



GEO Certified[®]

GEO Certified[®] Report Golf della Montecchia

Prepared by independent verifier, Giulia Ferroni

Certified by GEO Foundation: 2022
Valid until: 2025





Introduction

GEO Foundation is pleased to confirm that Golf della Montecchia 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.

Golf della Montecchia 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, Golf della Montecchia should be awarded GEO Certified® status.

For the certification period stated above, Golf della Montecchia 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

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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	Golf della Montecchia is situated in the north-east part of Italy, 10km from the city of Padua. It comprises a 27-hole parkland golf course, clubhouse

			<p>with restaurant and pro-shop, performance centre, fitness facilities, storage bag and trolleys and maintenance facility.</p> <p>The courses cover in total an area of 72 hectares, where 5 hectares are wild grassland, 3 hectares are native woodland, and 2.5 hectares open water.</p> <p>The Club has been deeply involved in various sustainability programmes since 2007. The general manager and all the management team recognise the importance of the site, the need for conservation and improvement of the natural habitat.</p> <p>The Club shows a clear knowledge of the local biodiversity present on site through the widest range of initiatives to support the local fauna and flora.</p> <p>Observed habitats onsite during the course walk. There is not a digital map of the habitats present but habitats extension and health are checked regularly by visual scouting by the Club's ecologist that produces an ecology report every year.</p> <p>Ornithological and entomological censures have been carried out in 2016.</p> <p>In 2015 a study on the flora was commissioned to the University of Bologna and every year the University check the health of the trees and flag any sign of disease within the woodland.</p> <p><u>CIP:</u></p> <ol style="list-style-type: none"> 1. A topographical survey will be produced soon, the 'as built' survey from the recent bunkers' restoration. <p>The commissioned a tree survey audit as per above stopped because of the Covid closure. The Club is willing to get that finalized soon.</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>No Statutory Designations reported on site.</p>

	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	No Archaeological, historic, or cultural designations advised.
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	<p>Woodland/meadows/water features are all managed appropriately for the season - at the time of the site visit in January 2023.</p> <p>In 2018 the not managed rough has been significantly increased to promote biodiversity, to reduce water, man hours and fuel consumption.</p> <p>The fairway areas also were reviewed during the Covid closure and reduced where possible. The current areas of managed turfgrass provide excellent playing conditions.</p>
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	<p>Since 2010 the Club has been involved in projects that aim to manage turf with the least input possible and preferring organic products.</p> <p>In 2016 the Club started the 'Operation Pollinator' project, which created new habitat for attracting pollinators and installed new hives.</p> <p>In 2020 and 2021 the Club erected two 'Insect Houses' to attract the widest range of insects on site. Those successfully gave home to ants, termites, bugs and coleopters. Also a floating duck house was built on the main lake, that was refurbished in 2022.</p> <p>Furthermore, in 2021 the Club started the 'vegetable garden' project and now it grows its own organic bio fruit and vegetables.</p> <p>Habitat creation/management and species conservation have been very proactive for many years showing a continuous effort to improve and protect local species. It has been assessed:</p> <ol style="list-style-type: none"> 1. Understorey thinning and dropping of collected vegetation material to avoid quick reestablishment of invasive shrubs. 2. Wise management of rough (one cut/year) and wildflowers areas to attract pollinators and other insects. 3. Woodland edge management. 4. Protected naturalized water feature edge. <p><u>CIP:</u></p> <p>Increase habitat provision for pollinators, new hives to be erected next year.</p>

<p>N1.4 Conserve key species</p>	<p>N1.4.1 Practical conservation measures for priority species</p>		<p>Wise management of the out-of-play areas to conserving the priority species on site. The white-water lilies are protected through buffer zones. Other protected species living on site are:</p> <p><i>Falco tinnunculus</i> <i>Caprimulgus europaeus</i> <i>Picus viridis</i> <i>Hirundo rustica</i> <i>Delichon urbicum</i> <i>Sturnus vulgaris</i> <i>Passer montanus</i> <i>Ardea cinerea</i> <i>Egretta garzetta</i></p> <p>The Club maintain habitats to enhance the ecological diversity while limiting the population of aggressive non autochthon species that threaten the protected species listed above.</p>
<p>N2 Turfgrass</p>			
<p>N2.1 Maintain optimum turf and soil health</p>	<p>N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors</p>	<p>Select appropriate grass species for climate</p>	<p>In 2010, the club started the conversion of the course turfgrass to warm season grasses – on tees, fairways, semi-rough for 18 holes and also on greens for 9 holes (green course) - and are all well-managed.</p> <p>The University of Bologna studied the transition and confirmed the environmental sustainability of the warm-season varieties (in terms of Co2 absorbed and less water needed). The turf selection proved to be appropriate to local climate and therefore have been identified as the preferred species to provide greater drought, pest, weeds resilience and best playing characteristics.</p> <p>The quality of the putting and playing surfaces was good.</p> <p>We discussed agronomic practices and agreed ongoing measures; I have no issues with the quality of these areas.</p> <p>Clippings are not collected, but returned to the turfgrass, except for greens and collars where the clippings are left on rough and semi-rough.</p> <p>Two turf nurseries are present on site; those allow testing cultivars and a source of turf for repairs and maintenance.</p>

	N2.1.2 Practices to maintain good soil structure and condition		<p>The management of the course is reliant on traditional greenkeeping practices. Golf course maintenance fully respects the environment and favours mechanical cultivation operations.</p> <p>Brand new equipment was bought by the Club that is less invasive on the turf to allow more frequent treatments and a quicker recovery.</p> <p>The greenkeeping team carries out topdressing, verticutting, vertidrain, and coring to promote good soil health and to encourage deeper rooting and consistency.</p>
	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	<p>Fertiliser inputs are very low compared with other golf courses of the area, and clearly suit the site well.</p> <p>The green course (9 holes with also the greens seeded with warm season grasses) followed a very strict protocol which imposed using just organic products until 2021.</p> <p>The 'Bio protocol' had to be abandoned when the greens got serious issues. The greens look healthy now after a new fungicide product was tested for the first time.</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>The Club abandoned in 2013 the use of all chemicals treatments and pesticide treatment to control adversities, except for three treatments/year on greens only and as required to maintain plant health as per the National Action Plan.</p> <p>Equipment maintenance is also considered, maintenance and repairs sharpening blades is regularly carried out by the greenkeeping team.</p> <p>Surface moisture removal is undertaken, along with hand removal of weeds during Summer, adjusting mowing heights and patterns.</p>
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	<p>The greenkeeping team has a good understanding of turf management and recognizes early the issues and knows where to expect them and how to prevent them.</p> <p>Knowledge of the course, continuous inspection, daily scouting for disease and data gathering allow turf management to be based on a systemic approach.</p>

			As above, the Club abandoned in 2013 the use of all chemicals treatments and pesticide treatment to control adversities, except for three treatments/year on greens.
	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	The chemical/product room at the maintenance building was inspected. All chemicals are kept within a locked and signed storage, clean around the area, building was ventilated and with good light. The club has modern spray equipment with computerised spray technologies. All equipment is checked annually. The head greenkeeper and his second in command are fully qualified and licenced to use chemicals. Chemical applications are recorded, and stock levels maintained.
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.	The course maintenance facility has an emergency spill response procedure that is displayed and communicated to the greens staff. The staff have a good level of knowledge and strictly respects the perimetral buffer zones as well as environmental precautions (timing, absence of wind, dry grass, closed golf course) to use allowed chemicals and fertilizers to reduce the risk of pollution. Chemical and fertiliser loading are undertaken on a closed loop wash down pad in case of spills.
	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	As above, observed and discussed fertilizer, chemical and fuel storage areas. All are stored appropriately. Full compliance with all safety protocols. Staff are trained. The club has licenses to dispose of hazardous waste in a legally compliant manner as well as a discharge licence, wash down water is treated.

	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	Wash down water is treated with oil separation before discharging in the main sewer. Wash area and loading of chemicals and fertilisers are undertaken over an impermeable, leak-free surface – concrete. The triple rinsed containers and applicators are securely stored before disposal as well as the empty fertilizers bags and old equipment batteries.
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	Local authority inspection is not required on an annual base but can happen occasionally. There is a record of all hazardous materials and machine record/schedule for the ordinary maintenance to be carried out by the greenkeeping staff. As above, observed and discussed fertilizer, chemical and fuel storage areas. All are stored appropriately. Full compliance with all safety protocols. Staff are trained. There is sufficient storage capacity and impermeable flooring. Wash down water is treated with oil separation before discharging in the main sewer. Wash area and loading of chemicals and fertilisers are undertaken over an impermeable, leak-free surface – concrete. Furthermore, the course maintenance facility has spill containment kits present, emergency wash area, fire extinguisher and storage tanks are regularly inspected to ensure integrity.
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)	No wastewater discharge licence required, the Club has an ordinary discharge agreement to mains sewerage for clubhouse and maintenance buildings as per national legislation. Wash down water is treated with oil separation before discharging in the main sewer.

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	<p>Continuous effort from the management team to improve irrigation practice and minimise water usage for a total irrigated area of 27.5ha. The water supply sources are:</p> <ol style="list-style-type: none"> 1. No.4 boreholes, 2. Water reservoirs and 3. Council water from the Adige River. <p>In equal proportion.</p> <p>The establishment of the warm-season species helped in reducing the irrigation consumption. A decrease in water usage is reported over the last year.</p> <p>Irrigation water use is based on need on greens, tees and fairways, with the support of No 3 moisture monitoring stations, daily scouting and rainfall forecasts - there is a forecast station on the roof of the maintenance building.</p>
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	<p>Conduct regular irrigation performance checks;</p> <p>Provide staff training on efficient irrigation practices;</p> <p>Ensure effective application of water to target areas;</p> <p>Ensure irrigation schedules are informed by weather patterns and soil moisture analysis</p>	<p>The double and triple row irrigation system is fully automated via pc and constantly monitored and controlled by the greenkeeping staff.</p> <p>The irrigation system is therefore adaptable to ensure moisture levels are maintained at optimum levels across the courses. Moisture levels are checked and recorded.</p> <p>Greenkeeping staff are trained on following water-saving measures.</p> <p><u>CIP:</u></p> <p>In the near future, the Club is willing to renovate the 30-year-old irrigation system with a newer and more performant one.</p>

	R1.2.2 Practical measures to use water more efficiently in buildings	Audit water use regularly; Review bills frequently and look for irregularities; Encourage water-saving practices amongst staff and visitors; Categorise and track water consumption	The water usage is tracked, regular water use audits are carried out and review of water bills. Water-saving practices in the maintenance facility include low-flow toilets and motion sensor/percussion taps and new efficient dishwashers and washing machines in the restaurant. Clubhouse staff are trained on following water saving measures.
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	The Club has an abstraction licence for the borehole water abstraction. Conducts checks every 4/5 years on the irrigation water quality, checks on volumes based on needs.
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	Golf della Montecchia has significant unmanaged habitat areas on the golf course. This reduces the need to manage, to irrigate, it reduces manpower, fuel consumption and saves energy. <u>CIP:</u> The Club is testing new electric mowers on a couple of holes. If proved to be successful, those could be used in the next years on the entire course to save fuel and manpower.
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	Internal record-keeping, utility bills and invoices are continuously reviewed against previous consumption. Measures to improve energy efficiency in the Clubhouse include the new more efficient boiler, sensors for indoor lighting, automatic timers and adjustment of heating and cooling systems, and LED lighting is being introduced. Clubhouse and greenkeeping staff are trained on following energy saving measures. During maintenance, vehicles are regularly serviced for best performance; LED lighting is being introduced.

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>A 110Kw photovoltaic panels system was installed on the maintenance centre roof in 2010s. Owned and fully managed by the Club since 2018.</p> <p><u>CIP:</u></p> <ol style="list-style-type: none"> 1. This year the Club is considering a new 200Kw solar panels system to be installed on the roof of the performance centre. This could support the choice to switch to the electric mowers.
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	<p>The Club has implemented a policy aimed at reducing its energy consumption through waste reduction. Self-awareness campaigns targeting members and players in general are encouraged to minimise waste.</p> <p>Considerable work has been undertaken to improve recycling rates and separation of waste streams. The Club works to reduce packaging and delivery miles by using local suppliers.</p> <p>The Club discourages single-use containers and products. There are fountains along the course and aims to eliminate plastic bottles, bags, and containers.</p> <p>The Club also collects batteries and plastic caps to be donated for research. Those would be recycled and reused supporting the research within the local Hospitals.</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>Food and course consumables and services are predominantly bio, organic and certified products and sourced locally.</p> <p>The Club purchases goods made from recycled materials, whenever possible. Similarly, the Club purchases responsibly across the maintenance centre.</p> <p>In 2021 the Club started the ‘vegetable garden’ project and now grows its own organic fruit and vegetables within the golf course permit. Those become delicious food served at the clubhouse restaurant.</p>

<p>R3.3 Reuse and recycle</p>	<p>R3.3.1 Waste stream separation for maximum recycling and re-use opportunity</p>	<p>Demonstrate waste separation, reuse and recycling; Track how much waste goes to landfill, or is reused / recycled</p>	<p>There is a colour-coded bin system for separation of materials. There is a recycling point for every hole. At the clubhouse measures to minimise food waste include careful menu-planning.</p> <p>Materials collected for composting and reuse across the golf course include soils and sands, cores, turf, leaves and small branches and clippings.</p> <p>Since 2020, Golf della Montecchia started the 3R initiative - Recycle, Reuse, Reduce.</p> <p>That aims to create new objects from waste material - with percentages higher than 95%. That was the case of the insect houses that were made from old pallets, building material left over from previous works, and the duck house on the main pond.</p> <p>The superintendent office furniture was made from wooden shelves recovered from the renovation of the pro shop, shelves recovered from advertising panels and doors of a disused container.</p> <p>The small house for storing the equipment of the organic vegetable garden was made from wooden planks recovered from disused shelves, wooden panels, window, and iron frame recovered from the renovation of the pro shop, wooden planks recovered from pallets and wooden pieces of furniture no longer used.</p> <p>And much more items had likewise a new life.</p>
<p>R3.4 Demonstrate legal compliance</p>	<p>R3.4.1 Compliance with all local and regional waste management regulations</p>	<p>Use authorised waste and recycling contractor for general, hazardous, industrial and green waste</p>	<p>Recycle according to local authority rules.</p> <p>An authorised waste contractor collects waste materials from the maintenance facility.</p>

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>The Club has an open and inclusive membership and guest policy and provides for several social activities at the facility. Community use of the facilities are encouraged.</p> <p>Restaurant, meeting rooms and sport centre with open air swimming pool are available to local community groups and non-members in general.</p> <p>The Club has good nutrition and injury avoidance programmes available at the performance centre. Greater inclusivity is encouraged through golf tuition programmes for all through the club's Golf Academy that this year counts more than 150 children.</p> <p>As a result, there is an increasing number of junior competitions and matches. Always a good number of mixed-gender matches is ensured including also competitions with other golf clubs.</p>
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		<p>The Club hosts a variety of charity events raising funds. Usually 5 events/year.</p>
C1.3 Establish active community partnerships	C1.3.1 Positive and constructive engagement with neighbours, the local community and other groups	Create a 'sustainability working group'	<p>The Club works with the Council and the local community. There is not a proper group on sustainability, but communication is ensured as per below.</p> <p>There is an internal volunteer group that helps in various aspects, from marshalling and health and safety related issues.</p>
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 benefits of golf are well known, and the Club encourages awareness across staff and members.</p> <p>There is a good mix of tournaments planned for this year.</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>Inclusive policies demonstrated for members and visitors.</p> <p>Friendly atmosphere, Golf della Montecchia provides local employment opportunities in course maintenance and hospitality for catering and golf professionals.</p> <p>Different tailored membership to suit a wide range of needs for instance for kids, students, and seniors. Combined membership to play other courses in the area.</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>The Club follows an equal opportunity recruitment and hiring policy.</p> <p>Employees have a formal induction and have opportunities to progress and undertake training, both internally and externally.</p> <p>Greens staff for instance is regularly trained on health and safety procedures.</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>Communications are provided by a combination of social media, website, internal notices, newspapers/magazines, electronic newsletters.</p> <p>Sustainability panels are also displayed across the facility, to raise awareness and understanding and gain member and visitor support for the Club's sustainability commitments and efforts.</p> <p>The Club produces also targeted leaflets for golfers and other users of the site to provide information on its many activities and events.</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>As above, communications are provided by a combination of social media, website, internal notices, newspapers/magazines, and electronic newsletters.</p> <p>The wider community is reached through articles on magazines and through a dedicated sustainability page on the Club's website.</p> <p><u>CIP</u>: The Club is willing to update the website and its content soon.</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