



GEO Certified®

GEO Certified® Report Landeryd Golfklubb Vesterby

Prepared by Independent Verifier, Kerstin Antonsson

Certified by GEO Foundation: August 2019

Valid until: August 2022



“Landeryd Golfklubb with its course and facilities in Vesterby, Linköping is a very well managed facility and a positive, high-quality asset for the community”

Kerstin Antonsson

GEO accredited Independent Verifier



Introduction

GEO Foundation is pleased to confirm that Landeryd Golfklubb Vesterby 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.

Landeryd Golfklubb Vesterby 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 set for the future, Landeryd Golfklubb Vesterby should be awarded GEO Certified® status.

For the certification period stated above, Landeryd Golfklubb Vesterby 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.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	(Course management) Map all habitats and vegetation types on the site; Regularly update landscape / biodiversity	Landeryds Golf Club has participated and engaged management, greenkeepers, and environmental committee. Competence and understanding to maintain and manage the site and its course are very good. There are well developed environmental and management plans

		surveys	<p>for nature and landscape. To clearly show their governance, the documents should be signed by the club management.</p> <p>Habitats and vegetation types, see N1.1.2 below.</p> <p>Bird surveys are done by members.</p>
	<p>N1.1.2 Knowledge of legal designations for protected areas, habitats and species</p>	<p>(Course management) Understand legal responsibilities for protected landscapes and species; Record and monitor protected, endangered, or rare species found on the site</p>	<p>Legal nature protection and restrictions are established for the surrounded area of the golf facility, Landeryds Gk, Vesterby. This area is a national deciduous forest nature reserve and a European Union Nature 2000 protected area decided by The County Administrative Board of Östergötland.</p> <p>The conservation plan for “Nature 2000-area Västerby SE0230373” are known and similar care is carried out in the areas between and outside the golf course playing area. No specific habitat management plan is available for the golf course only. When updating surveys of flora and fauna have been carried out, a specific understanding of the area's conservation values will be further increased and plotted on a map.</p> <p>The conservation plan includes surveys and protected species and habitats for the area.</p> 
	<p>N1.1.3 Understanding and respect for cultural heritage</p>	<p>(Course management) Protect any archaeological, historical or cultural designations on the site</p>	<p>In the club area there are remnants, farm plot and stone circles.</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>(Course / club management) Observe, track and / or monitor golfer play</p>	<p>The club has ongoing discussions with players and managers for the courses. The surfaces are adapted to meet both high play quality and increased biodiversity. For example, pond vegetation that is cut down and managed on sides affected by the play, while the other sides have a well-planned design to increase biodiversity.</p> <p>Visual observations and knowledge from greenkeepers and the course management team are used to recognize managed turfgrass areas that can be minimized by extended rough areas. For the future, it can be useful to record the size of the areas and what has been done to minimize the managed turfgrass areas in favor of increasing natural areas.</p> <p>The club has recently purchased a digital software in order to store geographic information about the courses. When this is put into service, future area changes can be more easily planned and documented. GPS tracking has not been used yet but can become a feasible and useful tool when the software is in full operation.</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>(Course management) Regularly review and follow a habitat management plan; Prioritise native species when planting and landscaping</p>	<p>The club has a habitat project near tee at hole 15. A new pond and the area around will promote a protected habitat to pollinating insects, small animals, flowers, and birds. They have left brushwood and placed insect hotels.</p> <p>Dead trees and stumps have been saved. Small stands of trees and bushes in the midst of playing areas are regularly maintained and disforest brushwood.</p> <p>Meadows are struck with cutting devices once a year.</p>
<p>N1.4 Conserve key species</p>	<p>N1.4.1 Practical conservation measures</p>		<p>See N1.1.2 above.</p>

	for priority species		The lichen and fungus flora on the oaks in the southern pasture of the protected area has been shown to be rich, with eight nationally and one regionally red-listed species, among others like <i>Pachykytospora tuberculosa</i> and <i>Lopinga achine</i> (Woodland brown).
N2 Turfgrass			
N2.1 Maintain optimum turf and soil health	N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors	(Course management) Select appropriate grass species for climate	The growing season has become longer in spring and autumn. Problems with hot days and drought or heavy rains could appear. The soil/course can receive rain well and it contain a dominated turf of <i>Festuca rubra</i> (red fescue). <i>Festuca r.</i> requires less fertilizer and can withstand drought very well. It also reduces the need of manage which requires less resources as fuel and irrigation. The meager condition causes fungus infections to become rare and the immigration of <i>Poa annua</i> is held at bay. Help seeding with <i>Festuca r.</i> was made 2013 with very good results.
	N2.1.2 Practices to maintain good soil structure and condition		Samples have been taken on greens to analyze the physical properties of the turf for continued management measures. Seaweed is added to improve the micro nutrient climate. Follow-ups with nutritional analysis will be carried out during the season. Surface aeration, dressing, flattening, increase of organic material may be some of the measures.
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	(Course management) Soil tests and nutrient analysis	<i>Festuca rubra</i> needs less fertilizers than other grass species. Yearly nutrient evaluation analysis and irrigation water analysis has been carried out. The detailed information of levels of total, available, and targets for nutrients will help to avoid overfertilization. Use of surface water from the surrounding farming landscape might reduce the need for fertilizing substances while the courses act as nutrient traps and reduce the eutrophication properties of surface water. Excess water from the course leads to a shallow overgrown pond that is used as a nitrogen trap.
N2.2 Prioritise cultural management	N2.2.1 Non-chemical pest, disease and weed management	(Course management) Sharpen mowing blades; Remove surface moisture; Hand weeding	Two machines (of which one is brand new) are used to sharpen mowing blades regularly several times per season. They also make backlapping regularly. Surface aeration, dressing, flattening, increase of organic material, remove surface moisture are some of the preventive measures. The machines are rinsed from grass and washed with water after every operation to prevent possible infection spreading.

<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>(Course management) 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>Application of chemicals is kept on a minimal level and only used when it is necessary to prevent or cure turf health issues.</p> <p>Integrated Pest Management (IPM) is applied. All permanent employees in the management team has knowledge of diseases. Indicator places on the course are mapped. These maps should be improved with disease hotspots, tracks and trends. Together with the map, thresholds should be identified and described together with identification processes, proposed procedures and measures if these thresholds are exceeded. The above is practiced by the greenkeeper today but it can be great benefit if it is documented. This was discussed at the visit and this information will likely be created as digital layers in the newly purchased digital software in order to store geographic information about the courses.</p> <p>A professional analysis company is consulted at the slightest suspicion of unknown disease occurrence or doubt about the method of treatment.</p>
	<p>N2.3.2 Application of chemicals with full safety precautions</p>	<p>(Course management) 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>Legally and approved chemical products are used. They are handled and stored appropriately in separate, locked, secure storage. Emergency and leakage equipment are available. Safety data sheets are printed and placed close to the chemicals.</p> <p>All personal that handle pesticides have an education and valid authorizations (licenses). Personal protection equipment as clothing, boots, protective goggles, and gloves are handled by the club. Chemical risk analyzes for health and occupational safety is implemented. The spraying equipment is calibrated, tested and approved by The Swedish Board of Agriculture.</p> <p>Spraying equipment and containers are rinsed and cleaned three times with water. Untreated areas of turf are used for disposal of diluted leftovers. Different areas are chosen every time to prevent the risk of increased concentrations.</p>
<p>N3 Pollution Prevention</p>			
<p>N3.1 Prevent pollution across the entire site</p>	<p>N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations</p>	<p>(Course management) 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,</p>	<p>Emergency spill response plan is available. It gives instructions in how to act with small and large spill of chemicals, personal accidents and fire accidents and when the club is obligated to contact authorities.</p> <p>All surfaces that may be subjected to pesticides are plotted on a map.</p> <p>Spraying and spreading buffer zones are set to 12 meters. Some areas</p>

		drawing etc of the course showing buffer zones and no-spray, no-spread areas.	where ponds are adjacent to the greens, these 12 meters cannot be maintained. A separate risk analysis has been carried out for these locations and these surfaces are controlled with caution and a hand sprayer. These areas are presented in a map. This map can be improved with all buffer zones for spraying, spreading and moving together with the reasons for it. Something that will be easy to create in the new software program mentioned in N1.2.1. above.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	(Club management) Ensure all hazardous materials are safely and securely stored; Ensure compliance with all required standards and systems for hazardous waste and waste water discharge	<p>The Club have contracts for disposal of hazardous waste, household waste and other source sorted waste. Hazardous waste is placed separate pending to be collected. The club is recommended to follow up the agreement with the transport company about who should mark up waste that may be classified as dangerous goods (ADR).</p> <p>The waste is sorted in more than 15 different fractions but for the year 2018 they have only accounted the fractions that have actually been obtained. It is a recommendation that all fractions that may arise are shown even if it is zero amount during the reported year. Then it is clear that the club has identified all its fractions and that there is a correct way for taking care of them.</p>
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	(Course management) 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>Disposal of hazardous waste is cared by "Tekniska Verken". A company with permission to collect, handle and treat this kind of waste.</p> <p>Mixing of pesticides are done in field. All pesticide containers and applicators are triple rinsed. See N2.3.2 above.</p> <p>Machines are cleaned with compressed air to get rid of grass before rinsing with water. No cleaning agents are used. The wash area has impermeable surface but must be subject for improvements and possible investments in the disposal of nutrient waste water from grass and possible contaminants. The supervisory authority has not requested any amendments. When the machines are to be washed with degreaser or detergent, this is done in an approved special indoor washing area with oil separator.</p>
N3.2 Safely manage hazardous substances	N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	(Course management) 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	<p>Hazardous materials and chemicals are registered and provided with digital and printed safety data sheets. Some occasional places, cabinets and barrels must be added with appropriate hazard red and white pictogram signs.</p> <p>Chemicals are held to a minimum. They are handled and stored appropriately in cabinets and on leakage trays.</p> <p>Loading stations must be supplemented with signs and personal protective equipment if there is a risk for battery explosions.</p>

		externally constructed, or integrally manufactured; Regular inspection of storage tanks	<p>Gas bottles for welding must be anchored to prevent them from falling.</p> <p>Fire extinguishers are inspected and approved. They are placed on machines and in locations with fire risks.</p> <p>Spill absorption material and cloths are available if chemical leakage and spill occur. Emergency instructions explain what to do if an accident happens.</p> <p>The fuel storage tank is double-walled and regular inspections are done. The protocol is sent to the supervisory authority.</p>
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate waste water usage and discharge licences	(Course management) Waste water discharge licence; Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)	<p>Waste water from the facility (clubhouses, restaurant, machine hall, locker rooms, and hotel) and the nearby private residential apartments, is pumped from a station to the wastewater treatment plant, operated by the municipality. It is the golf club that manage the pumps through a community association.</p> <p>Sludge from oil separator are handled separately in accordance with legislation. The equipment is inspected and approved regularly.</p>

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	(Course management) Target irrigation to essential playing surfaces only	<p>The club has not been subject to water scarcity restrictions yet. Landscaped ponds are connected as a water corridor and available as a 53 000 m³ reservoir for irrigation. The outtake was 20 000 m³ during 2018.</p> <p>Irrigation consequences as costs and resource of water and energy are briefly described in the Environmental Plan. The current action plan can be improved with new actions and possibilities to reduce water consume when more values and trends can be studied. Only necessary areas of greens, fairways, tees and practice area are</p>

			<p>irrigated.</p> <p>There are particularly knowledgeable employees that are assigned main responsibility for irrigation.</p>
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	(Course management) 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>POGO soil moisture sensor is used on greens and fairways regularly. Irrigation is based on measurements, weather, and physical soil micro climate analysis. Visual checks are made daily.</p> <p>Rain-Bird was installed during 2019 and used as software to steer irrigation. Programming can be done from mobile phones.</p>
	R1.2.2 Practical measures to use water more efficiently in buildings	(Club management) 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>Water bills are reviewed, and a reasonable assessment is made. Low-flush toilets, taps, and machines have been installed.</p> <p>Differentiated water meters are available and can be used to trace water consumption.</p>
R1.3 Source water responsibly	R1.3.1 Measures towards alternative, lower quality sources of water	(Course / club management) Ensure appropriate water abstraction permit and reporting, as required	A water-rights permission (surface water) is available and in use for irrigation purposes.
R2 Energy			
R2.1 Reduce energy demand	R2.1.1 Measures to reduce the amount of energy consumed in course maintenance	(Course management) Minimise areas of managed turf to reduce mowing, irrigation, and turf inputs	<p>The fleet is mainly driven by fossil fuels, but they also have 4 hybrid mowers and 12 chargeable carts. The machines are leased. Machine innovations are monitored.</p> <p>Keeping Festuca rubra as dominant turf reduces the energy and irrigation demands.</p> <p>The course management team constantly evaluates what can be done to reduce resources.</p>
R2.2 Maximise energy efficiency	R2.2.1 Measures to use energy and fuels more efficiently in buildings	(Club management) Audit energy use regularly; Regularly review bills; Categorise and track energy consumption	Electricity bills are reviewed, and a reasonable assessment is made. Annual consumption is around 130 000 kilo-watt hours yearly for the entire facility.

			<p>Heating in buildings is regulated during the season. Motion detectors and LED are installed for illumination.</p> <p>Consumed kilo-watt hours are recorded. It can be appropriate to measure the consumption in relation to the activity through metrics. In this case, the consumption can be better monitored, and the effectiveness of the measures is evident even if the activity and consumption increase.</p> <p>Updating the Environment Plan and its action list with energy efficiency may be relevant in the coming years.</p>
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	(Club management) Determine potential sources of renewable energy in the area and on-site, through renewable energy providers	<p>100 % renewable electricity is used.</p> <p>An oil furnace is used for heating as backup power. The fossil oil has been replaced with renewable wooden chips as fuel. The use of renewable wooden chips and oil for heating should be monitored and presented in annual used resources. A water heater has been installed so that the furnace can be closed av during the summer months.</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	(Club management) Undertake a review of materials consumed	<p>The club arranges equipment-switch-days for juniors to reduce waste and promote reuse.</p> <p>Fifteen of eighteen of the suppliers for the maintenance of the machines are local. Three out of fifteen for materials for the course. Soil, sand and compost and grass clippings that arise in the management and construction are reused on the course.</p> <p>The purchase of chemical products is kept low.</p> <p>The restaurant is trying to buy as much local fruit, green and meats possible but it is the season that governs.</p>
R3.2 Purchase responsibly	R3.2.1 Practical use of an ethical / environmental purchasing policy	(Club management) 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>A purchasing instruction is established and function as a stand of policy. The requirements for suppliers can be improved and shaped more like a policy statement.</p> <p>Environmentally friendly products (e.g., paper, cleaning chemicals, paint, electrical machines) and resources (e.g., electricity, alkylate petrol) are prioritized, and transports are coordinated to keep the number down.</p>
R3.3 Reuse and recycle	R3.3.1 Waste stream	(Club management) Demonstrate	All waste is separated. Recycled wastes are corrugated board and

	separation for maximum recycling and re-use opportunity	waste separation, reuse and recycling; Track how much waste goes to landfill, or is reused / recycled	paper, combustible waste, plastic, metal, food waste (compost), batteries, electric equipment, and hazardous waste like oil. The club sorts waste in significantly more fractions than is declared in OnCourse and should describe them for years to come. The waste bins and containers are labeled and in sufficient numbers.
R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	(Club management) Use authorised waste and recycling contractor for general, hazardous, industrial and green waste;	Authorized waste and recycling contractors are used. Waste is handled in accordance with the Environmental Code.

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		The club share the facility with visitors by offering: <ul style="list-style-type: none"> • Cross-country skiing on the course in winter. • Bridleways. • Bird watching. • Hotel, conference, and catering offer for everyone in the community.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		The club grants the courses and the buildings for charity by: <ul style="list-style-type: none"> • Golf competitions for minority groups. • Donates green fee cheques to fundraising • Donate competition funds to charity projects for Childhood diabetes and Brave children. • Arranged 25 clinics for disabled golfers during 2018.
C1.3 Establish active community partnerships	C1.3.1 Positive and constructive engagement with neighbours, the local	(Club management) Create a 'sustainability working group'	Discussions and meetings regarding the management of the area and increasing biodiversity are done with farmers, the municipality and County Administrative

	community and other groups		Board.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		<p>The golf play and visits in nature on the courses strengthen mental and physical health and wellbeing. The courses are mainly used by players with trolleys.</p> <p>Activities, training sessions, and competitions create social interaction and togetherness.</p>
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	(Club management) Demonstrate inclusive policies for members and visitors	<p>Everyone in the community is welcome to learn and play golf and visit the facility.</p> <p>There is a reduced membership fee for families with many children. The third child receives free membership.</p> <p>The membership fee can be divided and paid monthly to help the member's economic solvency.</p> <p>Prioritized actions are made to increase the number of golfing girls.</p> <p>Prioritized actions are made to increase the number of ladies in the board.</p> <p>Visitors are welcome to the restaurant and clubhouse area.</p> <p>On the club's website, there is a "golf buddy site" with opportunity for members to announce and look for friends to play with.</p>
C2.3 Employ fairly and safely, and provide career opportunities	C2.3.1 Ethical and legal employment, working conditions and professional development	(Club management) Follow all relevant national legislation and best practice for employment, health & safety etc	<p>Compliant with the extensive Swedish health and safety legislation for safe, ethical, equal, and legal working conditions. To meet the OSH requirements and Act on protection against accidents relating to systematic fire protection work, the club use consultant and software support from Swedish leadership Team, HELP24.</p> <p>A systematic work environment with risk analyses and internal safety inspections. An OHS-committee is active consisting of Pro, workshop manager, hotel manager, and greenkeeper.</p> <p>Free working clothes, employee's locker rooms, lunchroom, personal protection equipment, and first aid is available.</p> <p>Employees are educated, informed. They are involved and have</p>

			influence in how to manage and operate the facility.
C3 Communications			
C3.1 Engage golfers and members	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	(Club management) Provide information on the facility's sustainability commitments, actions, or achievements	A regular newsletter is sent out to members with information about what is going on in the club. Information for members and visitors are also presented at the club's website and Facebook. At present, there is no open information about the club's sustainability work or sustainability group available on the site.
C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	(Club management) Provide evidence of external communications and community engagement	The management has demonstrated a strong commitment and development potential for the club and society through its business plan 2018.

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