



GEO Certified[®]

GEO Certified[®] Report Aphrodite Hills Golf Course

Prepared by independent verifier Lasada Ourania

Certified by GEO Foundation: 2022
Valid until: 2025

GEO Certified[®]

 **GEO
Foundation**
Sustainability in and through golf

“The Aphrodite Hills Golf Course is located in a quite privileged area in Cyprus island - it is the heart of the mythological birthplace of Aphrodite, the Greek goddess of love, a mile away from Aphrodite's Rock. The two-element plateau on each side of Randidi Gorge, a natural ravine and site of public nature, gives the golf course a unique advantage. Sustainable development was evident throughout the area, as the bird population and the wildlife, ranging from toads and frogs to butterflies, hares, hedgehogs and foxes, are easily visible inside the golf course. Moreover, the golf course grass and pond water, combined with extensive planting of new bushes and trees, has resulted in more food and shelter for the local and migrating bird population, including nightingales, kingfishers, kestrels, partridges, francolins and owls. The personnel of Aphrodite Hills Golf Course are environmentally savvy, considering the protection of nature across their operations. Last but not least, effective partnerships with local communities and sustainable golf development were implemented.

*Lasada Ourania
(GEO accredited independent verifier)*



Introduction

GEO Foundation is pleased to confirm that Aphrodite Hills Golf Course 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.

Aphrodite Hills Golf Course 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, Aphrodite Hills Golf Course should be awarded GEO Certified® status.

For the certification period stated above, Aphrodite Hills Golf Course 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
Manager, Data and Reporting, 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 – 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.isealalliance.org



Verifier's Report

The Sustainability Agenda for golf covers the following themes and action areas:

THEMES	ACTION AREAS
Nature	<ul style="list-style-type: none"> • Habitats & Biodiversity • Turfgrass management • Pollution prevention
Resources	<ul style="list-style-type: none"> • Water • Energy • Materials
Community	<ul style="list-style-type: none"> • 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	An environmental study has been performed and includes maps of all the habitats and vegetation types on the site.

			<p>A Biodiversity Review Study was performed by Mr David Reynolds (Ecologist) on March 2023.</p> <p>The report compares the net biodiversity gain when measured before and after the development of the Golf Resort. Baseline data is representable from the ecological study carried out in support of the Environmental Impact Assessment (1997).</p> <p>An update of the species classifications is ongoing with the biodiversity survey.</p> <p>The flora of the area includes carob trees. These trees have been growing in the area for over 400 years. During the harvest period, the club assigns external partners who have the relevant expertise to collect the carobs in order to be used in the production of various products such as pastries and syrups.</p> <p>Apart from the carob trees, olive trees form a large part of the habitat that exists in the area. There are approximately 2000 olive trees throughout the resort grounds. The club has designated an area where new olive trees are planted. When they mature they are relocated or used as replacements to snugs. As a result the population of the olive trees increases contributing to the sustainability of the area.</p>
	<p>N1.1.2 Knowledge of legal designations for protected areas, habitats and species</p>	<p>Understand legal responsibilities for protected landscapes and species; Record and monitor protected, endangered, or rare species found on the site</p>	<p>Aphrodite Hills follow regulations, respecting the natural landscape and existing ecosystems. In the latest biodiversity review, there were 10 endemic species discovered. For flora and fauna the change in the landscape has added biodiversity gain in terms of the number of different habitats (including micro habitats) that now exist.</p>

			<p>Moreover, the creation of the golf course, particularly tree planting and the two water resources have added a significantly to the local biodiversity. Further studies are required to record resident and migratory species which use the water resources.</p> <p>The biodiversity review sets the net biodiversity gain when measured before and after the development of the Golf Resort.</p> <p>The development design incorporated natural spaces which provide habitats for a range of species. They also provide corridors for movements of wildlife.</p> <p>The biodiversity through the years has been managed by:</p> <ul style="list-style-type: none"> a) Prioritizing native species of varying size and structure when planting b) Taking special care to conserve all natural areas and habitats c) Creating and maintaining natural corridors between habitats d) Connecting habitats on the golf course to surrounding habitats where possible <p>CIP: A list of legislation could be established so all the involved departments can check legal implementation and access in relevant, up-to-date regulation. The legislation should be monitored regularly for changes. Actions towards compliance should be recorded.</p>
	<p>N1.1.3 Understanding and respect for cultural heritage</p>	<p>Protect any archaeological, historical or cultural designations on the site</p>	<p>Buildings are inspired by traditional Cypriot architecture. Materials include local stones and extensive use of timber. Aluminum shutters are not allowed.</p> <p>All existing site features, including lime-kilns, stone walls, scree slopes and rock outcrops, have been preserved.</p>

			<p>Hani is a unique property standing at the highest point of Aphrodite Hills, overlooking the scenic ravine and the Mediterranean Sea.</p> <p>Built around 1875, it was formerly an inn and a staging post for cart drivers and their animals on the trail. It was later a carriage road across the Rantidi Forest from Limassol to Paphos. Its construction reflects typical 19th Century village-style using local stone and timber; all 10 rooms of the preserved building retain their own fireplace and it also features a stable typical of an inn of this period. Outside the inn, a large stone cistern collected rainwater. A stone threshing floor has been carefully preserved as a testimony to a traditional way of life.</p>
<p>N1.2 Opportunities to naturalise the course</p>	<p>N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass</p>	<p>Observe, track and / or monitor golfer play</p>	<p>Aphrodite Hills use the TEK GPS tracking program which is a GPS player tracking program. The program provides real-time, up-to-the-minute data and produces automatic reports. Though the program, Aphrodite establishes specific areas with restricted access to protect the environment.</p> <p>GPS systems on golf buggies is a must for many golfers and golf courses. These are innovating the game of golf both on and off the course by optimizing operations and amplifying player experiences.</p> <p>Golf buggy GPS systems deliver helpful, real-time location information, shown on a screen for players and golf course staff to see. Any important alerts can be sent to the players, which is a very cost-effective, efficient, and sustainable way of instant communication.</p> <p>The main benefits of GPS systems for golf buggies revolve around 3 major subjects: optimizing the operational</p>

			<p>efficiency, enhancing the golfers experience and maximizing the course marshal's productivity and efficiency.</p> <ul style="list-style-type: none"> • Optimizing the operational efficiency • Pace-of-play live tracking and digital scorecards. • Speed enforcement areas ensures safe driving and minimizes risks. • Geo-fencing capabilities. • Real Time location and tracking of all golf carts. • Golf buggies utilization reporting. • Pace of play reporting for each buggy. • Average pace of play per hole reporting. • Access to history tracking. • Rounds control. <p>The next plan is reducing the grass areas on the Championship Golf Course. This can reduce irrigated area and the use of chemical fertilizers. This is also cost effective for the company. It improves the health of the soil and creates more undisturbed natural areas that can increase wild habitat and absorb and filter rainwater and natural nutrients.</p>
<p>N1.3 Actively manage habitats for wildlife</p>	<p>N1.3.1 Projects to manage habitats in the best way for wildlife and golf</p>	<p>Regularly review and follow a habitat management plan; Prioritise native species when planting and landscaping</p>	<p>A habitat management plan has been performed.</p> <p>Aphrodite Hills is situated across two elements plateaux on either side of Randidi Gorge, a natural ravine and public nature reserve, which is surrounded by the Randi Forest, an area protected by the Cyprus Government's Department of Forestry.</p> <p>The planting of >6000 trees and shrubs has in the main been successful and significantly added to the biodiversity of the site (tree species are mostly indigenous). Garden landscaping has added biodiversity value by attracting pollinator species and migrating species who use the plants (trees, shrubs and flowers) and water resources. Within the golfing complex</p>

			<p>itself you find many examples of wild natural areas. These habitats host many of Cyprus endemic flora and fauna species.</p>
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		<p>Species protected in Cyprus under EU law are protected under Habitat Directive and under the BIRDS Directive. The Habitats Directive has total of 500 SPECIES ON ITS LIST, THE BIRDS Directive has a total of 500 species of the wild birds protected. (266 species protected under EU law in Cyprus, 13 species are unique to Cyprus, 40 species under the Habitats Directive, 33 species under Birds Directive). The Aphrodite Hills has established principles for Net Biodiversity Gain and their own environmental policy. Biodiversity Net Gain is an approach to development that leaves biodiversity in a better state than before. Over the winter of 2021/2022 bird boxes were installed around the Aphrodite Hills Golf Course.</p> <p>A total of 20 boxes were made by the greenkeepers by recycling old pallets that had been collected from different departments on the resort. The aim of adding the bird boxes is to improve and increase the biodiversity of the areas around the golf course. The course will continue by adding more valuable habitat areas going forward.</p> <p>Existing tree vegetation has been transplanted with a success rate of over 90%.</p>
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	<p>In 2017 Aphrodite Hills Golf Course has undergone an investment by renovating and reconstructing the greens and bunkers. During this time there was a lot of time spent researching the correct type of bentgrass for the climate in Cyprus.</p>

			<p>The management wanted to have bentgrass as it still is widely viewed as the superior surface for golf courses. The main factors that led to the choice of the 007 bentgrass were; quick establishment, heat tolerance, competitiveness against poa annua and high resistance to disease - all of these make it a more sustainable grass choice for our course.</p> <p>The turfgrass species for greens are Agrostis stolonifera/palustris (sward composition less than 1% poa annua)</p> <p>The turfgrass species for tees, fairways, maintained rough, practice areas are Cynodon dactylonx C. Trabsvaalensis</p> <p>A new innovation project is the new Golf Academy Practice Course with 6-holes that has been design with main biodiversity improvements such as landscaping. There are plans to enhance the local habitat by adding the appropriate species, natural areas and using water irrigation set with individual functions to reduce water waste.</p> <p>The total golf course area is warm season grass types. For greens the grass type that will be used is Ultra-dwarf - Bermuda and for tees, fairways, roughs it is Tifway 419 Bermuda (Opening Date: 12th of June 2023).</p>
	<p>N2.1.2 Practices to maintain good soil structure and condition</p>		<p>The main consideration is the healthy soil microbial communities. In order to accomplish this, there has been carefully evaluation of pesticides used. This includes performing tests, monitoring the soil pH, and using Organic Fertilizers / Bio-Stimulants. The existing tree vegetation has been transplanted with a success rate of over 90%. All existing vegetation in non-built areas is retained and enhanced where necessary. All public areas are planted with indigenous trees and shrubs with minimum water and</p>

			<p>maintenance requirements. Existing topsoil has been stockpiled and reused.</p> <p>The culinary journey at Aphrodite Hills Resort is one that infuses the traditions and flavours of many varieties of cuisine. This journey typically begins at the Resort's exquisitely landscaped gardens and specifically at the HERB GARDEN.</p> <p>By cultivating and using the Herb Garden, food wastage is lowered. Staff only pick what they need... and with no plastic packaging!</p> <p>It is here that the Aphrodite Hills Chefs commence their day, wandering around the patches of locally grown, aromatic herbs and spices - all native to the region.</p> <p>The golf maintenance team has created a replanted area and olive nursery for this purpose. As the trees mature they will be relocated or used as replacements on the course, making the resort sustainable with the indigenous olives.</p> <p>Aphrodite Hills Golf Course do not collect the grass clippings when cutting the fairways and roughs. If there is a lot of grass clipping on the fairways and rough they are dispersed using mechanical methods.</p> <p>One of the benefits of not collecting the grass clippings is the return of nutrients to the soil as they decompose - thus reducing synthetic turfgrass inputs required. It also reduces the amount of collected green waste which would require processing or disposal at cost to the resort.</p>
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	<p>N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation</p>	<p>Undertake soil tests and nutrient analysis</p>	<p>Confirm and carefully evaluate the use of pesticides. Monitor and consider of fertilizers application.</p> <p>Discussion about the approach that has been implemented such as Temperature, Sunlight hours, Rainfall, Height of cut, Stress caused by foot traffic, Clipping production, Customized growth curve and Soils tests. Main target of evaluation and change of fertilizer has been performed in October 2022.</p> <p>All the records have been archived and the test of the soil pH has been examined.</p> <p>A full elemental analysis summery report has been performed in 2022 for greens by the European turfgrass laboratories in order to analysis ph, phosphorous (ppm), potassium(ppm), magnesium(ppm), calcium(ppm), sulphar(ppm), manganese(ppm), copper(ppm), boron(ppm), zinc(ppm), molybdenum(ppm), iron(ppm), sodium(ppm), cation exchange capacity (meq/100g).</p> <p>There has been reviewed the documentation such as graphs with the No Spray zones. (Buffer Zones) – Lake 10 & 18, checklist for handheld sprayers, checklist for mechanically driven sprayers, a spray record sheet for a fertilizer application and the Ground2Control System Information.</p>
<p>N2.2 Prioritise mechanical maintenance</p>	<p>N2.2.1 Non-chemical pest, disease and weed management</p>	<p>Sharpen mowing blades; Remove surface moisture; Hand weeding</p>	<p>The cultural practices for greens are: Sharpen mowing blades. For green 6 times per year Adjust mowing patterns, occasionally roll instead of mow, 2 times per week (during growing season) remove surface moisture, 7 times per week (during growing season) verti-cutting, 2 times per year Aeration: solid tining / slitting / spiking, 12 times per year aeration: hollow coring, 2 times per year adjust mowing</p>

			<p>heights. There is specific programs and for tees and fairways.</p> <p>All the programs, instruction of use, preventive maintenance of the machines has been documented through the programs Ground2Control System Information.</p>
<p>N2.3 Use chemicals responsibly</p>	<p>N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues</p>	<p>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</p>	<p>The resort keeps records of the types and quantity of chemicals that are applied for various activities (e.g Nitrogen, Phosphorous, Potassium). The number of fungicide, insecticide and wetting agents applied is also recorded.</p> <p>The main considerations when applying pesticides are the regularly calibrate and test applicators, spot treat with handheld sprayers and wipers, spot treat with handheld sprayers and wipers, blanket spray pesticides over large areas only when appropriate. Pesticides are used preventatively. Pesticides are used curatively. Use appropriate protective equipment, dilute, and dispose of left over product on untreated areas of amenity turf.</p> <p>Map and track pest and disease hotspots has established.</p> <p>All the programs have been documented through the programs Ground2Control System Information</p>
	<p>N2.3.2 Application of chemicals with full safety precautions</p>	<p>Use only legally registered and approved products; Ensure staff are fully qualified and licenced to use pesticides; Regularly calibrate and test applicators; Use appropriate protective equipment; Dilute and dispose of leftover product on untreated areas of turf .</p>	<p>A new management system including all the chemical product log files and Safety Data Sheets is in progress. The use of this management system will help the facility to use only legally registered and approved products that are traceable.</p> <p>The main considerations when applying pesticides such as legal requirements, developmental state / life cycle,</p>

			<p>Schedule of course play, weather conditions and forecast, and ecological factors (e.g., bird breeding and pollinators) have been discussed.</p> <p>The applicator licenses have been reviewed.</p> <p>All the programs chemical / product log has started to document through the programs Ground2Control System Information.</p> <p>The checklist for handheld sprayers, checklist for mechanically driven sprayers, a spray record sheet for a fertilizer application has been reviewed.</p> <p>Academy Fertilizer Spray Sheet with the declaration of the applications.</p>
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	<p>Document procedures for emergency spill responses;</p> <p>Maintain mowing buffer zones around water and all ecologically sensitive areas;</p> <p>Maintain spraying and spreading buffer zones around water and all ecologically sensitive areas;</p> <p>Create a map / aerial visual reproduction, drawing etc of the course showing buffer zones and no-spray, no-spread areas.</p>	<p>Emergency drill has been performed.</p> <p>The water quality has been monitored by testing at the same set of locations, daily visual inspection at on-site & outflow and a chemical Testing of quality of water from an external laboratory.</p> <p>A map of the course showing buffer zones and no-spray, no-spread areas has been established.</p> <p>The use of the latest irrigation application systems makes efficient use of recycled irrigation water.</p> <p>CIP: Procedure with relevant records of the personal protective equipment for all the involved personnel and</p>

			their relevant work instructions should be established and implemented.
	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	<p>A new area of storage with the limitation of entrance has been established.</p> <p>At the storage of hazardous materials area there is an impermeable flooring The fire safety extinguishers are monitoring properly.</p> <p>Maintain a list of hazardous substances, made available to authorized staff.</p> <p>There is sufficient storage capacity for hazardous materials.</p> <p>The fertilizers are stored separately from solvents, fuels, and pesticides.</p> <p>The licenses / contracts for hazardous waste disposal have been confirm.</p> <p>CIP: An upgraded fire safety system at the storage area of the chemicals should be placed.</p> <p>CIP: A specific area with sufficient signs that all the hazardous waste will be kept until the authorized company will picked them up should be established.</p>
	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	<p>The maintenance facility: operations have registered uplift of hazardous waste, mixing and loading completed over an impermeable surface, prevented cross contamination of fertilizers and pesticides in loading area and use triple rinse pesticide containers.</p>

<p>N3.2 Safely manage hazardous substances</p>	<p>N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances</p>	<p>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</p>	<p>At the fuel storage tanks there were fire extinguisher in the immediate area, the tank is secured to a horizontal, flat, non-combustible surface, is place in a sufficient distance away from buildings.</p> <p>A risk assessment for the Club House has been reviewed.</p> <p>CIP: Spill Containment systems should be placed at the hazardous waste storage area and must have sufficient capacity to contain at least 10% of the total volume of the primary containers or 100% of the volume of the largest container, whichever is greater.</p> <p>CIP: The Impermeable flooring at the fuel storage tank should be increase at the surround area.</p>
<p>N3.3 Responsibly manage waste / storm water</p>	<p>N3.3.1 Appropriate wastewater usage and discharge licences</p>	<p>Wastewater discharge licence; Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)</p>	<p>The operation and maintenance of sewage treatment plant and sewage pumping station contract, as well as the daily report of the technical and mechanical controls, have been examined.</p> <p>CIP: More internal audits at the operation and maintenance of sewage treatment plant could be established periodically by Aphrodite Hill (Especially effluent quality and chemical analysis frequency requirements sampling after filtration, annual cleanings)</p>

<h2>RESOURCES</h2>			
<p>R1 Water</p>			
<p>Objectives</p>	<p>Requirements</p>	<p>Mandatory Practices</p>	<p>Verifier Notes</p>

<p>R1.1 Minimise water demand</p>	<p>R1.1.1 Measures to reduce the need to consume water</p>	<p>Target irrigation to essential playing surfaces only</p>	<p>There are several irrigation best practices that have been followed.</p> <p>Aphrodite hills use a combination of information sources to determine how much water to apply to the turf on the golf course. On the greens they use the POGO Soil Moisture Meter to determine the moisture content in the soil profile. They have set parameters that they use as a guide for each green to determine if they need to water.</p> <p>For the rest of the course, they use a combination of the visual look of the turf, soil probes where they take a core and see how much moisture is in the profile. This way they can manage water for effectively and more efficiently preventing the overuse of water in areas that are not needed.</p> <p>At Aphrodite Hills Golf Course they have two lakes on the golf course. The lake that contains the irrigation water for the golf course is located on hole 10 next to the pump station and the maintenance facility. Water from the Asprokremmos dam and recycled water from the STP plant are pumped into this lake for use on to the golf course.</p> <p>The lake has an Otterbine lake aerator to keep the water circulating and an LG Ultra Sonic Algae control system. This keeps the water clean, improves the quality of the water and controls and prevents algae growing in the water.</p> <p>For the new project at the new Golf Academy Practice Course Toro Irrigation has been established – Individual sprinkler control (More sustainable and better accuracy), total golf course area is warm season grass types (Reduced water requirements), installation of Capillary Concrete in</p>
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			<p>all bunkers to reduce costs and labour and planting of new landscape – trees, shrubs and plants.</p> <p>The use of the latest irrigation application systems makes efficient use of recycled irrigation water.</p> <p>Academy Course - Irrigation MAP has been reviewed.</p>
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	<p>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</p>	<p>At Aphrodite Hills Golf Course they perform regular irrigation performance checks.</p> <p>For reducing irrigated area, there has been naturalized landscaping beds and other non-playing areas. Moreover, during scheduling for irrigation, they take in consideration the weather forecasts, wind speed, microclimates around the course, soil moisture meter (POGO) and data from off-site weather station.</p> <p>All the staff has been regularly trained on the efficient irrigation practices.</p> <p>In order to ensure effective application of water to target areas, the personnel conduct regular irrigation performance audits, using modern sprinkler heads (part circle or adjustable arc), conducting a catch-can test and calculate distribution uniformity and syringe application when appropriate.</p> <p>Priority for Aphrodite Hills is the evaluation of new irrigation technologies, use computer automated system, performs continues irrigation system upgrades (Pipes, Sprinkler heads and nozzles, Filter)</p> <p>CIP: The on-site weather station should be on full operation again.</p>

	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	<p>The clubhouse has established several water-saving practices such as reviewing water bills frequently for irregularities, categorizing and tracking water consumption, installing efficient appliances, plumbing, and shower heads.</p> <p>A good practice to encourage water-saving is to wash machinery with compressed air before using water from Golf Course and Grounds.</p> <p>The internal water consumption record, utility bills, water controls procedures has been confirmed.</p>
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	Aphrodite use alternative and lower impact water sources such as avoiding using any water from a public drinking source, irrigating with recycled/treated effluent water, harvesting rainwater from impermeable surfaces.
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	<p>To reduce energy demand Aphrodite hill naturalize non-playing areas to reduce mowing, irrigation and other inputs, prioritize low irrigation and low maintenance vegetation types.</p> <p>For the next plan will be the reducing the grass areas on the Championship Golf Course that will reducing the irrigation areas, reducing the use of chemical fertilizers - this is cost effective for the company and improves health of the soil, creating more undisturbed natural areas and thus increasing the wild habitat that absorbs and filters rainwater and natural nutrients.</p> <p>Another plan for Aphrodite Hill is renovating the bunkers on the Championship Golf Course. Thus will help better</p>

			<p>drainage of the rainwater, improve the overall appearance of the golf course, and reduce long-term maintenance and prevent sand contamination from erosion and extend the life of bunkers.</p>
<p>R2.2 Maximise energy efficiency</p>	<p>R2.2.1 Measures to use energy and fuels more efficiently in buildings</p>	<p>Audit energy use regularly; Regularly review bills; Categorise and track energy consumption</p>	<p>As tools to energy efficiency, they regularly review energy bills, audit energy use, categorize and track energy consumption, they perform training to all the staff, they have place signs/notices, use automatic timers for lighting (adjusted seasonally), use energy efficient landscape lighting (motion sensors, timers), fluorescent/LED bulbs, adjust heating and cooling settings seasonally and train staff, service vehicles regularly.</p> <p>New Golf buggies with the lithium-Ion battery has been purchased. The new buggies will help the environmental as:</p> <ul style="list-style-type: none"> - requires minimal maintenance when compared to flooded lead acid (FLA) batteries. - lithium-Ion batteries last longer (chart) and can save golf courses up to 50% in electricity costs. - the buggies conserve energy to improve the overall performance of operations. -fast charging times and ability to hold a charge across multiple rounds -increased car reliability - reduced weight - less damage of the turf
<p>R2.3 Source energy responsibly</p>	<p>R2.3.1 Measures to source alternative, renewable forms of energy</p>	<p>Determine potential sources of renewable energy in the area and on-site, through renewable energy providers</p>	<p>The course is working towards renewable energy e.g., installation of photovoltaic solar system, led lights at clubhouse, solar panels for water heating.</p> <p>The Aphrodite Hills encourages all guests to use the best sustainable ways to see and experience the course, the facilities and the beautiful Mediterranean Cyprus nature. Located at the heart of the uniquely traditional Village</p>

			<p>Square, Aspire Cycling pairs premium bike rental services with a high-quality fleet from leading bike manufacturers in the world.</p> <p>All guests are encouraged to discover streams, forests, quaint villages, the natural, the cultural, the historical and the delightfully unexpected whilst on two wheels.</p> <p>Some of the most special biking routes are: West Troodos Loop, Santa Barbara Loop and Paphos to Troodos Loop via Aphrodite's Rock.</p> <p>For the next plan will be the solar panels installation on top of the Driving Range that will be increase the renewable energy source, reduce air pollution, reduce greenhouse gas emissions, reduce the climate change process. The additional energy produced will be transferred to the Clubhouse - therefore substantially reducing the electricity costs reduces reliance on fossil fuels efficient return of investment.</p>
<p>R3 Materials</p>			
<p>R3.1 Reduce materials demand</p>	<p>R3.1.1 Products and materials selection based on necessity, including opportunities for recycled, reused and locally sourced alternatives</p>	<p>Undertake a review of materials consumed</p>	<p>In order to reduce material, they try to eliminate single-use products and evaluate durability of products when purchasing. Sustainable single-use products are used in the catering here at Aphrodite Hills Resort. In particular, the restaurant uses paper straws instead of the plastic straws.</p> <p>Moreover, they maintain accurate stock control system for catering and operations, to avoid over ordering.</p> <p>Minimize plastic usage with a new project to replace all the plastic waters and established water stations at the golf course.</p>

			<p>Considering paper bags a truly sustainable option, Aphrodite Hills Resort has replaced all the plastic bags used by the Golf Division with paper ones. Some of the environmental advantages that paper bags have and were taken in consideration when making this decision was they minimize pollution, they are reusable and cost-efficient, they create a diversity of uses, their raw material is sourced from sustainably managed forests, they are recyclable and biodegradable, therefore can be used for purposes like composting.</p>
<p>R3.2 Purchase responsibly</p>	<p>R3.2.1 Practical use of an ethical / environmental purchasing policy</p>	<p>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</p>	<p>Aphrodite Hills Resort has adopted a sustainable purchasing policy. Purchase goods made from recycled or sustainable materials. Purchase in large quantities, when possible, to avoid excess packaging. consider coordinating purchases with surrounding businesses and in general they try to follow a sustainable procurement policy.</p> <p>Sustainable single-use products are used in the catering here at Aphrodite Hills Resort. In particular, all our restaurants use paper straws instead of the plastic straws. Paper straws are by far the most environmentally friendly option as they break down quickly and are more compostable.</p> <p>There are many types of shopping bags available in today's market to cater to the different shopping needs of all the customers. Strong enough to be reused on multiple occasions, paper bags provide flexibility in their uses as they are made from renewable resources and have multiple end-of-life options.</p>

			Confirm that the solid wastes consumptions through monitoring records have been kept.
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	<p>Aphrodite Hills communicate recycling initiatives, perform training to Kitchen staff, Golf staff, cluster bins for all waste streams, and separate materials for recycling.</p> <p>Informing/educating staff and golfers about the recycling program.</p> <p>CIP: Collection of materials for composting and reuse could be established. (e.g. Soils and sands, Cores, Turf and scarified material Clippings, Waste from gardens Leaf litter)</p> <p>CIP: The waste collection area could be visible and clean with all the relevant bin signage clear.</p>
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	Compliance with all local and regional waste management regulations has been confirm.

COMMUNITY			
C1 Outreach			
Objectives	Requirements	Mandatory Practices	Verifier Notes

<p>C1.1 Diversify access and provide multi-functionality</p>	<p>C1.1.1 Social and recreational activities at the facility</p>		<p>There are several social activities at the facility, such as the provision of multi-functionality, walking and nature trails, horse riding trails, access around the site.</p> <p>Aphrodite Hills is the ideal destination for walking and running. Bordered on two sides by a natural ravine, it is virtually unequalled in offering numerous, little-frequented trails.</p> <p>There is a five kilometers trail from the Aphrodite Hills to the village of Kouklia. This is a relatively easy, uphill walk of 45 minutes that the visitor can see the green of Aphrodite Hills Golf Courses from a completely different perspective. There are a variety of routes for running and trekking, suitable for a wide range of ages and levels of fitness, all easily accessible from Aphrodite Hills.</p> <p>Moreover, there are signs to welcome walkers and other users to the golf course explaining access rights and best practice (eg. 'fore', dogs on leads etc.)</p> <p>CIP: Signs with the local biodiversity species of fauna & flora that the visitor will see through the trail can be created as a part of environmental awareness.</p>
<p>C1.2 Provide for volunteering and charity</p>	<p>C1.2.1 Opportunities available for volunteering and support of charities and good causes</p>		<p>Use of building facilities for volunteering and charities events, promote catering facilities to local community groups, provide meeting/seminar rooms available for community meetings or workshops.</p> <p>Aphrodite Hills Golf is known for their ongoing support of local charities. Among them was last year's event with the Captain's choice, a charity for a Cancer Support Group. They collectively across all elements of the resort they contribute to several local charities.</p>

			<p>'For the Love of Life' Foundation, is a private initiative charity, that has been created by the Aphrodite Hills with responsibility to provide assistance (economic and material) to emphasis on quality of life.</p> <p>The decision to create an autonomous, non-profit charitable foundation in 2017 was based on promotion and hence offer greater support, through continuous social and cultural activities that can aid the common good with targeted actions.</p> <p>'For the Love of Life' Foundation is committed to dealing with issues related to children, the environment, health, poverty and general issues of people or groups in a proven state of poverty and difficulty.</p>
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'	<p>Carry out equal opportunity monitoring across staff and golfers and put practices in place to encourage under represented groups.</p> <p>Mobility equipment is available to golfers on the course (e.g. buggies)</p> <p>Free entrance and free activities for all families and children a full day dedicated to children.</p> <p>Easter junior Camp that offers children the opportunity to get active, be involved with sports away from technology and the fast paced-day life. To further develop the lifelong values of teamwork and individual responsibility in daily tasks in a healthy environment. To build individual character, confidence, and skills through a wide range of sport activities.</p>
C2 Golfers & Employees			

<p>C2.1 Improve health and wellbeing</p>	<p>C2.1.1 Benefits to human physical and mental health from golf and facility activities</p>		<p>Aphrodite hills try to improve health and wellbeing for golfers and employees organizing competitions for juniors, involve juniors in aspects of running the club, to gain employability skills, participant in a running annual event.</p> <p>The 25th Logicom Cyprus Marathon commenced March 2023 from Petra tou Romiou – the mythological birthplace of Aphrodite, the Greek goddess of love; following along the coastal route and finishing at the scenic Paphos Medieval Fort Square. The Logicom Cyprus Marathon is the oldest and most historic marathon to be held on the island, having first been organized in 1999. At the course of the 40km route the runners had the opportunity to discover the small and traditional villages of Paphos with refreshment stations located every 3km. The Aphrodite Hills Team, support of the Logicom Cyprus Marathon, with the refreshment stations, waiting for the runners to pass by and to cheer and support them all.</p>
<p>C2.2 Be open and inclusive</p>	<p>C2.2.1 Inclusivity and diversity in membership and visitor policies</p>	<p>Demonstrate inclusive policies for members and visitors</p>	<p>Promote golf in local amenities such as community centers, encourage children and their families to use the course, inclusive policies for membership policies free from discrimination across age, gender, sexual orientation, religion, and ethnic background, carry out equal opportunity monitoring across staff and golfers and put practices in place to encourage under represented groups.</p>
<p>C2.3 Employ fairly and safely, and provide career opportunities</p>	<p>C2.3.1 Ethical and legal employment, working conditions and professional development</p>	<p>Follow all relevant national legislation and best practice for employment, health & safety etc</p>	<p>Adopt an equal opportunity recruitment and hiring policy, provide workers with written contracts, follow all relevant legislation and best practice for hiring, employment, for worker safety.</p> <p>Participate in local or national employee welfare guidance or certification programs.</p>

			<p>Aphrodite Hills have organized several events for bonding and good internal communication for all the employees. Aphrodite Hills have taken opportunity to show their appreciation and gratitude for the excellent work that our greenkeepers do day in and day out. ‘Thank a Greenkeeper’ day! Greenkeepers play a pivotal part within the game of golf. They deserve all recognition due for the endless task of maintaining the golf course, so that all guests can enjoy the benefits of playing golf in pristine conditions.</p>
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	<p>Engage and involve staff in the facility's sustainability commitments.</p> <p>Provide information on the facility's sustainability commitments and staff responsibilities in staff training.</p> <p>Use social media to engage golfers on facility's sustainability work and how they can play a part when visiting.</p> <p>Aphrodite Hills Resort celebrated the 2022 World Environment Day by bringing together all the resort teams for a clean-up of the common areas of the resort.</p> <p>The resort’s main goal is to raise awareness and action to protect the environment.</p> <p>One of the activities that Aphrodite Hills established was the “Resort Clean-Up Day” in December 2021 . The purpose of this joint effort was to improve the areas and promote self-awareness for recycling, protecting the environment and stop littering.</p>

<p>C3.2 Celebrate and promote sustainability</p>	<p>C3.2.1 Activities that raise awareness and engage people in the wider community</p>	<p>Provide evidence of external communications and community engagement</p>	<p>Aphrodite Hills encourage and promote sustainability, enter local or national awards, enter golf industry awards, apply for golf's global eco-label - GEO Certified©, hold an open evening for community leaders, local government and other businesses, share sustainability updates and achievements, produce club sustainability briefing for media.</p>
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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