



GEO Certified[®]

GEO Certified[®] Report Keilir Golf Club

Prepared by independent verifier: Edwin Roald

Certified by GEO Foundation: 2024
Recertification due: 2027

GEO Certified[®]



**GEO
Foundation**
Sustainability in and through golf

“Keilir is an exemplary golf facility that demonstrates how multiple mutual benefits for nature and man can be produced while offering a high-quality golf experience, helping to make the town of Hafnarfjörður an attractive town for residents, visitors and as a championship venue. A not-for-profit public golf club, Keilir serves as a custodian of historically significant municipal land, rich in cultural heritage and archaeological remains. Wastewater from nearby heavy industry is used for irrigation and the use of existing buildings is innovative, including facilities for youth seminars and elite performance training. For years, Keilir has been at the forefront of the continued development of Icelandic golf, e.g. in transitioning to clean, renewable energy.”

Edwin Roald

(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Keilir Golf Club has successfully achieved GEO Certified® status for its outstanding work to foster nature, conserve resources and support the community.

GEO Certified® is the most respected certification for golf, based on a credibly and transparently developed modern sustainability Standard of best practice.

Keilir Golf Club has:

1. Met the required certification criteria for sustainable golf operations
2. Successfully completed the official third-party verification process
3. Successfully passed the final evaluation by GEO Certification Ltd. (autonomous subsidiary of GEO Foundation)

GEO agreed with the conclusions of the official verification report, that, having achieved all mandatory criteria; and with specific Continual Improvement Points (CIP) set for the future and Critical CIP's (CCIPs) to be reviewed at recertification, Keilir Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Keilir Golf Club can therefore claim a position as a leader in advancing sustainability in golf – making important contributions in protecting nature, conserving resources and strengthening communities.

The GEO Certified® Report that follows comments on the actions undertaken against the criteria, as observed by the independent verifier during the assurance process.

Certification is nearly always the result of a dedicated team effort resulting in many practical and valuable social and environmental results around the golf course, maintenance facility and clubhouse. These dedication and leadership qualities are an important part of ensuring the resilience of the golf facility and the golf industry into the future and also as part of society's wider effort to pull together for people and planet.

We congratulate all involved.

Jonathan Smith
Founder and Executive Director, GEO Foundation
GEO Certification Ltd. Board Member

Kelli Jerome
Executive Director, GEO Foundation

Carole Kerrey
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	<p>Around thirty bird species have been identified on and around the golf course. Noteworthy plant species include a certain species of moss, <i>Hylocomium splendens</i>, an early colonizer of the front-nine lava fields that has become a focal point in recent research on heavy metal accumulation from the nearby aluminium smelter.</p> <p>The back nine holes out on the Hvaleyrri cape is a clifftop or seaside course with 'links-like' playing characteristics, while the younger nine-hole loop has holes surrounded by sharp lava.</p> <p>The cape features a variety of soil profiles, from sand in the west to more heavier soils to east. Due to the softness of the underlying bedrock, the capes shoreline has been subject to erosion. Many locals recall a landmark rock extruding from the ocean's surface, with a hole in its middle. This rock has since then surrendered to the oceans forces and disappeared.</p> <p>To prevent further loss of land, Keilir suggested and advocated the rock armoring of the cape, a project that was later approved, implemented and completed in 2006 in collaboration between Keilir, The Port of Hafnarfjordur, The Icelandic Maritime Administration and The Municipality of Hafnarfjordur.</p> <p>CIP: Please consider strengthening of the club's understanding of its ecosystem and biodiversity. Updating flora and fauna inventories, possibly involving experts that may exist already within the membership, can open new dimensions in the course management work and inspire new ideas.</p>
	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	Special designation requirements confirmed.

			<p>The routing of these holes focused on the use of existing depressions and corridors in the lava, as opposed to extensive crushing. To form the fairways, and to smoothen the grades of the uneven and sharp terrain, crushed rock was spread out and then covered with sand-based topsoil.</p> <p>Therefore, the front nine holes feature no grassed roughs, only closely mown turf, semi-rough and lava. No bunkers can be found on these holes, only on the older back nine where they are very much an integral part of a links concept. Unlike many other lava golf courses, e.g. in Hawaii and Tenerife, golfers at Keilir are able to play recovery shots from the lava areas. Indeed, many golfers carry a special “lava wedge“. This is quite unique, since on most lava courses, lava is treated as a lateral hazard.</p> <p>Hvaleyri, the site of the back-nine-holes and the shorter nine-hole layout, is a crowned cape with grasslands extending from coast-to-coast, a result of centuries of farming. Its entire shoreline is listed on the national registry of natural monuments (Náttúruminjaskrá). This is mostly outside the golf course boundary, since the clifftop edge is defined with white stakes indicating Out-of-Bounds. The same applies to the Hvaleyri inlet or lagoon, which is rich in birdlife.</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>The Cape of Hvaleyri has a rich history of farming dating back to circa 1200 and therefore features a large number of heritage features and archaeological remains. In fact, Hvaleyri directly translates to Cape Whale. Its name derives from the spotting of a dead whale carcass by the viking Hrafna-Flóki, or Raven-Flóki, in circa 860, the time when Iceland was first settled. Interestingly, this is around ninety years before the lava fields appeared further south, the site of the more recent front nine holes. Incidentally, Hrafna-Flóki is the same viking that gave Iceland its name.</p> <p>Due to the proximity to these archaeological elements, Keilir has been required to report all proposed earthworks to The Cultural Heritage Agency of Iceland. Subsequently, a representative from Hafnarfjörður Museum inspected the working area in light of the proposed works to ensure and verify that the ruins’ 20 m protective envelope is honored.</p> <p>Keilir has shown good examples of clever re-use of existing buildings. The club ‘s maintenance facility was initially erected by a sand-mining company. Later, this became a part of a zoo/aquarium, containing monkeys, tigers and lions. Keilir has renovated another existing building that was initially built as a whale tank. For years, this was the home of an Orca whale, the father of Keikó that starred in the Hollywood film Free Willy. This building now features an indoor chipping and putting green,</p>

			<p>golf simulators, a meeting room, an auditorium, social coffee facilities, and a club fitter's workshop.</p> <p>The floor of the old pit that once contained two polar bears is now a warm-up putting green next to the first tee, and the adjacent enclosed lair is now a storage space for rental push carts/trolleys.</p> <p>Old existing buildings have thus been put to effective use via an initiative that has come from within the golf club. These additions to the club's facilities have allowed Keilir to perform a wider range of services for the local community and strengthen the financial base of its operations and existence, providing scope for the club to take the quality of its facilities and service to the next level.</p>
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	In recent years, Keilir has significantly reduced the total area of managed turfgrass.
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	Plans and practices to manage habitats confirmed.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		Priority species are generally conserved by minimising the total area of managed turfgrass.
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>Turf species confirmed.</p> <p>Keilir's golf course management programme focuses on encouraging fine fescue turf. All maintenance practices are geared towards this goal. The slow growing, drought and cold tolerant fescue turf is a fundamental principle in much of Iceland's low-input golf course management approach, which is an integral part of presenting golf as an accessible, affordable and sustainable public leisure activity. This approach is in line with Keilir's sustainable approach and policy on the responsible use of materials, including chemicals.</p>
	N2.1.2 Practices to maintain good soil structure and condition		The emphasis is on keeping surfaces dry, and a policy of low disturbance is applied for optimal plant health, which in turn reduces the need for physical inputs. For example, there has been no verticutting for the last ten years. Instead, more brushing is preferred.

	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	Fertilizer inputs are low. Keilir's golf course management programme involves taking soil samples, interpreting the results and accurately applying the required nutrients. Liquid inorganic fertilizer is applied to greens and tees, around 60-70 kg of Nitrogen on greens annually. The club aims to buy fertilizers with as much active ingredient as possible to reduce transport costs and volume. In fact, no complete NPK fertilizers are purchased, only the independent nutrients or ingredients, which are then mixed on-site. Soil test reports confirmed.
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding	Cultural practices are preferred over chemical applications, as much as possible. With yearly soil sampling, application of nutrients other than N have been greatly reduced. Greens moisture levels and clipping yields are also closely monitored to minimize all excess watering and nutritional inputs. With fescue as the dominant species, mowing can be limited to around four times per week for greens, three times per week for tees and fairways. It is important to note that despite these low-inputs and emphasis on sustainable practices, Keilir has established itself among clear national leaders when it comes to turf quality.
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	Pesticide use is minimal. A small dose of low-risk fungicide is applied as required, on only a few affected greens. This is mostly done to respond to unusually high disease pressure, mostly Fusarium, (<i>lat. Microdochium nivale</i>). In addition, a small amount of insecticide is sometimes applied to landscaping plants around the clubhouse.
	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; Regularly calibrate and test applicators; Use appropriate protective equipment; Dilute and dispose of leftover product on untreated areas of turf .	Chemical product log and applicator licences confirmed.
N3 Pollution Prevention			
	N3.1.1 Practical measures to ensure	Document procedures for emergency spill responses;	Emergency spill response plan confirmed.

N3.1 Prevent pollution across the entire site	pollution risks are minimised from golf course operations	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.	All non-irrigation water used by the club is potable water and thus monitored and regulated by the appropriate authorities.
	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	Sewage and waste water from the clubhouse is directed into the municipality's sewage system. All other buildings, the maintenance compound, the indoor practice facility and one on-course restroom on the back nine holes, each have their own septic tank. This leaves one small exception, an on-course restroom on the front nine, which is directly connected to the underlying sewage pipe.
	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	The club has recently expanded the maintenance facility. The club had already upgraded its exterior working area, including the installation of an oil filter, minimizing the potential for the pollution from oil-contaminated water runoff from the wash pad and fuelling station. Existing infrastructure includes paved surfaces, secondary containment for the fuel tank and a sediment catchment basin.
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	Hazardous materials in the maintenance compound are stored in a chemical storage cabinet that was purchased more than ten years ago, even though the hazardous materials found in the shelves are per national categories B and C. According to Icelandic law, regulation 50/1984, the legal requirement is storage away from any food supply and out of reach for children, with which the current storage complies.
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)	Wastewater discharge agreement confirmed.

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	Turf species confirmed.
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	Soil moisture tests confirmed. Fairway irrigation is based on a single-row pattern and is mostly used in drought emergencies, perhaps a handful of times during the playing season. Otherwise, Keilir's irrigation system is limited to greens and tees, and is fully computer controlled. The irrigation water used is measured through the irrigation system software. Recent efforts regarding irrigation include the introduction of sprinklers at tee edges, in a triangle pattern, whenever works are performed on existing or new tees. The aim is to increase effectiveness and possibly reduce resource consumption.
	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	Water audit methodology confirmed. Utility bills and data management confirmed. There is limited data available to indicate the buildings' water use. This is largely due to Iceland 's abundance of water, which is quite unique. In October 2011, The Institute of Economic Studies at The University of Iceland issued a report titled Economic Water Use Analysis for Iceland. This states the following: "Iceland is rich with water resources. Moreover, Icelanders use more water than other neighbouring countries... Sound estimates of total cold water usage are hard to obtain because cold water is generally not sold through meters." The report's summary then goes on to conclude: "Today the pricing of cold water and sewage services in Iceland is calculated as a certain percentage of the property in question as evaluated by Registers Iceland, and not actual usage. Such a pricing mechanism does not encourage efficient usage. ... In light of Iceland's richness of water, it is worth pondering whether the benefits of more efficient usage of cold water are greater than the cost..."

			From the above, it is clear that the situation in Iceland regarding access to water is highly unusual. Therefore, Keilir's use of water and the entire infrastructure around it should be viewed in a different context than for the average overseas golf course.
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	Keilir's entire source of irrigation water is reclaimed cooling water from the smelter, which would otherwise be pumped out to sea. In 2009, the smelter operator and Keilir collaborated on the installation of a new pipeline that feeds water into a retention pond in a depression alongside the 8th hole. While this may raise an issue with regard to landscape context, to include a pond in the highly porous lava, this is perhaps outweighed by the positive nature of the overall solution, recycling water from nearby heavy industry. Water abstraction permit confirmed.
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	In recent years, significant areas on Hvaleyri, i.e. the back-nine holes of the 18-hole course and the entire 9-hole Sveinskot course, have been transitioned from managed turf to grassland with a more natural succession.
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	Energy audit methodology confirmed. Utility bills and data confirmed.
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	Renewable energy is used for most of the club's general consumption. Recent golf course equipment purchases include electric, robotic range-ball pickers and mowers. The club has decided to focus on more sustainable and renewable energy use for future equipment purchases. CIP: Please consider transitioning to an all-electric fleet of maintenance machinery on the 9-hole Sveinskot course, and on tees, greens and surrounds on the 18-hole course. The electricity used by the club, which is purchased from the national grid, is generated from both hydropower and geothermal sources. The same goes for the irrigation pump station near the retention pond on the 8th hole. All of the club's buildings are heated with geothermal or geothermally heated water, except for a single electric radiator in the starter's hut and in the pump house.

			<p>Annual use of hot water is measured by the provider, Reykjavik Energy, by performing annual readings. These readings are not performed at even intervals, with as much as 400+ days between them. The estimated annual usage is thus not very accurate, rendering it impossible to make accurate comparisons between years.</p> <p>CIP: The club, in collaboration with its service provider and/or municipality, is encouraged to exceed expectations here and introduce more accurate measuring procedures to keep track of annual use. This could be considered a part of Keilir's leadership role with regard to sustainable practices.</p>
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	Waste management invoices confirmed.
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	<p>With Iceland being an island nation with a small population and market, choices are quite limited when it comes to sourcing goods and supplies. All golf course maintenance machinery needs to be imported. The same is true for most other golf course maintenance input supplies, apart from some types of fertilizer. Catering supplies are mostly local, even those that carry internationally recognized brand names, since they are produced locally and contain Icelandic water.</p> <p>Despite these constraints, Keilir has recently written a purchasing policy. This policy is outlined in the staff handbook.</p> <p>Sustainable resource management aims confirmed.</p> <p>Local produce confirmed.</p>
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	Keilir has shown considerable effort to reduce waste. All organic waste is separated, in the catering kitchen, in the staff facility in the maintenance compound and in Hraunkot, the indoor practice facility. Drink packaging is separated, collected, and submitted to a recycling center through a deposit system, and is a source of revenue for the staff fund. Instructions for the minimization of waste and the separation of organic waste are posted in the kitchen, in the maintenance compound, indoor practice facility and in the cleaning equipment and materials storage room.

			<p>To reduce and minimize printing and paper use, Keilir has information screens in the clubhouse and in the indoor practice facility, showing tee-times for the next hour, green speeds, weather etc.</p> <p>Last year the club removed around 35 litter bins from the course. Instead, the club has strategically placed four recycling hubs where golfers sort waste into the fitting bin of paper, plastic, bottles or other waste.</p> <p>Utility bills and data confirmed.</p> <p>CIP: The planned expansion of the clubhouse may reveal various opportunities to continue modernising energy use and efficiency, waste management etc, e.g. in the kitchen.</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	Operational licence confirmed.

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		Keilir is a not-for-profit sports club within The Golf Union of Iceland, the nation's golf association, and is a part of the National Olympic and Sports Association of Iceland. As such, the club receives lottery money like all other sports clubs in Iceland. Like all of these, Keilir is governed by its Annual General Meeting that elects its board and club president.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		Keilir plays a multifunctional role in the community of Hafnarfjörður. Since 1993, the club has undertaken a large part of the management of the town's football pitches (soccer fields), otherwise operated and used by local sporting clubs FH and Haukar, as well as various open grassed areas in the municipality's custody. Keilir also performs a variety of services in other neighbouring towns, such as the construction and maintenance of recreational putting greens for nursing homes, aerification programmes on

			football pitches (soccer fields), aerification and top-dressing for other golf clubs, and grinding of cutting units for golf clubs across the country.
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'	Team-based sustainability activity confirmed.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		At Keilir, golf is very much a walking game, with the obvious health benefits associated with walking in nature and using your mind, in the company of others.
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	<p>The club operates an extensive golf training programme for the youth, both recreational and performance oriented. This may be looked upon as one form of the club's return contribution for the support that many Icelandic golf clubs enjoy from their local municipalities. This includes the use of land, the dropping of municipal property tax, and moderate financial support.</p> <p>This support includes subsidies to operate the club 's administrative side, such as paying for office costs, accounting etc. The club also receives grants from Hafnarfjörður's alliance of sports clubs to run their elite programme.</p> <p>Considering the aforementioned redesign of the course, the focus is partly on increasing the value that golf can bring to inbound tourism, not only for the town of Hafnarfjörður but also for Iceland as a whole.</p> <p>From the above, it is clear that Keilir Golf Club works according to a multi-faceted golf course management programme, one that is second to none in Iceland. The general manager (past chairman of FEGGA) and course managers (one current board member of FEGGA) have been instrumental in advocating sustainable golf course management practices, not only among their counterparts nationally, but furthermore in the international arena.</p> <p>Golf coaching and youth seminars are supervised and organized by a certified PGA golf professional, and otherwise implemented by the more experienced young elite players in the club. The club employs a total of five golf instructors, one full time and four part-time contractors. All but two have achieved PGA qualifications.</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>Keilir is a significant employer in the town of Hafnarfjörður. The club employs 11 full-time year-round staff. These include a general manager and one person in the club 's office, a head greenkeeper, deputy greenkeeper, two other greenkeepers, a mechanic, one golf professional and two custodians in the indoor practice facility.</p> <p>Seasonal staff are brought in during the playing season, many of which are high-school and university students. The municipality also provides a dozen young summer workers, who are given some of the simpler tasks out on the golf course, such as divot repair. In mid-season, Keilir employs in excess of thirty people.</p> <p>The club recently took over the clubhouse food and beverage catering services. Before this, catering services were outsourced, where on average, the caterer employs herself and three other part-time staff. This is similar today.</p> <p>CIP: It may be appropriate to expect the possible renovation and upgrade of the greenkeeping staff facility, with changing rooms, showers etc.</p>
<p>C3 Communications</p>			
<p>C3.1 Engage golfers and members</p>	<p>C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors</p>	<p>Provide information on the facility's sustainability commitments, actions, or achievements</p>	<p>Keilir currently has around 1,800 members, up by around 500 in the last ten years.</p> <p>In addition to the club's varied facilities, the members are able to play at several other golf courses at reduced rates.</p> <p>The main playing season normally exceeds five months. The nine-hole Sveinskot course is open all year. This has been well received, especially among the senior members who use the course and clubhouse as a place of exercise, leisure and social gathering year-round.</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>The club avoids excessive printing and paper use. External communication mostly includes advertising in local media, including newspapers, to highlight the club's youth seminars and special offers to play the Sveinskot executive course.</p>

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