



**GEO Certified<sup>®</sup>**

# GEO Certified<sup>®</sup> Report Golf Emmental

Prepared by independent verifier David Bily

Certified by GEO Foundation: 2024  
Recertification due: 2027

**GEO Certified<sup>®</sup>**

 **GEO  
Foundation**  
Sustainability in and through golf

*“The Golf Club Emmental contains extensive biodiversity on a relatively small surface, most notably in a large protected amphibian habitat which is managed with the guidance of external habitat specialists and in collaboration with school children who help collect wayward frogs and salamanders.*

*The management of the turfgrass surfaces is driven by a minimalist philosophy with few chemical inputs and sparse irrigation. The club also proves to be minimalist in their use of resources but nevertheless have plans for sourcing alternative green energy in the years to come.*

*I’m looking forward to seeing the results of their new red-list indigenous planting project and some further habitat creation informed by new flora and fauna surveys.”*

*David Bily  
(GEO accredited independent verifier)*



# Introduction

---

GEO Foundation is pleased to confirm that Golf Emmental 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 Emmental has:

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

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

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

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

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

We congratulate all involved.

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

Kelli Jerome  
Executive Director, GEO Foundation

Carole Kerrey  
Director, Certification and Credibility,  
GEO Certification Ltd.



# Verification and Certification

---

## Verification

The official third-party audit was carried out by an independent verifier, accredited by GEO to undertake verifications of golf facilities applying for certification.

Verification involves reviewing practices and data, using the International Voluntary Standard for Sustainable Golf Operations as the guide to ensure comprehensive and consistent evaluation of performance. A detailed verification report is submitted for evaluation by GEO Certification Ltd, a subsidiary of GEO Foundation.

## Certification

GEO Certification Ltd, an autonomous subsidiary of GEO Foundation [both not-for-profit entities], undertook a full review of all content submitted through the OnCourse® online platform and the report submitted by the verifier, ensuring:

- Comprehensiveness – that activities undertaken touched on all elements of the Standard
- Consistency – that the verification approach was balanced, well weighted and with consistent depth of evaluation across each theme
- Accuracy - matching the verification report with evidence submitted by the golf facility to ensure statements and claims were accurate

GEO Foundation is an international not-for-profit founded to advocate, support and reward sustainability in and through golf. Over more than ten years, the group has worked collaboratively with dozens of golf industry associations and government and non-government organisations around the world, to help golf become a sustainability leader, striving for a net positive social and environmental impact. In addition to managing and assuring GEO Certified®, GEO Foundation also provides a suite of credible, practical programmes for golf facility management, new golf developments and golf tournaments called OnCourse®, often delivered in partnership with national golf bodies. Find out more at [www.sustainable.golf](http://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](http://www.isealalliance.org)



# Verifier's Report

---

The Sustainability Agenda for golf covers the following themes and action areas:

THEMES	ACTION AREAS
<b>Nature</b>	<ul style="list-style-type: none"><li>• Habitats &amp; Biodiversity</li><li>• Turfgrass management</li><li>• Pollution prevention</li></ul>
<b>Resources</b>	<ul style="list-style-type: none"><li>• Water</li><li>• Energy</li><li>• Materials</li></ul>
<b>Community</b>	<ul style="list-style-type: none"><li>• Partnerships &amp; Outreach</li><li>• Golfing &amp; Employment</li><li>• Advocacy &amp; Communications</li></ul>

Included below are the observations made by the Independent Verifier against each item in the Standard.

## NATURE

### N1 Habitats and Biodiversity

Objectives	Requirements	Mandatory Practices	Verifier Notes
N1.1 Understand the site and surroundings	N1.1.1 Sound understanding of the nature and landscape value of the site	Map all habitats and vegetation types on the site; Regularly update landscape / biodiversity surveys	<p>The management team has a very good understanding of the nature and landscape of the golf course.</p> <p>Much is known about the large protected biotope and a bit less about other areas of the course.</p> <p>Nevertheless, the site has a rich variety of flora and fauna across the site with many different bird species living on or passing through the site. These include a couple of foxes, deer, frogs and salamanders.</p> <p>The large protected biotope also has rare species of orchid and dragonflies.</p> <p>The manager and owner have gone through two environmental impact assessments for the construction of the 1<sup>st</sup> and 2<sup>nd</sup> nine holes. They are intimately familiar with the required environmental protection for golf course development and management in Switzerland.</p> <p><b>CCIP: Please explore the feasibility of conducting a flora and fauna survey with an external specialist, such as a biologist or habitat specialist. This will help you to understand more thoroughly the biodiversity across the entire golf course property. Perhaps the LANAT who is providing yearly recommendations for the large amphibian biotope could extend their service to the entire golf course.</b></p>
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Understand legal responsibilities for protected landscapes and species; Record and monitor protected, endangered, or rare species found on the site	<p>There is a very large biotope area (Amphibienlaichgebiet) which is under National designation. This area, which was actually an old quarry and created by the golf course at the time of construction, is surveyed by the local authorities and managed by the golf club with specific recommendations for maintenance and improvements, especially for the protection and conservation of various amphibian species such as frogs and salamanders.</p> <p>Regular surveys are done on various species in this area.</p>

	<b>N1.1.3 Understanding and respect for cultural heritage</b>	Protect any archaeological, historical or cultural designations on the site	<p>There are no particular cultural designations on site however there are a number of different farm buildings.</p> <p>The golf club decided to keep a number of these buildings typical of the Emmental and renovate them for use as the clubhouse, club storage and maintenance building. They are lovely old buildings in keeping with the vernacular of the region.</p>
<b>N1.2 Opportunities to naturalise the course</b>	<b>N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass</b>	Observe, track and / or monitor golfer play	<p>The 18-hole golf course is already on a relatively small piece of land and it is impressive how much hard-rough grassland is maintained. The turfgrass surfaces are kept to a minimum for playability as well as for time and inputs for maintaining these surfaces.</p> <p><b>CCIP: Please explore the feasibility of naturalising more areas of the golf course. There are a couple of areas behind tees which could be converted from maintained rough into “eco” grasslands which would only be cut once or twice a year.</b></p>
<b>N1.3 Actively manage habitats for wildlife</b>	<b>N1.3.1 Projects to manage habitats in the best way for wildlife and golf</b>	Regularly review and follow a habitat management plan; Prioritise native species when planting and landscaping	<p>The golf course manages the large areas of no-input grasslands by only cutting once or twice per year and as late as possible in the year to allow for the maximum regeneration of native flowers and grasses.</p> <p>Only native tree species are used throughout the golf course. The reed grasses in the various small biotopes are cut in a staggered fashion, leaving some groups intact for habitat.</p> <p>Bird boxes for various local bird species have been installed throughout the course. The club intends to engage in constructing other microhabitat structures like stone and brush piles, wood piles etc. in the coming years. Many fruit trees, especially some local apple species, are found throughout the golf course and old ones are slowly being replaced with new trees bought locally and using sometimes uncommon local species. (Rose de Berne)</p> <p>Some planting areas around the clubhouse and entrance are more ornamental species. The club has begun a project to transfer an “ornamental” planting area near the practice green by replacing some non-native and even invasive species with native red-list species, creating a very special native planting area which will also be a good highlight to communicate to members and visitors on the importance of native plants and biodiversity.</p> <p><b>CCIP: Please explore the feasibility of planting some native hedgerows at certain areas of the golf course. While the course has many areas of low maintenance grassland meadows and various species of native trees, this is something which is perhaps missing</b></p>

			<p><b>across the landscape structure. It may help to do this in collaboration with a habitat specialist.</b></p> <p><b>CIP: Please try to create a habitat plan and map for the entire golf course.</b></p>
<b>N1.4 Conserve key species</b>	<b>N1.4.1 Practical conservation measures for priority species</b>		<p>The club does many things for the protection and conservation of amphibians in the "Amphibienlaichgebiet".</p> <p>With recommendations from the LANAT they regularly make small changes to this area to improve habitat and provide the best possible environment for the frogs, toads, salamanders and other species. Small tubs have been installed in this area to provide spawning sites and a small geotextile draped on the edge provides a ladder for the frogs to get out of the water.</p> <p>School children from a nearby school are active every day in collecting these amphibians near the small roads and bringing them back to the biotope. Since a few years they have also started to count the individuals that they save, providing an indication of the evolution of the populations and the health of this environmental area.</p>
<b>N2 Turfgrass</b>			
<b>N2.1 Maintain optimum turf and soil health</b>	<b>N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors</b>	Select appropriate grass species for climate	The greenkeeper is managing appropriate turfgrasses for this climate. He is prioritising a variety of fescue grasses on fairways and maintained rough surfaces which are hardy and easy to maintain.
	<b>N2.1.2 Practices to maintain good soil structure and condition</b>		The greenkeeper undertakes regular mechanical practices to maintain healthy soil and turf, including regular aeration and sand topdressing.
	<b>N2.1.3 Careful and responsible fertiliser application throughout the year to avoid over-fertilisation</b>	Undertake soil tests and nutrient analysis	<p>Regular spoon-feeding of fertilizers on tees and greens.</p> <p>Soil tests are done on the different surfaces to help decide on the fertilizer programme.</p>
<b>N2.2 Prioritise mechanical maintenance</b>	<b>N2.2.1 Non-chemical pest, disease and weed management</b>	Sharpen mowing blades; Remove surface moisture; Hand weeding	The greenkeeper does regular sharpening of mower blades. They remove surface moisture daily, most notably in the fall, with a brush on a bunker raking machine.



			<p>Some hand-weeding is done as well.</p> <p><b>CIP: Although very little chemical treatment is done, please explore the tolerance for weeds on fairways to reduce or even remove herbicide application on some fairway areas.</b></p>
<b>N2.3 Use chemicals responsibly</b>	<b>N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues</b>	<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>Very few chemical treatments are applied on the playing surfaces. Basically, four treatments with two different products are applied on greens and four treatments with two different products on fairways.</p> <p>The greenkeeper has almost nothing stored in the hazardous products cabinet and buys only what he needs for the few yearly applications.</p>
	<b>N2.3.2 Application of chemicals with full safety precautions</b>	<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>Good safety practices throughout the maintenance area and across the golf course.</p> <p>Use of only legally registered products in Switzerland.</p> <p>Staff are well trained for chemical and fertilizer applications with three of the greenkeeping staff holding a licence for these applications.</p> <p>Protective equipment is available and used as necessary for different maintenance work.</p>
<b>N3 Pollution Prevention</b>			
<b>N3.1 Prevent pollution across the entire site</b>	<b>N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations</b>	<p>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.</p>	<p>Everything is in place regarding procedures for emergency spill responses.</p> <p>Mowing buffer zones are maintained around any sensitive areas and next to the golf course perimeter.</p> <p>Correct buffer zones are respected around the ecologically sensitive areas like the various biotopes and the main protected amphibian biotope.</p> <p>The drainage water from the various golf surfaces is collected in chambers with about 50cm of topsoil on the bottom. The water is then filtered through this topsoil before being directed to different biotopes where the water is further filtered before leaving the golf course site.</p>
	<b>N3.1.2 Practical measures to ensure</b>	<p>Ensure all hazardous materials are safely and securely stored;</p>	<p>The clubhouse does not have any hazardous materials.</p>

	<b>pollution risks are minimised from clubhouse operations</b>	Ensure compliance with all required standards and systems for hazardous waste and wastewater discharge	<p>The restaurant is not part of the golf course property and is managed by another company.</p> <p>The small clubhouse is compliant with Swiss law and the discharge of wastewater into the public sewer system.</p>
	<b>N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations</b>	Ensure wash areas are on impermeable, leak-free surfaces; Mixing and loading of pesticides and fertilisers over an impermeable surface; Triple rinse pesticide containers and applicators	<p>The hazardous materials are safely and securely stored in a metal cabinet in a building where the door is locked.</p> <p>A sign is present on the door to warn of hazardous materials within. The wash area is all on a permeable, leak-free surface.</p> <p>The mixing and loading of pesticides and fertilizers is also done on an impermeable surface.</p>
<b>N3.2 Safely manage hazardous substances</b>	<b>N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances</b>	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	<p>A list of hazardous materials is available and must be shown during regular controls by government regulators.</p> <p>Materials are safely stored in a secure building.</p> <p>Pesticide products are stored separately in a locked metal cabinet.</p> <p>Liquid fertilizers are stored separately from dry fertilizers.</p> <p>Storage of fuels is under a covered protected area.</p> <p>Fuel containers are doubled walled (secondary containment).</p> <p>Emergency wash area is present in the maintenance area.</p> <p>Fire extinguishers are present in all maintenance areas.</p>
<b>N3.3 Responsibly manage waste / storm water</b>	<b>N3.3.1 Appropriate wastewater usage and discharge licences</b>	Wastewater discharge licence; Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)	<p>The club has a wastewater discharge licence for all buildings of the golf course, as per Swiss law.</p> <p>The maintenance machines are normally cleaned off with compressed air and then rinsed with water and sometimes an environmentally safe cleaning product.</p> <p>The wash station is on an impermeable surface with bunding or protective drains and contains an oil/grease/clipping separator which is regularly cleaned out by a third-party company. The club must hold receipts for these cleanouts to show to spot checks by local water verifiers.</p>

## RESOURCES

### R1 Water

Objectives	Requirements	Mandatory Practices	Verifier Notes
<b>R1.1 Minimise water demand</b>	<b>R1.1.1 Measures to reduce the need to consume water</b>	Target irrigation to essential playing surfaces only	<p>Minimal water is applied to golf surfaces for playability.</p> <p>Cool season fescues dominate fairways and roughs which require less water inputs.</p> <p>One row of fairway irrigation runs down the centre of each fairway but is used sparingly.</p>
<b>R1.2 Maximise water efficiency</b>	<b>R1.2.1 Practical measures to use water more efficiently on the golf course</b>	<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>Irrigation sprinklers are controlled regularly, and the greenkeeper has a specific set up at the maintenance shed to check if sprinklers are working properly and for any necessary repairs.</p> <p>Irrigation scheduling is based on weather patterns and soil moisture.</p> <p>The irrigation system installed in 2012 is still quite efficient with sprinklers controlled individually or in blocks for tees.</p> <p>Water is applied a few minutes in the evening and then a few minutes in the morning.</p> <p>Minimal water is used to reduce disease outbreak.</p>
	<b>R1.2.2 Practical measures to use water more efficiently in buildings</b>	<p>Audit water use regularly;</p> <p>Review bills frequently and look for irregularities;</p> <p>Encourage water-saving practices amongst staff and visitors;</p> <p>Categorise and track water consumption</p>	<p>The clubhouse only consists of the reception, a meeting room and changing rooms.</p> <p>Minimal water is used for this area as well as for the maintenance area. The restaurant used by the golf course is managed separately and off property.</p> <p>Water consumption is however monitored with yearly bills.</p>
<b>R1.3 Source water responsibly</b>	<b>R1.3.1 Measures towards alternative, lower quality sources of water</b>	Ensure appropriate water abstraction permit and reporting, as required	Water for irrigation comes from an onsite well and from ground water. Generally the irrigation reservoir is kept full from surface water and the well but the club has a water abstraction permit to take 500L/minute to top-up up the irrigation reservoir. Relatively little is used through the year.

			Public mains water is used for the maintenance shed and the small clubhouse.
<b>R2 Energy</b>			
<b>R2.1 Reduce energy demand</b>	<b>R2.1.1 Measures to reduce the amount of energy consumed in course maintenance</b>	Minimise areas of managed turf to reduce mowing, irrigation, and turf inputs	<p>Turf areas are generally kept to a minimum for playability.</p> <p>The course maintenance can be described as minimalist to keep the playing surfaces of good quality.</p> <p>Sheep graze in the ecological compensation and agriculturally managed grasslands between fairways from mid-November, saving time and energy on cutting.</p> <p>The club is testing electric robot mowers and they should be integrated into the maintenance regime for cutting roughs and semi-roughs as of this year or next.</p> <p><b>CIP: Please try to maintain the rough behind a couple of tees as low-maintenance hard rough.</b></p>
<b>R2.2 Maximise energy efficiency</b>	<b>R2.2.1 Measures to use energy and fuels more efficiently in buildings</b>	Audit energy use regularly; Regularly review bills; Categorise and track energy consumption	<p>The electricity bill is reviewed yearly but energy consumption is generally very low for the buildings.</p> <p>The changing rooms are not heated.</p> <p>Machinery is mostly diesel and petrol machines with 9 electric golf carts for players.</p> <p>All laundry for towels etc. in the changing rooms are washed on site and not outsourced.</p> <p>The restaurant, though not part of the golf facility, is closed during the winter.</p>
<b>R2.3 Source energy responsibly</b>	<b>R2.3.1 Measures to source alternative, renewable forms of energy</b>	Determine potential sources of renewable energy in the area and on-site, through renewable energy providers	<p>Presently the club is using regular grid electricity.</p> <p>There is a project to study alternative energy sources including installing solar panels on the roof of the clubhouse.</p>
<b>R3 Materials</b>			
<b>R3.1 Reduce materials demand</b>	<b>R3.1.1 Products and materials selection based on necessity, including</b>	Undertake a review of materials consumed	Materials for greenkeeping are sourced very locally with business relationships with local sand, seed and fertilizer companies in close proximity.

	<b>opportunities for recycled, reused and locally sourced alternatives</b>		<p>The club also works with a tree nursery very close by for supply of any native trees for new planting projects.</p> <p>Very few other products are purchased with this minimalist clubhouse.</p>
<b>R3.2 Purchase responsibly</b>	<b>R3.2.1 Practical use of an ethical / environmental purchasing policy</b>	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 products for course maintenance is sourced locally where possible. The restaurant is not part of the golf facility.</p> <p>Apple juice and Schnapps is made from the cherry and apple trees on the golf course. This is sold locally.</p> <p>There is a small chalet for beekeeping, surrounded with a beautiful small garden with many aromatic plants. Honey is made from these bees and is available on one side of the building as golfers pass by.</p>
<b>R3.3 Reuse and recycle</b>	<b>R3.3.1 Waste stream separation for maximum recycling and re-use opportunity</b>	Demonstrate waste separation, reuse and recycling; Track how much waste goes to landfill, or is reused / recycled	<p>The waste from the maintenance area is brought to a recycling centre or composted on site.</p> <p>The limited waste recuperated from golfers or other management is sorted in clearly visible bins for glass, PET, paper, compost and other.</p> <p>The club works with a local recycling and waste management company who come by to collect some waste regularly, including used oil, compost and other materials.</p>
<b>R3.4 Demonstrate legal compliance</b>	<b>R3.4.1 Compliance with all local and regional waste management regulations</b>	Use authorised waste and recycling contractor for general, hazardous, industrial and green waste	The club works with an authorized recycling contractor for all general, hazardous, industrial and green waste.

<b>COMMUNITY</b>			
<b>C1 Outreach</b>			
<b>Objectives</b>	<b>Requirements</b>	<b>Mandatory Practices</b>	<b>Verifier Notes</b>
<b>C1.1 Diversify access and provide multi-functionality</b>	<b>C1.1.1 Social and recreational activities at the facility</b>		The club built a walking and cycling path through part of the golf course when the course was constructed. This was done for the local public to

			<p>pass through the course as well as encourage members and visitors to come to the course by bicycle.</p> <p>A public “Wanderweg” meanders across the length of the course between the golf fairways and the adjacent forest. It is well used by dog walkers and for horse riding.</p> <p>A BBQ area outside an old chalet is near to a walking path and is accessible for use by anyone including non-golfing visitors.</p>
<b>C1.2 Provide for volunteering and charity</b>	<b>C1.2.1 Opportunities available for volunteering and support of charities and good causes</b>		<p>The club organises a number of tournament events every year.</p> <p><b>CIP: Please try to organise some charity events.</b></p>
<b>C1.3 Establish active community partnerships</b>	<b>C1.3.1 Positive and constructive engagement with neighbours, the local community and other groups</b>	Create a 'sustainability working group'	<p>The operations manager / owner grew up on this land and maintains a close relationship with the local community.</p> <p>The club organises days where local businesses are invited to discover the course including an introduction to the game as well as to the environmental benefits of this golf course.</p> <p>The club collaborates with a local school for the protection of the amphibians, collecting wayward frogs and salamanders and bringing them back to the biotope every day during the active season.</p>
<b>C2 Golfers &amp; Employees</b>			
<b>C2.1 Improve health and wellbeing</b>	<b>C2.1.1 Benefits to human physical and mental health from golf and facility activities</b>		<p>Walking is encouraged although some people now choose to take a cart. It is quite a hilly course, and some electric carts are available for hire. About 4% of rounds were played with a cart.</p> <p>Members are encouraged to come by bike. Bike parking is available as well as club storage and changing room / showers.</p> <p>The club also built a bus station to allow golfers to come to the course by bus. It is a 3min walk from the course.</p>
<b>C2.2 Be open and inclusive</b>	<b>C2.2.1 Inclusivity and diversity in membership and visitor policies</b>	Demonstrate inclusive policies for members and visitors	<p>The club has a relatively small membership, but they have many visitor golfers, largely in part to their open policy. Various offers are available through the year, including monthly memberships at reasonable prices and the possibility to play anytime in the day or only in afternoons.</p>

			<p>The club has set up an “Apero” course near the adjacent restaurant. This encourages visitors to the restaurant to get a taste of golf using a lighter ball which is safe for use near the terrace and parking.</p> <p>The club also has a 3 hole pitch and putt course which is used largely for teaching and introducing people to the game. In the shoulder season these 3 holes are combined with the first 6 holes of the 18 hole course to create a 9 hole course for players who only want to play 9 holes. (The 18 hole course does not pass by the clubhouse after 9 holes). This combined 9-hole course is officially rated.</p>
<b>C2.3 Employ fairly and safely, and provide career opportunities</b>	<b>C2.3.1 Ethical and legal employment, working conditions and professional development</b>	Follow all relevant national legislation and best practice for employment, health & safety etc	<p>The maintenance team is small but efficient. The new workshop, office and lunch room have an amazing view to the golf course and the Emmental and Alps.</p> <p>Safety is of primordial concern, and everything is done to ensure that the employees are safe and work in comfortable conditions.</p>
<b>C3 Communications</b>			
<b>C3.1 Engage golfers and members</b>	<b>C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors</b>	Provide information on the facility's sustainability commitments, actions, or achievements	<p>Some signage is apparent on the course to raise awareness of the amphibian biotope.</p> <p><b>CCIP: Please improve communication to inform members and visitors of your sustainability commitments. This should be a key part of the club's actions in the future.</b></p>
<b>C3.2 Celebrate and promote sustainability</b>	<b>C3.2.1 Activities that raise awareness and engage people in the wider community</b>	Provide evidence of external communications and community engagement	<p>The club's collaboration with the local school does help to raise awareness of the amphibian protection work done at the club.</p> <p><b>CIP: Please try to communicate further with local businesses and the community e.g., through events or open days on biodiversity and efforts to keep environmental footprint small.</b></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](http://www.sustainable.golf)