



GEO Certified® Report

Golfklúbbur Mosfellsbæjar

Prepared by independent verifier, Matt Schiffer

Certified by GEO Foundation: July 2022
Valid until: July 2025

“Golfklúbbur Mosfellsbæjar, led by managing director Ágúst Jensson and course superintendent Stuart Mitchinson, does many commendable things in the realm of sustainability and accessibility. Notably, the club has not used any chemical pesticides for more than two years. In addition, areas of intensively maintained turf are minimized allowing inputs such as water and fertilizer, to also be minimized to the greatest extent possible. Water and energy efficiency on the course is a goal in and of itself, not only to save money, but because it is leading to healthier turf and superior playing conditions.

The club encourages and promotes the presence of local wildlife, particularly breeding and nesting birds, and it has a good relationship with local birdwatching clubs. The club is also very intentional about allowing and encouraging the local community and underrepresented golfers to access the facilities in numerous ways.

Golfklúbbur Mosfellsbæjar is certainly a positive asset for the local environment and community (and is only getting better) thanks to the management and team currently in place.”

Matt Schiffer

(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that **Golfklúbbur Mosfellsbæjar** 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.

Golfklúbbur Mosfellsbæjar 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, **Golfklúbbur Mosfellsbæjar** should be awarded GEO Certified® status.

For the certification period stated above, **Golfklúbbur Mosfellsbæjar** 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

Richard Allison
Manager, GEO Certified Facilities



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 – that 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	Map all habitats and vegetation types on the site; Regularly update landscape / biodiversity surveys	A wildlife survey was conducted of both the Hlíðavöllur (18-holes) and Bakkakot (9-holes) courses by a consultant called Verkis on June 24, 2022. The consultant was able to identify by sight a number of bird species, in addition to finding evidence of likely small mammals, aquatic

			vertebrates, and insects. The Hlíðavöllur course is known by local bird watching clubs to be valuable as a breeding and nesting area for several bird species. The consultant concluded that the golf club “is managing its courses in a way that benefits wildlife and plants”. The consultant’s report is available as an addendum. The club actively promotes the variety of wildlife found on site on their website. “In the summer, colonies of Arctic Terns nest by the shores of the 12th-14th holes. It’s quite an experience to get so close. Birds such as Eurasian oystercatchers, European golden plovers, White wagtails and many others reside by the fairways of Hlíðavöllur.” The club has also recently retained a gardener / landscaper to inventory and better manage the trees and small shrubs on both golf courses and to remove non-native species. The gardener / landscaper has not yet begun this work but it is anticipated to begin this year.
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Understand legal responsibilities for protected landscapes and species; Record and monitor protected, endangered, or rare species found on the site	The Hlíðavöllur golf course property is adjacent to, but does not contain, the seashore of Mosfellsbær Bay, which is protected by the Environment Agency of Iceland. There is a wide naturalized vegetative buffer between the golf course and the bay. There are no other areas, habitats, or species that are specifically protected on the site.
	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	The Icelandic government manages a database of all archaeological, historical, and culturally significant sites within the country. Based on the government database, there are no significant sites found on either of the golf course properties.
	N1.2 Opportunities to naturalise the course	N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass	Observe, track and / or monitor golfer play
	N1.3 Actively manage habitats for wildlife	N1.3.1 Projects to manage habitats in the best way for wildlife and golf	Regularly review and follow a habitat management plan; Prioritise native species when planting and landscaping The philosophy of the club is to minimize the area of maintained turfgrass to the greatest extent possible (will expand maintained areas only if pace of play or difficulty of golf shots are reported by membership to be impacted). Currently reporting 35.8 hectares of turfgrass, with only 2.15 hectares of that area regularly irrigated (mostly greens with some tees). Out-of-play areas are generally left natural and undisturbed - moss, small shrubs, and flowers vegetate these areas (particularly on the back nine of the Hlíðavöllur golf course and the Bakkakot course), which in turn attract a wide variety of insects, birds, and small mammals. There are high densities of breeding and nesting birds found in out-of-play areas on site. The club does its best not to disturb the birds by keeping golfers and pedestrians away from the known nesting areas. For

			example, there is an area to the north-west of the driving range where the Arctic tern is known to breed and nest and this area is left natural and unused by the club. Another two examples given by the club are: 1. When birds are found to be nesting in sand bunkers, the bunkers are closed for play until the birds have left. 2. When geese are migrating through the area (for a 2-week period every spring) they often take over the fairways. The maintenance crew doesn't chase them off, simply cleans up after them and waits for them to leave. Invasive, non-native Lupine is actively managed to better protect and encourage the bird nesting and breeding areas.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		As above, the nesting, breeding, and migratory birds are generally left undisturbed. Natural out-of-play areas are also generally left undisturbed encouraging apparently healthy populations of small mammals, aquatic vertebrates, and insects.
N2 Turfgrass			
N2.1 Maintain optimum turf and soil health	N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors	Select appropriate grass species for climate	The greens are primarily creeping red fescue (<i>Festuca rubra</i>) with some annual bluegrass (<i>Poa annua</i>) and a small amount of bentgrass (<i>Agrostis capillaris</i>). The purpose of the bentgrass is to protect the fescue from the wind. The remainder of the maintained turf (tees, fairways, maintained rough, and practice area) are all a combination of perennial ryegrass (<i>Lolium perenne</i>), creeping red fescue, annual bluegrass, and Kentucky bluegrass (<i>Poa pretensis</i>) with varying percentages based on area. Barenbrug Bar Superb seed mix is used for overseeding greens 1x per year and on tees as necessary when they are getting worn out. All of the maintained turf species found on site are cool season varieties and drought tolerant and appropriate for a golf course in this climate. The club uses upcycled artificial turf from a local football pitch for the practice area tee and in high wear areas.
	N2.1.2 Practices to maintain good soil structure and condition		Greens: Verticutting 3x per year. Aeration (solid tine/slitting/spiking) 4x per year. Tees: Aeration (solid tine/slitting/spiking) 3x per year. Aeration (hollow core) 1x per year.

			The club has recently purchased aerification equipment together with another local golf course, which will allow them to aerify up to 5x per year.
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	The club tries to minimize fertilizer applications to keep the fescue low thatch and to minimize the need for verticutting and aerification. Soil testing is done to determine fertilizer need. Granular fertilizer is used early in the season and late in the season, but otherwise only liquid application of nitrogen, iron, and seaweed (product called Compass Bio-Active). Holes 12 – 13 – 14 are on sandier soil so they may get additional granular fertilizer applications during the season as needed.
	N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding The club has not used pesticides or herbicides in more than two years. They have instead decided to accept a less than perfect turf condition (membership is educated on the benefits of this approach) and use cultural practices to keep turf healthy. Irrigation and fertilization are minimized and cultural practices are used to keep ground firm and grass lean so turf disease and thatch is minimized. Greens: Surface moisture is removed 7x per week. Sharpen all blades 2x per year and direct foot traffic and use upcycled artificial turf in high wear areas to reduce wear. The club is in the process of purchasing a blade sharpener, which will allow for more frequent sharpening (currently done off-site). Lupine is a non-native plant that needs to be controlled in parts of the site, especially since it can impact the Arctic tern nesting and breeding if left unchecked.
	N2.3 Use chemicals responsibly	N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues	Establish patterns and levels of risk for pests and diseases; Scout the course daily for early signs of pests and disease; Accurate pest and disease identification; Map and track pest and disease hotspots; Establish pest and disease thresholds The course superintendent, Stuart Mitchinson hasn't used pesticides or herbicides in more than two years. Stuart and maintenance team continually monitor the turf and identify problem areas early so that proactive cultural measure can be taken (rather than reactive application of pesticides or herbicides).
		N2.3.2 Application of chemicals with full safety precautions	Use only legally registered and approved products; Ensure staff are fully qualified and licenced to use pesticides; Last chemical application was more than two years ago due to clover on greens.

		Regularly calibrate and test applicators; Use appropriate protective equipment; Dilute and dispose of leftover product on untreated areas of turf	The only chemicals on hand are wetting agents, which are stored in a spill-proof locker in the maintenance facility.
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; Maintain mowing buffer zones around water and all ecologically sensitive areas; Maintain spraying and spreading buffer zones around water and all ecologically sensitive areas; Create a map / aerial visual reproduction, drawing etc of the course showing buffer zones and no-spray, no-spread areas.	There is an emergency spill kit on hand at the maintenance facility. There is a naturalized buffer zone between the Hlíðavöllur golf course and Mosfellsbær Bay. CIP – There is no vegetative buffer around some on-site water features (e.g. lake on hole 6, stream beside hole 18). Would be good to control and clean run-off from golf course, which then flows directly into the bay. Noting that the water in these water features is also run-off from the streets in surrounding neighbourhoods, which is the responsibility of the town council, so water quality is questionable prior to getting to the golf course.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Ensure all hazardous materials are safely and securely stored; Ensure compliance with all required standards and systems for hazardous waste and wastewater discharge	The club works with a local waste disposal company. Records can be seen online. Cardboard, plastic, glass, aluminium, and kitchen oils are separated in different waste streams and recycled.
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	Ensure wash areas are on impermeable, leak-free surfaces; Mixing and loading of pesticides and fertilisers over an impermeable surface; Triple rinse pesticide containers and applicators	At the main maintenance facility at the Hlíðavöllur course, all maintenance wash water is collected on an impermeable wash pad and stored, then pumped out and taken periodically by the waste disposal company. The waste disposal company also collects used motor oil. At the main maintenance facility at the Hlíðavöllur course, diesel and petrol are pumped on a separate pad to control for spills. CIP – the Bakkakot course does not appear to have a containment pad in case of diesel or petrol spillage. There is also no impermeable wash pad for wash water collection evident (though it is unknown where equipment that is used there is washed). Ensure

			activities taking place at this location are not in breach of environmental legislation, or move activities to the main location.
N3.2 Safely manage hazardous substances	N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	Maintain a register of hazardous materials available to authorised staff; Safe storage in secure and ventilated concrete or metal building; Sufficient storage capacity; Impermeable flooring; Spill containment kits present; Emergency wash area; Fire extinguisher in the immediate area; Secondary containment for fuel, either externally constructed, or integrally manufactured; Regular inspection of storage tanks	The main maintenance facility at the Hlíðavöllur course is well set-up to safely store hazardous substances and control spills. There are contracts in place with a local waste disposal company to safely dispose or recycle anything that might need to be taken away. Safety signage and fire extinguishers can be found throughout the facility. The golf club has a license for storage of fuels and the pumps and tanks are inspected once or twice per year by the municipality. CIP – the Bakkakot course appears less well-equipped to handle hazardous materials (though it is unknown to what extent they are stored or handled there). Ensure activities taking place at this location are not in breach of environmental legislation, or move activities to the main location.
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage and discharge licences	Wastewater discharge licence; Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)	At the main maintenance facility at the Hlíðavöllur course, all maintenance wash water is collected on an impermeable wash pad and stored, then periodically pumped out and taken by the waste disposal company for cleaning.

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	Target irrigation to essential playing surfaces only	The back nine holes of the Hlíðavöllur course have a new automatic sprinkler system (Rainbird Stratus). There are sprinkler heads to cover the greens, tees, and one head for each approach. These nine holes are the sandiest part of either property and most prone to drying out.

			The front nine holes of the Hlíðavöllur course and the nine holes of the Bakkakot course have hose hook ups around the greens and tees. These holes are less prone to drying out. Superintendent uses a hand moisture meter and “feel” to manually determine water needs. Also pays close attention to turf conditions and weather forecasts. His preference is to push the turf to be as dry as it can handle – minimizing water demand to only that which is absolutely necessary for healthy turf. Golfers are educated on the benefits of this approach and have come to appreciate the style of play.
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Conduct regular irrigation performance checks; Provide staff training on efficient irrigation practices; Ensure effective application of water to target areas; Ensure irrigation schedules are informed by weather patterns and soil moisture analysis	Superintendent believes that water should be used as little as possible to achieve ideal turf health and playing conditions. A soil moisture sensor and irrigation software (for back nine holes of the Hlíðavöllur course only) are confirmed. The staff is provided with training on efficient irrigation practices
	R1.2.2 Practical measures to use water more efficiently in buildings	Audit water use regularly; Review bills frequently and look for irregularities; Encourage water-saving practices amongst staff and visitors; Categorise and track water consumption	The clubhouse for the Hlíðavöllur course was built in 2017 and is very modern and water efficient throughout. The local water utility has an on-line portal where water usage can be tracked month-to-month. Water bills are reviewed frequently for irregularities and staff and visitors are encouraged to use water-saving practices. Modern, water efficient appliances are found throughout.
R1.3 Source water responsibly	R1.3.1 Measures towards alternative, lower quality sources of water	Ensure appropriate water abstraction permit and reporting, as required	Water is in abundance in Iceland. The golf course uses water from the local utility and pays a low fee for usage and distribution. This is cheaper and easier than using alternative water sources (treated effluent, harvested rainwater, etc)
R2 Energy			
R2.1 Reduce energy demand	R2.1.1 Measures to reduce the amount of energy consumed in course maintenance	Minimise areas of managed turf to reduce mowing, irrigation, and turf inputs	Philosophically, the club maintains as little turf as they can get away with (see section N1.2). A new all-electric greens mower was recently purchased for the Hlíðavöllur course. Fairway mowers are diesel until a viable alternative comes to market. A new, larger rough mower was recently purchased to increase efficiency and decrease man-hours for cutting the rough.

			The Bakkakot course is currently using very old fairway and rough mowers (handed down from the Hlíðavöllur course), but the plan is to change to all-electric rechargeable Husqvarna robotic mowers to maintain the tees and fairways there within the next few years. This will dramatically reduce man-hours, equipment maintenance costs, and fuel usage. The club has also been changing the light fixtures in the Hlíðavöllur maintenance facility from standard incandescent bulbs to highly efficient halogen and LED bulbs and fixtures. Finally, electric door openers have been added to the main maintenance facility so the doors are easier to keep closed, helping to control heating costs (see highlights). The course encourages walking but there are also a small number of electric golf carts available. Roughly 15 members take advantage of these through seasonal rentals.
R2.2 Maximise energy efficiency	R2.2.1 Measures to use energy and fuels more efficiently in buildings	Audit energy use regularly; Regularly review bills; Categorise and track energy consumption	The golf course is able to review monthly power usage via an online portal and pays minimally for usage and distribution. Energy use is audited frequently and the staff is trained to minimize energy use. As discussed in section R1.2.2 the clubhouse at the Hlíðavöllur course was built in 2017 and is very modern and energy efficient throughout (e.g. energy efficient LED lighting on motion sensors and timers), with ample natural lighting. There is only a small pro shop and café at the Bakkakot course.
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	Determine potential sources of renewable energy in the area and on-site, through renewable energy providers	Hydroelectric and geothermally generated electricity is 100% renewable and abundant and cheap in Iceland. On-site solar power (or other renewable) generation would not make any sense financially given the cheap cost of power in Iceland.
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	Undertake a review of materials consumed	The golf club sources construction materials (sand & gravel) from a local quarry/mine about 30 minutes away and can also pump sand from the nearby bay when needed. As discussed in section N2.1, the club uses upcycled artificial turf from the local football pitch for high-wear areas. Waste streams from all operations are separated and recycled to the greatest extent possible.

			The club has moved to eliminate single-use products such as bottled water and disposable cutlery. One other recent initiative is to move away from paper scorecards to an on-line real-time scoring system. This has dramatically reduced paper scorecard usage.
R3.2 Purchase responsibly	R3.2.1 Practical use of an ethical / environmental purchasing policy	Adopt a sustainable, or ethical / environmental purchasing policy to maximise the use of locally sourced goods and goods made from recycled, recyclable and certified materials	There is course signage and there are benches throughout the Hlíðavöllur course that were made locally. 164 of 170 suppliers are reported to be local (closer than 160 kilometers).
R3.3 Reuse and recycle	R3.3.1 Waste stream separation for maximum recycling and re-use opportunity	Demonstrate waste separation, reuse and recycling; Track how much waste goes to landfill, or is reused / recycled	The course prioritizes separating waste streams and recycling in the clubhouse and restaurant operations. There are labelled bins around the facility. There is a financial incentive for recycle in Iceland so all aluminum cans and glass bottles are collected on-site and, at the end of each golf season, the proceeds from this recycling pay for a large party. CIP – there are no local municipal programs for composting food waste so all is currently sent to landfill. Would it be possible for the course to do on-site composting to reduce landfill waste? Research in-vessel composting, which would also have the benefit of producing organic material for soil amendment.
R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	Use authorised waste and recycling contractor for general, hazardous, industrial and green waste	The course contracts with a local waste disposal and recycling contractor for general, hazardous, industrial, and green waste. In addition, there is a local recycling facility that takes waste so it can be driven there rather than going to the landfill (e.g. paint).

COMMUNITY
C1 Outreach

Objectives	Requirements	Mandatory Practices	Verifier Notes
C1.1 Diversify access and provide multi-functionality	C1.1.1 Social and recreational activities at the facility		In 2021, the downstairs of the clubhouse was fitted with golf simulators, meeting rooms, locker rooms, exercise and recreational (i.e. ping pong table) equipment. This not only encourages off-season use by the membership but also attracts school groups and local youth for summer camps. The restaurant at the Hlíðavöllur clubhouse is operated privately and it is one of the most popular restaurants and bars in the area. It also frequently hosts local social events and meetings.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		The club hosts a golf tournament to benefit two local charities every year and it raises approximately €13,000. Staff members volunteer approximately 85 hours in support of this.
C1.3 Establish active community partnerships	C1.3.1 Positive and constructive engagement with neighbours, the local community and other groups	Create a 'sustainability working group'	The golf course is very accessible to the public, with pedestrian footpaths for walking and biking, and horse trails within and adjacent to the course, leading to and along the bay. In the winter months, the golf course is open for cross-country skiing. There is a popular fishing stream adjacent to the 16th hole and visitors can access it by walking through the golf course. There is signage on surrounding paths welcoming the public. The club is also beloved by bird watchers and there is a bird observation structure very close to the course property. There is educational signage along the bay shore identifying key birds found on site. The managing director, Ágúst Jensson has begun a sustainability group that includes board members and local community members and will communicate the sustainability goals and achievements of the club. There are no meeting minutes or agendas available yet.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		The electric buggy rental program allows elderly golfers and golfers with mobility issues to keep playing. The new simulators allow year-round use of the facilities and interaction between members during the winter months.

			The club has made golf balls at the driving range free, which encourages members to use the practice facility much more frequently.
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	The club has recently instituted two new membership opportunities to increase inclusivity among under-represented golfers (see highlights): 1. There are special membership rates for children and beginners. In addition, any 18 years old or younger children of members are invited to join with a free membership. 2. There is a 50% discount for the spouses of any members for one year. This has had the effect of increasing female membership from 479 to 615 (a 28% increase) in two years. Visits from non-members from the local community for alternate recreational activities (walking, biking, horseback riding, bird watching, fishing, cross-country skiing) are nearly constant due to the accessibility and open nature of the golf course. Also, the popularity of the restaurant and bar and new golf simulators are a big draw for non-members from the local community.
C2.3 Employ fairly and safely, and provide career opportunities	C2.3.1 Ethical and legal employment, working conditions and professional development	Follow all relevant national legislation and best practice for employment, health & safety etc	Total staff of 8 full time, 3 part time and 20 to 22 seasonal workers, including women and retired people on the maintenance crew.
C3 Communications			
C3.1 Engage golfers and members	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	Provide information on the facility's sustainability commitments, actions, or achievements	There is a large electronic message board within the clubhouse/restaurant/bar to communicate constantly with membership and the local community who visit the facility. The club makes up to 150 social media posts per year (Instagram/Facebook) to raise awareness of what's happening at the club. The club's website invites "the whole family" by promoting integral child and youth programs, senior golf, and social activities.
C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	Provide evidence of external communications and community engagement	The managing director, Ágúst Jensson has begun a sustainability group that includes board members and local community members and will communicate the sustainability goals and achievements of the club.

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