



GEO Certified®

GEO Certified® Report Royal Wellington Golf Club

Prepared by Independent Verifier, Rebecca Page

Certified by GEO Foundation: November 2020

Valid until: November 2023



“A wonderful melding of traditional and innovative approaches to course management, putting Royal Wellington Golf Club on a trajectory to create a more sustainable future while further contributing to its substantial legacy. Royal Wellington Golf Club is a positive asset for the community. I look forward to seeing the outcome of the investigations into waste streams and the resulting innovative solutions for turning waste into resources.”

Rebecca Page

GEO accredited Independent Verifier



Introduction

GEO Foundation is pleased to confirm that Royal Wellington 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.

Royal Wellington 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 set for the future, Royal Wellington Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Royal Wellington 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

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	Map all habitats and vegetation types on the site; Regularly update landscape / biodiversity surveys	The course and maintenance aspects are led by the Superintendent, John Spraggs, who with approximately seventeen years with the club, has an excellent knowledge, awareness and understanding of the site and landscape. He has been integral to

			<p>site remodelling, including stream care plans and the course redevelopment of 2011-13.</p> <p>A multitude of maps have been surveyed. These include (amongst many others) services; pest management; environmental; path & roadways (service lanes); irrigation and water aspects (natural & human-made).</p> <p>Provided to GEO is the Environmental and a map of Significant Trees</p> <p>Also provided is a GIS map sourced from Wellington Regional Council providing a clear satellite view of the buildings, facilities, the courses themselves and the surrounding communities.</p> <p>The RWGC has a diverse range of introduced and endemic vegetation across the club. Varieties of <i>Acer</i> and <i>Rhododendron</i> provide visual contrast. Of note are the endemic species to be found throughout the course – those that are generations old and the nursery stock that is being fostered through kaitiakitanga (caretaking and sustainability). Several young Kōwhai (<i>Sophora microphylla</i>) were observed planted in riparian areas.</p> <p>Of note, are the majestic stand of Kahikatea, creating a supportive ecosystem for the Kawakawa (<i>Piper excelsum</i>) and Kōwhai, Tī Kōuka (Cabbage Tree - <i>Cordyline australis</i>), which in turn, house a diverse range of both endemic and introduced birds and other various vertebrates and invertebrates.</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>Royal Wellington Golf Club has no legal responsibilities beyond the Wildlife Act of 1954; however, the club has taken the initiative to collaborate with a local Tree Society to identify and label notable and statement trees - also serving to educate members as they move around the courses and facilities.</p> <p>The RWGC collaborates with the member-led Predator Free group which manages the trapping of pests including rats & mustelids. Numbers are regularly reported back to members through the 'Heretaunga Trapper' Newsletter</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>No designations. The club itself and the clubhouse are historic and recognised in New Zealand golf.</p>

			<p>The club was founded in 1896 by women – this is well honoured throughout the clubhouse; photos and recognition to the first woman Captain can be found in the clubhouse boardroom.</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>Much work is underway and achieved in this space.</p> <p>Currently, three years into a five-year plan; the naturalised areas are clear to see when on the course. There is a nice balance of 'Environmental spaces' where the grasses are left to cycle seasonally – some management of pest or invasive species occurs to ensure that the beneficial grasses remain dominant. Other naturalised areas are brown top fescue; these are topped when running to seed.</p> <p>The increase in 'wild' or 'environmental' areas has reduced mowing by 25%.</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>The swathes of naturalised or 'wild' areas provide habitats for the many species of birds and present at RWGC.</p> <p>Waterways have planted riparian strips which supports a growing diversity of waterfowl. There has been an attempt at introducing trout to the stream, however, predatory birds made this initial attempt unsuccessful.</p> <p>Tuna (New Zealand longfin eel - <i>Anguilla dieffenbachia</i>), is an endemic species considered a taonga to Maori – it is heartening to hear of their successful habitation in the streams on RWGC.</p>
<p>N1.4 Conserve key species</p>	<p>N1.4.1 Practical conservation measures for priority species</p>		<p>Endemic grass species are chosen where possible.</p> <p>Raising awareness of significant trees – RWGC has collaborated with the local tree society to label eighty-six notable trees on the site; both endemic and introduced.</p> <p>Royal Wellington host 64 beehives; some are honey producing but many are solely for the purpose of supporting the breeding of Queen bees; increasing the population of a critical species. 91 kgs of honey was produced from the honey hives in the previous season.</p>

			<p>Continual Improvement Point: Further opportunity for education could be to identify the birds or other native animals that feed from specific trees. For example: Tui from the Kōwhai; Miro (<i>Prumnopitys ferrugineus</i>) which is a favourite food of kākā and wood pigeons (kereru) and the Mataī (<i>Prumnopitys taxifolia</i>) which feeds bees as well as kākā and kereru.</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>Brown-top fescue (rough). There are also a dedicated wild-flower garden and other 'environmental zones'.</p> <p>Colonial bent (greens & tees) 90% Colonial bent on fairways transitioning from <i>poa annua</i> with approximately 10% remaining.</p> <p>There is evidence of where the <i>poa annua</i> grasses are in the process of being eradicated and replaced with the direct drilling of the brown-top replacement.</p> <p>Being sourced from the Canterbury Plains, this grass is hardier and requires less water creating a more resilient turf.</p>
	N2.1.2 Practices to maintain good soil structure and condition		<p>The integration of gypsum (recycled from construction industry) at the rate of 4t per hectare supports re-flocculation of soil structure.</p> <p>Verti-draining is also carried out to support effective water; supplement transition to soil, while also aerating the soil.</p> <p>Humate; molasses; vermi-based (worm-tea) soil conditioning sprays all work to support beneficial microbial and fungal growth.</p>
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	<p>Soil tests are completed by Eurofins Report date for Green 7; 29.10.2019 was sighted.</p> <p>Discussions regarding John's process of eliminating mineral fertiliser and full utilisation of regenerative solutions including molasses; enzymatic hydrolysed fish fertiliser and worm-tea.</p>
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding	<p>Regular maintenance program for all fleet carried out by onsite mechanic in the greenkeepers workshop.</p> <p>Hand weeding – Broom (<i>Cytisus scoparius</i>) had recently been a focus with John Spraggs (Superintendent) following up with a</p>

			<p>visual inspection.</p> <p>The use of non-synthetic methods to manage pest, disease and weed management are well embedded including the use of:</p> <ul style="list-style-type: none"> • Pyrethrum • Neem Oil, and • Potassium salts of fatty acids
<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>Observation of the tees, fairways, greens and rough along with other surrounding flora for any indication of pest and/or disease.</p> <p>Accuracy in early identification of any pests or disease allowing for correct and discrete application of chemical management.</p> <p>Life-cycle awareness.</p> <p>Mapping and tracking hot spots; utilisation of PoGo software to create a database of historical course information.</p> <p>Wasps are an ongoing pest, with nearby Beech Forests providing a rich food source and habitat. RWGC runs a seasonal wasp control programme using Vespex bait stations. This bait is targeted at wasps and is not attractive to bees, but it is only effective at certain times of the year when wasps are eating protein. Another challenge lies in identifying the wasp trails, however, to optimise the bait effectiveness.</p> <p>Continual Improvement Point: Working with a local Wellington or Palmerston North tertiary provider (University or Polytechnic) with an intern program could provide a solution for both Heretaunga and the student looking for a project. Recommend contacting the Work-Integrated Learning Engagement Facilitator or similar.</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>SDS Log at the entrance to the greenkeepers shed.</p> <p>All chemical handlers have been trained in Grow Safe and carry the Approved Handler qualification which covers the wearing of appropriate PPE as well as a current First Aid certificate.</p> <p>'Toro' spray fleet are self-calibrating (on-board computers). Calibration manual has been reviewed.</p>

			Disposal of leftover product occurs on the club practice area.
N3 Pollution Prevention			
N3.1 Prevent pollution across the entire site	N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations	Document procedures for emergency spill responses; Maintain mowing buffer zones around water and all ecologically sensitive areas; Maintain spraying and spreading buffer zones around water and all ecologically sensitive areas; Create a map / aerial visual reproduction, drawing etc of the course showing buffer zones and no-spray, no-spread areas.	Emergency spill response plan was sighted. Emergency spill kits observed Maps with evacuation points were observed in the key strategic positions. Buffer zones and no-spray areas were observed
	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	Hazardous materials were all stored safely and securely in line with HSNO regulations; signage was clear as was fire and emergency requirements. Washdown wastewater going to local regional sewer system as per discharge agreement. Clubhouse grease traps are emptied on an as required basis by sucker-truck. Continual Improvement Point: An opportunity exists for RWGC, regarding both potential future water scarcity and to improve the story the club can share around its water stewardship here. There is opportunity for both water capture for non-potable water for use in the bathroom and washdown facilities and the implementation of a water reticulation wash down system such as the 'ESD - Biological Wash Water Recycling System' which is designed specifically for the golf industry.
	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	A new wash pad has been installed since the last GEO verification. This is an improvement as wastewater and any potential contaminants were going to the flood plain. A wastewater discharge licence has been granted by the local

			<p>council allowing the RWGC to discharge to the sewer line.</p> <p>Triple rinsing occurs in line with HSNO regulations.</p> <p>Mixing and loading is all done on concrete pad.</p>
N3.2 Safely manage hazardous substances	N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	<p>Maintain a register of hazardous materials available to authorised staff;</p> <p>Safe storage in secure and ventilated concrete or metal building;</p> <p>Sufficient storage capacity;</p> <p>Impermeable flooring;</p> <p>Spill containment kits present;</p> <p>Emergency wash area;</p> <p>Fire extinguisher in the immediate area;</p> <p>Secondary containment for fuel, either externally constructed, or integrally manufactured;</p> <p>Regular inspection of storage tanks</p>	<p>Fuel storage tank certification is current with expiry of 12 May 2021.</p> <p>Smaller containers of fuel (10 litres) are stored in a steel locker on concrete flooring away from drainage.</p> <p>Large fuel tank is bunded.</p> <p>SDS register is available immediately below the first aid and emergency information at the entrance to the greenkeepers shed</p> <p>Fire extinguisher observed</p> <p>Bathroom immediately available for washing</p>
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage and discharge licences	<p>Wastewater discharge licence;</p> <p>Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)</p>	<p>Wash bay observed – new, in excellent condition with drains clear; pad fit for purpose.</p> <p>All else as per N3.1.3</p>

RESOURCES			
R1 Water			
Objectives	Requirements	Mandatory Practices	Verifier Notes

<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>RWGC uses advanced technological software supplied by Scottech (https://www.scottech.net) in conjunction with Campbell Scientific Weather Stations. This provides a highly targeted approach to 'right moisture – right place'.</p> <p>John Spraggs (SI) elaborated that rather than a specified time allocation for the individuals sprinklers to be on, more often they would set to align with the weather station adjusting for humidity, temperature, rainfall and then the required moisture would be added by each sprinkler.</p>
<p>R1.2 Maximise water efficiency</p>	<p>R1.2.1 Practical measures to use water more efficiently on the golf course</p>	<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>Confirmed and observed. POGO used for soil sensor data.</p> <p>As per R1.1.1</p>
	<p>R1.2.2 Practical measures to use water more efficiently in buildings</p>	<p>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>	<p>Water data captured via invoice. Water variance in 2017 compared to 2018-19 is due to the Club pool being out of service post-earthquake. It was repaired and in use in 2018.</p> <p>Low flush toilets installed.</p> <p>Water use is monitored ex-Mawaihakona Stream with an annual resource consent allocation.</p>
<p>R1.3 Source water responsibly</p>	<p>R1.3.1 Measures towards alternative, lower quality sources of water</p>	<p>Ensure appropriate water abstraction permit and reporting, as required</p>	<p>Water is abstracted from the Mawaihakona Stream for irrigation purposes.</p> <p>Pump data sighted.</p> <p>The course water take and stream flow in the Mawaihakona Stream are measured to ensure compliance with low flow consent conditions. (refer Royal Wellington Stream Monitoring)</p> <p>Low flow pump installed to aerate the stream to reduce algal growth.</p>

			Water analysis testing is completed (Evans Turf – dated 20.02.2013).
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>A mix of hybrid and fossil fuel fleet on stock. The hybrid mowers have been in use since initial verification and are well received.</p> <p>Wild, out-of-play native habitats are consistently being increased as part of the five-year environmental plan (currently three years in)</p>
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	<p>All external floodlights have been replaced with LED (as have internal); the floodlights work on timers mitigating risk of unnecessarily use.</p> <p>Invoices are reviewed on payment and total kWh are available for the site as is the fuel usage.</p> <p>Energy auditing is not current done.</p> <p>Continual Improvement Point: Energy auditing establishes a baseline for any improvements in an organisation's energy use. There are many examples where savings and beneficial environmental impact have been achieved without requiring any significant capital investment.</p> <p>Measuring & monitoring of energy by category allows for faster identification of issues when there are discrepancies in energy use. There is compelling communication when sharing the impact of initiatives on the course as data can be included.</p>
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	<p>Electricity is grid supply, which is NZ is recognised as approximately 84% renewable; sourced from geothermal, hydro and wind.</p> <p>Continual Improvement Point: Source 100% renewable electricity suppliers i.e. Ecotricity.</p>
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on necessity, including	Undertake a review of materials consumed	Waste measuring to landfill, monitoring or auditing is currently not being done.

	opportunities for recycled, reused and locally sourced alternatives		<p>Continual Improvement Point:</p> <p>Waste auditing establishes a baseline for any improvements in an organisation's resource efficiencies. There are many examples where savings and beneficial environmental impact have been achieved without requiring any significant capital investment.</p> <p>Connect with local council regarding waste audit support. Many local councils provide this support to businesses free of charge</p>
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>Local sourcing is preferred.</p> <p>Shop stocks 'Ecotech' clothing. No clarification or transparency as to what the 'Eco' refers to other than bamboo infusion of the polyester.</p> <p>Continual Improvement Point: When using terms like 'Eco' when describing retail items, it is important to be transparent and authentic to avoid being seen as green washing.</p> <p>Adopting a sustainable, or ethical / environmental purchasing policy will provide guidance when sourcing and supplying. Aim to maximise the use of locally sourced goods and goods made from recycled, recyclable and certified materials.</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	<p>Recycling bins are in-situ and separated recycling and waste to landfill is collected by Waste Management. Invoices provide a cost per load but no weight data.</p> <p>Reuse of organic matter from the course is well utilised; either as</p> <p>Continual Improvement Point:</p> <ul style="list-style-type: none"> • Recommend contacting waste and recycling contractor and request monthly reports for loads by weight. This supplier has, typically, trucks with load scales which can provide this data. • Opportunity to maximise organic resource with the implementation of a vermicomposting facility. This would support soil improvement through creation of

			humus. Waste streams that can be introduced include organic waste from the clubhouse kitchen; paper towels; fall leaves and a wide variety of others. This will reduce waste to landfill while creating a regenerative outcome.
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	<ul style="list-style-type: none"> • Waste Management has the contract to remove waste to landfill and recycling. • Green waste is reused on site • Grease trap is emptied by sucker truck as required Building compliance certification renewed

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		<p>A variety of recreation opportunities are available at RWGC beyond playing golf. There is a swimming pool and recreational/family area with barbeques. Bridge is a popular past time, with a dedicated, attractive, and comfortable space allocated. Relaxed and spacious dining and lounge areas are available.</p> <p>A lift has been installed to ensure that those with mobility challenges are able to access the upper floor (Women's facilities, Boardroom and Bridge room)</p>
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		<p>As mentioned in several sections; RWGC supports volunteering and charitable causes in a variety of ways.</p> <p>A sample include:</p> <ul style="list-style-type: none"> • Predator Free (Pest Management) • Assisted Golf (Dementia) • Rotary Group Garden Classic Charity Day

<p>C1.3 Establish active community partnerships</p>	<p>C1.3.1 Positive and constructive engagement with neighbours, the local community and other groups</p>	<p>Create a 'sustainability working group'</p>	<p>RWGC works with a variety of membership led community volunteer groups; one to note works closely with Dementia patients (Assisted Golf) – enabling them to enjoy the benefits of the environment, exercise, and social elements.</p> <p>The trapping community is very visible, having made quite an impact on pest numbers as well as communicating their kaupapa (ideas and plans) effectively through the 'Heretaunga Trapper'.</p> <p>Relationships with Hutt City Hospital and the local Council</p> <p>The Royal Wellington Golf Course has provided access to the eastern side of the Hutt River Trail which runs alongside the Heretaunga course. This is very popular with the community – walkers, runners and cyclists alike.</p>
<p>C2 Golfers & Employees</p>			
<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>Approximately 241,000 combined kilometres have been walked by all those who enjoyed a game of golf at RWGC in the last 12 months.</p> <p>There is a strong aspect to the Club that goes beyond the game of golf signifying that connection and community are core to the value set.</p> <p>As seen through our recent experiences with Covid-19 and subsequent lock-down, having a facility available in the community which supports healthy minds and bodies through exercise and time in nature cannot be rated highly enough.</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>RWGC tracks their course and club utilisation very effectively using the North Star program.</p> <p>The RWGC is keen to increase the youth on the course with very reasonable membership rates and programs during school holidays.</p> <p>Women participation rates are slightly higher than the New Zealand average and the representation at the governance level is 47%</p>
<p>C2.3 Employ fairly and</p>	<p>C2.3.1 Ethical and legal</p>	<p>Follow all relevant national</p>	<p>Health and Safety as per NZ legislation (Work Safe) and a new</p>

safely, and provide career opportunities	employment, working conditions and professional development	legislation and best practice for employment, health & safety etc	management system to be implemented (Safety Seek). All new staff are inducted when on-boarded. RWGC 'Course operations Manual' sighted
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	Alongside the 'Heretaunga Trapper' is the 'Heretaunga Herald', the weekly communication of all Royal Wellington Golf Course activities. With an open rate of 59%, readership is very good. The club has an active Facebook page. The website is current and engaging – nice to see acknowledgement of environmental development and reference to the 2017 GEO certification.
C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	Provide evidence of external communications and community engagement	Six-week junior workshop hosted for local youth – regardless of membership status. Communications; consistently increasing the conversation regarding sustainability; from 106 in 2017 to 179 in 2019. Twitter is the most used platform with 150 tweets in 2019. Continual Improvement Point: It appears to be a lost opportunity to have only ten items regarding the sustainability in The Heretaunga Herald in year 2019. This publication has a regular and solid readership; RWGC is doing fantastic work in the environmental and sustainability space in which it could share effectively in a regular segment.

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