguishers are placed on machines and in locations with fire risks. Chemicals are kept to a minimum and handled and stored in appropriate cabinets and on leak-proof trays. The spaces have concrete floors. Fertilizers with oxidizing properties are stored on wooden pallets. The fertilizer <i>does not burn itself</i>, but it adds oxygen to a fire.

		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	This means that: 1. A small fire can be very intense and difficult to extinguish. 2. Ordinary extinguishing methods may be less effective. 3. Materials that are not normally highly flammable can start to burn in contact with oxidizing substances. CCIP: Please conduct a risk analysis for the handling/storage of fertilizer with oxidizing hazard pictograms.
	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	Fire extinguishers are placed on lawn mowers and in the immediate area. The fuel tanks have secondary containment. Confirmed external approved fuel tank inspection reports for diesel and petrol. Next inspection by law must be done in 2030 and 2031.
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	Stormwater from roofs, parking areas, and other areas around the clubhouse is directed to the nearby pond for irrigation. The observed wash area for machines and equipment has an impermeable and leak-free surface. The wastewater is led to a new oil separator installed in 2021. Separated water is terminated in the irrigation pond. Oil from the separator is collected by a licensed company.

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;	Please see N2.1.1 above and R1.2.1 below.

		Target irrigation to essential playing surfaces; Prioritise native, drought tolerant species for landscaping and planting	The irrigation system consists of both block-controlled and sectioned sprinklers.
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 undergoing significant ongoing modernization, and the club replaces about 25 sprinklers every year. In 2025, sensors have also been installed in four greens to be able to continuously measure and monitor moisture content, salt index, and temperature. Confirmed regular use of the moisture meter to increase the knowledge of irrigation needs on the course. The operating time of the irrigation system is monitored annually by the head greenkeeper. Confirmed Rainbird irrigation software program has been upgraded, and the irrigation can now be steered in a very controlled way compared to previously. A new irrigation pipe has been installed from Motala Ström. The pipeline minimizes the risk of unnecessary leakage and secures the water demand on the course. The facility utilizes surface water reservoirs in constructed ponds to irrigate the course. Water to make snow for the ski trails on the course during the winter is taken from the irrigation ponds.
	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	Clubhouse, machine hall, and changing room use municipal purified water. Confirmed specified water use with source and amount. Low-flush devices are available for toilets and faucets in the restaurant. Water-saving dishwashers and washing machines are installed.
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	Not applicable.

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	A robotic mower with a collection was ordered for the driving range in 2022. An additional robot for ball picking at the driving range has been purchased. A project to improve the playing experience has been carried out following discussions. Robot clipping gives everyone greater satisfaction because the course can be kept freshly cut at any time, while also saving fuel and money. Robots can be used at night and are powered by solar panels during the day. Robotic mowers on the course were tested in 2022, and a robotic mower for the course has now been purchased. Three more robotic mowers for the course are planned in 2026.
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.)	The solar panels installed on the roof of the machine hall produced 119,844 kWh of renewable energy in 2024. Solar electricity production occurs when consumption at the plant is at its highest, yielding excellent results. Confirmed internal energy audit and record keeping. Confirmed 16 charging points for cars. The charging stations were built in 2022. Confirmed fluorescent luminaires with twilight relays were purchased in 2022. Confirmed 220 armatures were replaced with LED lamps two years ago. Confirmed 10 air/air source heat pumps have replaced direct-acting electric radiators.
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 electricity used at the facility is 100% renewable. The club produces its own energy from solar panels and monitors calculations and questions about batteries used to store solar electricity.
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on	No specific international requirement, however, identify	Confirmed waste handling and recording, but the proportion of recycled materials is low and represents less than 3%.

	necessity, including opportunities for recycled, reused and locally sourced alternatives	activities to reduce the demand for materials and look for continual improvements	CCIP: Please implement measures to increase the proportion of recycled materials in waste through better collection and sorting. Consider using the waste calculator under Annual Data/Resources/Materials/Waste in OnCourse to account for the different waste streams. Chemicals are held to a minimum.
R3.2 Purchase responsibly	R3.2.1 Commit to sustainable purchasing practices	Favour responsible, lower impact products	Confirmed purchasing policy. CIP: Please strengthen enforcement and compliance with the purchasing policy through documented follow-up. Show how you have considered the environmental impact and climate footprint, as well as the life cycle of purchased products (manufacturing to recycling). Metrics for sustainability can be gradually designed. The club has set up a new workshop to build, repair, and customize sticks and equipment for players. The workshop will contribute to more sustainable equipment reuse. The club has reused building materials during the restaurant's renovation. Old wooden floors have become tables, and discarded sheet metal from Linköping Cathedral has been used to build a bar counter and a chimney. Several smaller buildings have living/green roofs of Sedum species instead of brick or sheet metal.
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.	Confirmed internal records, bills, and data of source-sorted and recycled specific waste quantities. Observed marked waste containers and bins for different fractions at the facility. CIP: Please contact the municipal waste collector (Tekniska Verken) to establish a basis for calculating collected fractions and weights when a new household source-sorting system for municipal waste is introduced with four-compartment bins in 2026. Please also see R3.1.1 above.

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	Authorized waste and recycling contractors handle housekeeping, industrial, and hazardous waste. The municipal contractor (Tekniska Verken) and the hazardous-waste professional entrepreneur (Pre Zero Recycling AB) collect waste. Due to legislative demands, hazardous waste is reported to the Swedish Environmental Protection Agency.
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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	The club offers education and golf development for children, young people, and golfers up to the elite level. The Club has a long-term goal of maintaining, and hopefully increasing, activity for the club's senior group. Health issues play an increasingly important role as people age, and the goal is to offer a more varied range of activities, not just golf. Many older adults become single, and social activities play an increasing role in mental well-being. A gym with exercise machines has been set up in the existing premises. The gym is built with a grant from SISU Sports Educators. The gym offers training times for different constellations and groups, based on members' preferences.
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	A vision was developed through work with the Swedish Golf Association's social project, Vision 50/50. The Club's vision and action plan extended over the period 2023 – 2025. CIP: An evaluation of the 50/50-vision and the results of the action plan, as well as a decision on the continuation of the project, can lead to continued change work for gender equality and inclusion. The Club follows the UN Convention on children's rights, and the Club works actively to become a more inclusive association where everyone

			should feel welcome regardless of gender, transgender identity or expression, ethnicity, religion/belief, disability, sexual orientation, or age. Confirmed diversity in membership. The club offers a variety of membership options. There is also an alliance with four other golf clubs in the area. This gives all members the opportunity to play on each other's courses. The Club arranged the Teen Cup. It is a summer camp for young girls and boys.
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 has a policy document for "Safe Sport," and the Board of Directors checks annually that the policy is current and that it is complied with. A recurring item on the board meeting's agenda is "Safe Sport," and the Club has a designated crisis group. As an association, they work actively to identify risk zones where there is a risk that bullying, harassment, sexual assault, and violence can occur, and a comprehensive action plan has been developed. Confirmed software program REDDIBO, invested in supporting good and structured work with occupational health and safety. The program is available for all employees. It hosts many management documents, such as policies, risk analyses, crisis and accident routines, first-aid procedures, and employee instructions on how to carry out work tasks and how to do so safely, etc. CIP: Please develop a working method to annually review policy documents and ensure they are up to date and compliant. CIP: REDDIBO stores many routines for management and governance. However, the date, when, and by whom they were approved are missing. Please supplement the routines with dates and keep them up to date. CCIP: Safety data sheets are available for all the chemicals used, but risk analyses for chemicals and chemical risk sources need to be updated and kept current. Please also review and update risk analyses for the work environment in general.
<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 previously built padel tennis courts have been demolished due to low utilization. On the site, there is a newly built 475 m2 golf training hall. The training hall has a lounge area with a kitchen, a large green for putting training, and nine hitting areas, two of which have Trackman equipment.

			The building has been adapted for accessibility with support from the Swedish Inheritance Fund. 12 pitches for caravans and motorhomes have been arranged. The pitches have access to electricity, lighting, toilets, and showers in the adjacent building. The road to the pitches has also been paved. Rental of overnight cottages is done to visitors, not only golfers. The restaurant is open to all visitors. The entire outdoor terrace has been glazed, creating a fantastic venue for both lunch and festivities all year round. In winter, the golf club, equipped with an artificial-snow facility, becomes an attractive area with illuminated cross-country ski tracks.
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 an active group of seniors who regularly socialize and volunteer at the club's facilities. No specific charity projects were ongoing at the moment.
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	Confirmed the sustainability working group and its agendas and minutes of meetings. All sustainability proposals and measures are documented in an exemplary action plan. Completed activities and measures for the financial year 2025 are neatly dated and signed. A meeting is planned with the municipal ecologist, the county administrative board, and Calluna, as well as golf clubs, on March 2 – 3, 2026, to discuss nature plans and activities. The club collaborates with floorball clubs, ski and orienteering clubs, and clubs for mountain bikes and frisbees. Among other things, they dress, cut, and aerate turf areas.
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;	The Sustainability group provides an excellent overall summary of which sustainability activities should be carried out, when, by whom, and at which stage. This creates a high level of consciousness and self-control. One member of the working group is also a member of the board.

		Post sustainability information in the clubhouse and / or on the golf course	Confirmed several activities and information on Facebook and the website. Confirmed activities to encourage ladies to meet on the veranda and also start playing together at "The Tuesday Golf". The club has a member with a special interest in communication and measures, among other things, activities and meetings on social media. The club regularly publishes newsletters to members. The club has a high ambition for its development and has produced an exemplary strategy document in 2025 with scorecards and focus areas for the short and long term. The strategy contains goals, values, and KPIs for both the social work and the business model, as well as the development of the course. The strategy contains a business management plan, and input has been obtained from members and activities.
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	The club has described several highlights via OnCourse. • Construction of a golf hall • Energy efficiency with air source heat pumps • Installation of a new water pipe Nature value inventories and nature plans have been developed together with the County Administrative Board of Östergötland County.
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 reports measurements and quantities in OnCourse / annual data. But it can improve. Please see R3.1.1 above.

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