



GEO Certified[®]

GEO Certified[®] Report Centro Nacional De Formação De Golfe Do Jamar

Prepared by independent verifier, Pere Alzina i Bilbeny

Certified by GEO Foundation: March 2022
Valid until: March 2025

The golf course successfully occupies an old landfill site and is managed by the Portuguese Golf Federation whose employees have a deep knowledge and expertise. The main objective is the promotion of golf and its values among all kinds of people and the facility is used extensively. They are implementing actions and projects aimed at reducing the environmental impact of the golf course (less consumption of water, fertilizers, biocides, etc.) while promoting its natural values (nest-boxes, piles of logs, etc.). The staff is determined to improve the maintenance facility and I look forward to seeing greater separation and re-use of some waste streams in the certification period. The formation of a 'sustainability group' would help in this and other aims.

Pere Alzina i Bilbeny

(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that **Centro Nacional De Formação De Golfe Do Jamor** 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.

Centro Nacional De Formação De Golfe Do Jamor 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, **Centro Nacional De Formação De Golfe Do Jamor** should be awarded GEO Certified® status.

For the certification period stated above, **Centro Nacional De Formação De Golfe Do Jamor** 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	Golf course is located on a former landfill area. Contract runs for 25 years as they are not the owners of the land. Total area of land is 21,1 ha and the course is almost entirely irrigated. Rough is 55.950 m2 but it is not strictly rough but a less irrigated area.

			<p>It is an intensive course and therefore there are no significant native ecosystems (scrubland, woodland, etc.) but many native species (<i>Pinus pinea</i>, <i>Olea europea</i>, etc.) all around.</p> <p>Planted trees are a mixture of native trees (<i>Pinus pinea</i>, <i>Olea europea</i>, etc.) and exotic species (<i>Ailanthus ailanthus</i>, <i>Salix babylonica</i>, <i>Acacia dealbata</i>, <i>Eucalyptus sp.</i>, <i>Cedrus sp.</i>, <i>Cupressus sp.</i>, etc.)</p> <p>The lake is surrounded by an interesting belt of aquatic vegetation (reedbed) that filters some nutrients and pollutants and creates a habitat for the native fauna.</p> <p>CIP: Minimize the number of both invasive (in terms of EU legal provisions) and exotic trees and bushes such as <i>Ailanthus ailanthus</i>, <i>Cortaderia selloana</i>, <i>Arundo donax</i>, etc.</p>
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	<p>Understand legal responsibilities for protected landscapes and species; Record and monitor protected, endangered, or rare species found on the site</p>	<p>There are no protected landscapes / reserves around. It is entirely surrounded by urban areas and sport facilities.</p> <p>There is a basic photographic inventory of fauna (Wildlife Experience, 2013): birds, amphibians, reptiles, dragonflies and butterflies. This inventory reveals the presence of interesting bird species such as <i>Tachybaptus rufficollis</i>, <i>Fulica atra</i>, <i>Ardea cinerea</i>, <i>Egretta garzetta</i>, <i>Bubulcus ibis</i>, <i>Actitis hypoleuca</i>, <i>Alectoris rufa</i>, etc</p> <p>CIP: Progressive updating and improving the detail of the fauna inventory (breeding birds, amphibians, reptiles, bats, etc.), step by step.</p> <p>CIP: Diagnosis of fauna according to legal provisions (National and EU legal framework) and Conservation Criteria (IUCN categories).</p> <p>CIP: Monitoring the most relevant fauna species according their legal/conservation categories (National and EU legal framework and IUCN categories).</p>
	N1.1.3 Understanding and respect for cultural heritage	<p>Protect any archaeological, historical or cultural designations on the site</p>	<p>No specific area on site.</p>
N1.2 Opportunities to naturalise the course	N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass	<p>Observe, track and / or monitor golfer play</p>	<p>This is an intensive golf course and therefore the entire surface is irrigated but there are areas with less irrigation and maintenance.</p>
N1.3 Actively manage habitats for wildlife	N1.3.1 Projects to manage habitats in the best way for wildlife and golf	<p>Regularly review and follow a habitat management plan; Prioritise native species when planting and landscaping</p>	<p>The mixture of native and non-native trees does not depend on the staff's will but on the property (they were already chosen when the current staff settled there).</p> <p>It is an intensive golf course and therefore there are no native habitats to be managed (apart from the belt of aquatic vegetation).</p>

			<p>The most interesting habitat is the belt of aquatic vegetation that surrounds the lake. It helps to minimize the water pollution and provides a suitable habitat to a high number of species (little grebes, mallards, grey herons, coots, moorhens, common sandpipers, little egrets, Perez's frogs, dragonflies, etc.)</p> <p>CIP: Minimize the number of both invasive (in terms of EU legal provisions) and exotic trees and bushes such as <i>Ailanthus ailanthus</i>, <i>Cortaderia selloana</i>, <i>Arundo donax</i>, etc.</p>
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		<p>The club is aware of wildlife and that is why there are several structures to foster native species: nest boxes for birds (3), piles of logs and the belt of aquatic vegetation around the lake. The inventory and diagnosis of fauna should be improved in order to make a more accurate Action Plan for priority species.</p> <p>CIP: Increase the number and variety of nest boxes (for other species of birds and bats), increase the number of shelters and piles of logs, install bird feeders around the clubhouse (in order to both foster population of birds and the social impact on users), install floating islands on the lake (to foster the breeding of some aquatic bird species and the basking of turtles and amphibians), eradicate fish of the lake to foster amphibians diversity, eradicate Red-Eared slider (exotic and invasive species) to foster the current population of native Spanish Pond Turtle -<i>Mauremys leprosa</i>-, create a biological corridor between the lake and the river, increase the scrubland surface, signposting of the most relevant botanical and faunistic elements.</p> <p>CIP: Involve local/National NGOs and other experts in Fauna inventory-diagnosis-monitoring-action plan.</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>Management encourages turfgrasses acclimated to the local weather-soil-intensive use conditions.</p> <p>The grass species in the greens is <i>Agrostis stolonifera</i>. The grass species in the fairways, "semiroughs" and "roughs" are <i>Lolium perenne</i> and "Bermuda" (<i>Cyanodon dactylon</i>).</p>
	N2.1.2 Practices to maintain good soil structure and condition		<p>Reducing water, fertilizer (K) and energy (Pumping) consumption: the first test application of the <i>Dryject+SAP technology</i> on golf courses in Portugal (starting August 2020). This is a pilot project aimed at reducing the volumes of water consumed in irrigation through the injection of potassium polyacrylates (SAP) into the soil, allowing this resource to be made available according to the needs of the plants.</p>

	N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation	Undertake soil tests and nutrient analysis	Turfgrass maintenance is planned and carried out by an external company (Area Golfe SA). They have started the above-mentioned pilot program for a better and more efficient use of water, fertilizers (K) and energy (pumping). Fertilizers' consumption has been pretty stable over the past 3 years (1446 in 2018 and 1557 in 2020). There are 11 different liquid fertilizers and 8 solid ones. The club takes periodic checks for soil moisture and other relevant parameters.
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding	There are problems with a weed grass species ("Kikuyu" or <i>Cenchrus/Pennisetum clandestinus</i>) since there is no chemical treatment, only hand weeding. Lack of buggies helps and facilitates the turfgrass maintenance. Due to the intensive use of the course it is not easy to find the right moment for mowing. Rabbits are abundant but, so far, they do not cause any significant problems. Stagnant water in winter - due to the scant permeability of the ground - can generate some dysfunctions in some areas of the course.
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	Chemical (biocides) use is practically limited to greens and therefore amounts are low. Both diseases and pests are periodically monitored by the greenkeeper team. Starlings may be abundant in winter and they do contribute to pest control (Coleoptera and Diptera larvae, mainly).
	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	There are 3 legally registered suppliers. Up to 5 biocides (Bellis, Dicotex, Stomp Aqua, Banner Max and Ercole) are applied by a fully licensed worker with his own registration number. These products are basically used in greens to minimize "Dollar spot" effects (Fungus: <i>Sclerotinia homoeocarpa</i>). Herbicides are not as relevant.
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;	There are areas with a lower maintenance/irrigation – a sort of "buffer zones"- which reduces water/fertilizers/biocides' consumption. Clippings of fairways and tees left on site. The belt of aquatic vegetation that surrounds the lake filters and reduces pollutants (nutrients) into the water.

		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.	There is a pilot program for a better and more efficient use of water, fertilizers (K) and energy (pumping). There is no mapping of no-spray zones or buffer zones. Biocides are basically used in greens. However, as an intensive course, these areas should be pretty limited.
	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	The clubhouse is following good practices and separately manages glass, plastic and cans and paper-cardboard but not food waste yet. They all go to the "Ecopoint" (containers per each material). This "Ecopoint" is close to the entrance. Vegetable oils are managed in a different way with a specific company. The wastewater discharge licence is responsibility of the owner of the entire complex. CIP: Divert restaurant food waste from mixed waste. CIP: The "Ecopoint" should be sized to avoid excessive accumulations of waste out of the containers.
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	Ensure wash areas are on impermeable, leak-free surfaces; Mixing and loading of pesticides and fertilisers over an impermeable surface; Triple rinse pesticide containers and applicators	The maintenance of the golf course is carried out by an external company with its respective storehouses for all needed materials. The stock of hazardous materials (petrol, biocides, etc.) at the maintenance facility is very small. It is a "just in time" management of these products which minimizes all risks. CIP: The maintenance facility should be improved and this forms part of the existing plans.
N3.2 Safely manage hazardous substances	N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	Maintain a register of hazardous materials available to authorised staff; Safe storage in secure and ventilated concrete or metal building; Sufficient storage capacity; Impermeable flooring; Spill containment kits present; Emergency wash area; Fire extinguisher in the immediate area; Secondary containment for fuel, either externally constructed, or integrally manufactured; Regular inspection of storage tanks	Hazardous materials / waste are stored in a safe way with enough space for all of them. There is a register for all hazardous materials/waste. The club is following H&S requirements. CIP: maintenance facility should be improved (washdown area and associated activities, for instance) and this forms part of the plans.
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage and discharge licences	Wastewater discharge licence;	The wastewater discharge licence is the responsibility of the owner of the entire complex.

		Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)	
--	--	---	--

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>The course is entirely irrigated with underground water (2 different wells). The irrigated surface is 10 of 20 ha. The annual water consumption of the course ranges between 83.000 and 119.000 m3. 2019-2020 achieved a 19% reduction of water consumption. The club upgraded the central control system -Toro SitePro® - in 2020 in order to improve its efficiency. Thanks to it, the greenkeeper has all the information he needs to better manage the water. It does help to be more efficient and plan the irrigation according to climatic conditions, as well as promoting reductions in water consumption estimated in 10 to 15% range. The water volume is separately decided for greens, tees and fairways.</p>
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Conduct regular irrigation performance checks; Provide staff training on efficient irrigation practices; Ensure effective application of water to target areas; Ensure irrigation schedules are informed by weather patterns and soil moisture analysis	<p>There is a pilot project (<i>Dryject+SAP technology</i>) aimed at reducing the volumes of consumed water - and energy and fertilizer (K) - in irrigation through the injection of potassium polyacrylates (SAP) into the soil. The daily management considers weather patterns. The irrigation scheduling is evidenced by records kept. Divers analyse and clean the clarification system of the Lake twice a year (and collect balls from the bottom).</p> <p>CIP: A weather station at the course would be advisable.</p>
	R1.2.2 Practical measures to use water more efficiently in buildings	Audit water use regularly; Review bills frequently and look for irregularities;	Water consumption is measured and separated for each area of the facility: golf course and grounds, clubhouse and maintenance facility. Therefore, they have water consumption records of both clubhouse and maintenance facility.

		Encourage water-saving practices amongst staff and visitors; Categorise and track water consumption	The clubhouse has reduced its consumption (-27%) over the period 2018-2020 but the maintenance facility has increased the consumption over the same period (from 2.966 up to 7.206 m3). Taps spring set appropriately. CIP: A water audit is advisable CIP: Drinkable water in the maintenance facility would be advisable (currently, only groundwater and chemical WC).
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	They have the license and permit by the “Agencia Portuguesa de Ambiente” (Autorização de Utilização dos Recursos Hídricos - Captação de Água Subterrânea”) to use groundwater (2 wells). Groundwater is used for both the course and maintenance facility while drinkable water is used in the clubhouse. The consumption is regulated by the “Agencia Portuguesa de Ambiente”, and annual records are kept. Drought tolerant grass species are used to minimize water consumption.
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	The course is open daily from 9 am to 8 pm and that means that lighting is needed when playing. At the end of the year halogen lamps will be replaced by LED's. A significant reduction of the electricity consumption is expected. <i>Dryject+SAP technology</i> (starting August 2020) is a pilot project aimed at reducing the volumes of water consumed in irrigation but it could contribute to energy saving by reducing water pumping.
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	Tracks energy consumption in a great level. It only lacks the butane (kitchen) consumption. The Air cooling-heating system does not practically work in winter. There are 5 sources of Energy: <ol style="list-style-type: none"> 1. Electricity: 61,7% comes from renewable sources. Consumption of renewable electricity has dropped 8% in 2 years (from 70.725 kW/h down to 64.964 kW/h) and 36% for the non-renewable one. 2. Diesel: used in the Maintenance facility and its machinery. The Annual average consumption is 2.438 l (range: 1.760-2.690 l). In 2 years, the consumption of diesel has increased by 61% although it has decreased over the past year (from 2.865 l down to 2.690 l).

			<ol style="list-style-type: none"> 3. Petrol: for the only buggy. The annual average consumption is 1.527 l (range: 1.222-1.690 l). The consumption is very stable (1.670 l in 2018 and 1.690 l in 2020). 4. Solar panels: there are 4 solar panels next to the maintenance facility (toilets and showers). 5. Butane: used in the kitchen of the clubhouse. Its consumption has not been registered yet. <p>CIP: Registration of the annual butane consumption.</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>There are 2 sources of renewable energy, one of them is partial:</p> <ol style="list-style-type: none"> 1. Electricity: 61,7 % comes from renewable sources vs 38,3% from non-renewable sources. 2. Solar panels: there are 4 solar panels used in showers and toilets of the Maintenance Facility. <p>CIP: The club could consider the introduction of photovoltaic energy and / or the increase of the already existing thermal solar energy.</p> <p>CIP: An energy audit is advisable</p>
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on necessity, including opportunities for recycled, reused and locally sourced alternatives	Undertake a review of materials consumed	The club is aware of all waste streams but there is no waste audit. The waste generated on course (clippings and pruning waste) is either spread on site (clippings) or managed together with timber (pruning waste).
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	62,5 % (5 of 8) suppliers have a local origin (less than 100 miles). The Restaurant focuses on local cuisine with traditional dishes.
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	The staff has a deep knowledge of all waste streams and their destination and management (reuse, recycling, etc.). There are at least 13 different streams of waste: clubhouse (5: glass, paper and cardboard, plastic and cans, vegetable oil and mixed waste), maintenance facility (10: glass, paper and cardboard, plastic and cans, mixed waste, mineral oils, batteries, filters, biocide bins, diesel and

			petrol bins and timber/pruning waste) and the course (2: clippings and pruning waste). CIP: Food waste from the restaurant should be separately managed. CIP: A waste audit is advisable
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	All waste streams have the legal and proper manager/destination: mineral oils and filters (Correa & Correa Lda), Biocide containers (SIGERU Lda), glass-cardboard-plastic and cans (Tratolixo), etc. The club provides all documents that proof an appropriate management of all waste streams. It also includes hazardous ones (mineral and machinery oils, filters, biocide containers, etc.).

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 opens 365 days a year and it is entirely dedicated to promote the sport of the golf amongst all sort of people (kids, parents, sportsmen/women, teens, etc.). There are 7 golf coaches aimed at this goal. The club has a strong social calendar. They motivate everyone by playing golf from the day one. The club educates the parents - who are daily on the course - how to motivate children, sharing the values of golf...They structure their social awareness strategy in 3 axes: parents, players and golf coaches, all of them interconnected. Roughly 70% of federated players and 30% of non-federated.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		The club works closely with local schools and disabled people. Very charitable arm with a myriad of activities. The PGF has been working to identify and promote golf opportunities for those with a physical or mental disability. The PGF has established long-term partnerships with the São João de Deus Foundation, where mental health is one of the main highlights of its origins, and the Special

			<p>Olympics team. The club offers a welcoming and open environment to every player.</p> <p>Special Olympics</p> <p>Mental Disabled: within a foundation that belongs to a European group. They provide training-equipment-facility and organize a competition to get some funds per year.</p> <p>A paraplegic group plays golf in the course once/twice a year.</p> <p>The Women in Golf Development Program is a pilot program launched in the last trimester of 2019, started with 4 participants and now there are 20 women enrolled in the program,</p> <p>Any tournament/event organized by the club tries to get some funds for the above-mentioned charities.</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>Sport School Projects involve schools of the neighbourhood. The club arranges some events for local Schools.</p> <p>There is a Whatsapp group for all workers of the club but there is no formal sustainability group.</p> <p>CIP: Integrate a sustainability working group that should involve staff, coaches, greenkeepers and restaurant workers.</p> <p>CIP: Involve local NGO's in the inventory, monitoring and fostering of some groups of fauna (butterflies, birds, amphibians, bats, etc.).</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 course is a sort of "green lung" surrounded by a highly populated area and therefore it contributes to the health of users and neighbours (visual landscape).</p> <p>The club provides a relevant role for the community (families, disabled people, etc.).</p> <p>Total rounds have increased from 14.883 up to 17.814 in 2 years (+19,7%).</p> <p>Golf tournaments have increased from 21 up to 34 in 2 years (+62%).</p>
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	<p>The club encourages everyone to play golf and that's why users practice the sport from the day one.</p> <p>The number of players has increased from 73.000 up to 80.000 in 2 years (+9,6%).</p> <p>Age participation is well distributed: 36% under 18, 8% 18-25, 22% 25-40, 22% 41-60 and 20% over 60 year olds</p> <p>Gender Ratio of golfers: 70% male vs 30% female.</p>

			Gender ratio of governance: 67% male vs. 33% female.
C2.3 Employ fairly and safely, and provide career opportunities	C2.3.1 Ethical and legal employment, working conditions and professional development	Follow all relevant national legislation and best practice for employment, health & safety etc	The club implements all national legislation. Workers: 14 workers in the Golf Federation (7 golf coaches, 5 secretary-reception-shop workers, 2 staff workers), 5 in the restaurant and 4-5 in maintenance tasks of the course.
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	FPG social media network includes Facebook, Instagram, Youtube and a Newsletter. Tweets have increased from 95 up to 136 during the last 2 years (+43%). A specific channel for users of the golf course is missing. The club does not have its own website, although sustainability is within the remit of FPG and covered on its website. CIP: The website should include more specific coverage of environmental / sustainability. It would help to enhance the information regarding those actions to reduce the environmental impact and increasing the environmental awareness. CIP: Foster social media network with information related to environmental issues (recycling results, implemented actions to reduce water/biocides/fertilizers consumption, actions to boost biodiversity, etc.). CIP: Improve environmental information of workers and users by developing targeted communication channels (signposting, newsletter, Whatsapp groups, leaflets, etc.)
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	There is a Whatsapp group for all workers of the club but there is no sustainability group. CIP: Design a new map of the site where the most relevant elements of flora & fauna are highlighted.

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