



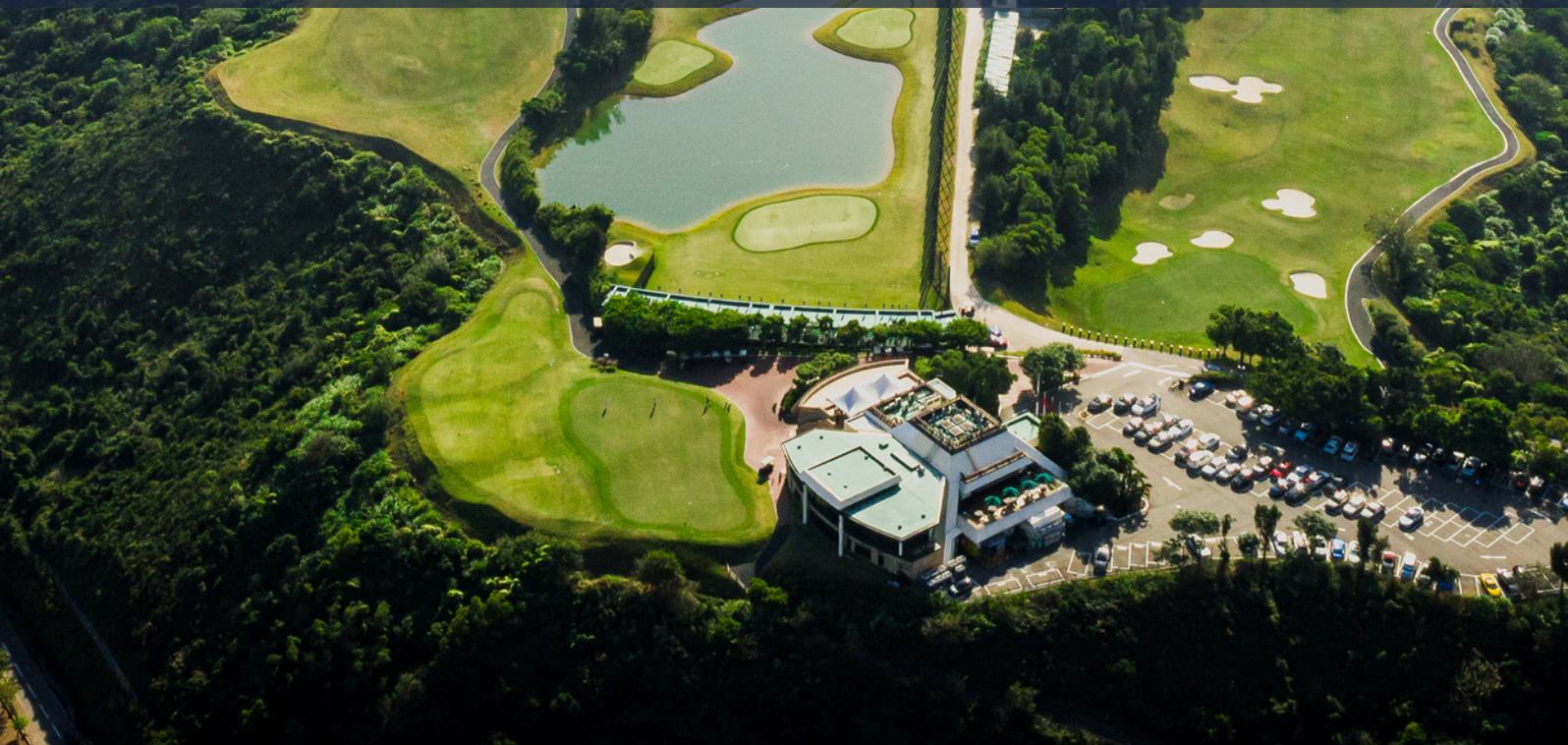
SUSTAINABILITY REPORT 2024

LOST CITY GOLF CLUB

Data collection, data processing, graphic design and layout by Rinnovabili
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Purpose of the report

This is the **Lost City Golf Club's first Sustainability Report**, covering the fiscal year from November 1, 2023, to October 31, 2024 and it has been finalized in **July 2025**.

The purpose of this document is to strengthen **transparency by sharing information** on the Club's most significant environmental, social, and governance impacts, and to confirm **sustainability as a long-term strategic priority**.

As this is the first reporting cycle, complete data is not yet available for all areas.

Nevertheless, the report establishes a solid starting point through a simplified assessment of key priorities and a phased disclosure approach adapted to the Club's specific context.

While some indicators are incomplete or not yet measurable, this report serves as a constructive baseline for internal reflection, future improvements, and open dialogue with members, staff, local authorities, and other stakeholders. It sets the stage for a more structured and comprehensive reporting process in the years ahead.



Message from the General Manager

At **Lost City Golf Club**, we're proud to embark on our first structured sustainability journey. This is a **milestone** that reflects not just a shift in how we operate, but in how we think. Ours is a capital-intensive industry, where constant renovation, construction, and innovation are part of daily life. Our members expect the **very best**, and we've realized that offering "the best" today must also mean offering a thoughtful, responsible approach to the environment. This moment, as we plan a **major renovation** and consider other capital projects, is the perfect time to put sustainability at the center of our thinking. We're already working with architects, who value this approach and the earlier sustainability enters the conversation, the more meaningful and cost-effective the impact can be. Decisions made now will shape not just how the club looks, but how it functions for decades to come. We also recognize the role **private clubs** play in their local communities. While each club is different, we all share the opportunity and the responsibility to be good neighbors. Whether through **responsible water management, local vendor partnerships, or smarter resource use**, we want to ensure our efforts are not only meaningful but visible to those around us. That includes communicating clearly with members, staff, and residents about the positive steps we're taking. This first sustainability report is a crucial



Kevin Caldabaugh
General Manager

tool in that process. Its value lies not just in **measuring impact**, but in helping us prioritize our actions by identifying short-term wins, mid-term strategies, and long-term goals. Internally, it helps raise awareness among staff and board members. Externally, it **strengthens transparency** and **builds trust**. We believe many improvements can be made without added cost or compromising the member experience. Some may even enhance it. Looking ahead, **sustainability** will be a conscious part of our decision making process. It already influences how we attract and engage a new generation of members, people who care deeply about environmental responsibility and want to

feel aligned with the values of the places they belong to. Our average member age is around 66, but we're seeing more people in their 30s and 40s joining, and they're asking the right questions. In five years, we envision a club that's not only more energy- and water-efficient, but one that continues to collaborate with high-quality local vendors, better incorporates sustainable energy solutions, and integrates sustainable materials into capital projects where possible. A club that leads by example, balancing tradition with progress. Ultimately, my message to all our members, partners, suppliers, and staff is this: we have the opportunity deliver

meaningful experiences while being good stewards of our natural resources. Sustainability doesn't mean compromising on quality. It means making smarter choices that reflect our values. It's a way to create a deeper sense of belonging and pride for everyone connected to Lost City. I feel honored to lead this effort, and it's about more than checking boxes. It's about asking better questions, taking thoughtful action, and contributing to something bigger than ourselves. Now that we know more, we can create a positive impact. We're just getting started.

— **Kevin Caldabaugh**
COO/General Manager



1. About Lost City Golf Club

Lost City Golf Club (legal name: Atlantis Golf Club d/b/a Lost City Golf Club) is a private, member-owned club located at **301 Orange Tree Drive**, in the City of **Atlantis, Florida (USA)**, ZIP 33462.

Membership is by invitation only.

Located just 15 minutes from Palm Beach International Airport, the Club serves members from across the Palm Beach area, including West Palm Beach, Wellington, Boynton Beach and Delray Beach.

Founded in the early 1960s as a semi-public facility, later, the Club became fully member-owned in 1971, when ownership of the course and clubhouse was transferred to its members.

Today, the Club plays an important role in the civic and social life of the City of Atlantis, a municipality of approximately 1,266 residents.

The Club covers **150 acres**, featuring a **27-hole golf course** divided into three



nine-hole loops (North, South and East), originally designed by William Mitchell Mitchell and renovated in 2021 by Tom Fazio II. Six tee sets, ranging from **5,008 to 6,883 yards**, offer diverse playing experiences for all skill levels. The practice facilities include a full-length driving range, putting greens and a short-game area. The clubhouse offers spaces for dining, events and member services, with an indoor area of 18,000 square feet.

As of **31 October 2024**, the Club had **847 members** and employed **58 full-time, 1 part-time and 11 seasonal workers** for the peak season.

In addition to golf, the Club fosters a vibrant social life with **formal dinners, barbecues, mixers**, and a weekly **Nine & Dine nine-hole event** followed by drinks and dinner, which reinforces the sense of community among members.





2. Sustainability context and strategy

2.1 Why Sustainability Matters for Lost City Golf Club

Lost City Golf Club recognizes that long-term success depends on the responsible management of natural resources, the well-being of its people and strong relationships with the local community. As a member-owned private club in Florida, sustainability is both an operational necessity, and a social responsibility.

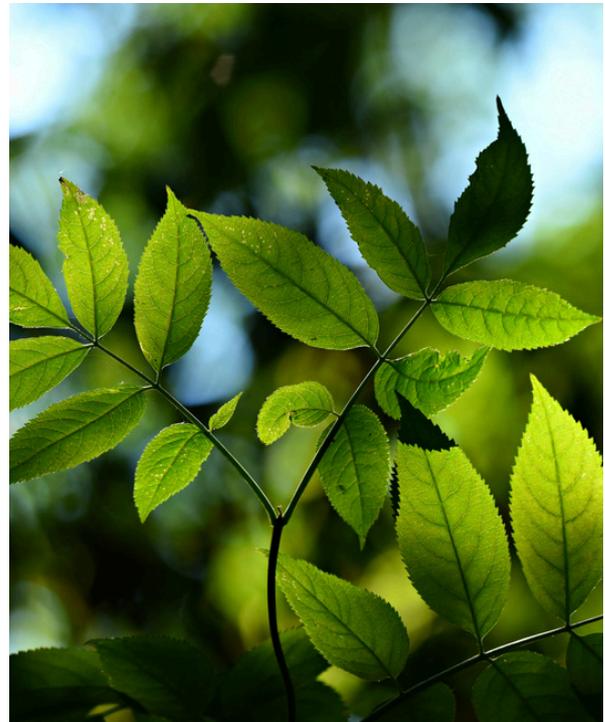
The Club's sustainability efforts currently focus on four key areas:

-  **WATER & LAND STEWARDSHIP**
-  **OPERATIONAL EFFICIENCY**
-  **PEOPLE AND COMMUNITY**
-  **GOVERNANCE & RESPONSIBILITY**

By addressing these priorities, Lost City aims to protect its assets, create long-term value for members, and contribute to a more sustainable future for the City of Atlantis.

2.2 Sustainability Priorities and Commitments

Based on its first structured assessment of key priorities, Lost City Golf Club has identified the following sustainability commitments:



- Protect natural resources by improving the efficient use of water, energy, and materials.
- Support people and communities by fostering a respectful, safe, and inclusive environment.
- Ensure compliance and integrity by meeting regulatory requirements and adopting responsible practices.
- Improve transparency over time by reporting on key topics, while strengthening performance monitoring and data collection.

These commitments form the foundation for future sustainability objectives, which will be refined as data, stakeholder input, and management systems evolve.

3. Sustainability Priorities Identification

3.1 Methodology

The methodology draws on internationally recognized sustainability reporting principles and has been adapted to the specific context of country clubs. It was carried out using a simplified approach developed by Rinnovabili to support organizations preparing their first sustainability report, ensuring that the most relevant impacts are identified and addressed in a practical, proportionate, and sector-appropriate way.

The process has included the following steps:

-  **Identification**
of actual and potential impacts, both positive and negative, across environmental, social, and economic areas.
-  **Completion**
of a structured internal questionnaire by club management, serving as a preliminary validation tool.
-  **Assessment**
of each topic's significance, based on four criteria: scale, severity, likelihood, and ability to remedy.
-  **Application**
of a threshold for priority topics, set at an average score of 3.5 out of 5.

For its first sustainability report, the club relied exclusively on internal input for the assessment of key priorities.

This choice reflects the intention to keep the process focused, manageable, and tailored to the club's specific context during the initial reporting cycle.

While this approach does not yet include direct stakeholder feedback, it has provided a meaningful and credible baseline for future reporting.

The club recognizes the value of external perspectives and is committed to gradually incorporating stakeholder engagement in future reporting cycles, to enhance credibility, completeness, and alignment with evolving expectations.



3.2 Results and Criteria

The assessment covered 13 priority topics, pre-identified through sector-specific benchmarking and analysis of sustainability issues relevant to country clubs in the United States and internationally.

Although a threshold of 3.5 was used to identify priority topics, the club also included some with lower scores when concrete operational impacts, strategic relevance, or the opportunity to provide meaningful information about the club justified their inclusion.

This decision ensures a comprehensive approach, recognizing that a topic may still be important due to the nature of its actual impacts, even if its perceived importance is currently lower.

3.3 Validation of Results

The final list of priority topics was reviewed and validated by the club's General Manager and formally presented to the Board of Directors.

The club acknowledges that data availability and internal systems may not yet support full reporting on each topic. It is therefore committed to gradually improving internal data collection and management practices to ensure greater accuracy, consistency, and completeness in future reporting.



3.4 List of Reported Topics

The following topics, listed in order of importance for the club, are addressed in this report:



Local Communities



Sustainable Procurement



Stakeholder Engagement



Energy use and efficiency



Customer Health & Safety



Diversity & Inclusion



Materials use and management



Employment and labor practices



Food and beverage sourcing and safety



Waste management



Water Management

These topics are described in detail in the following sections of the report, with an overview of their relevance for the club, key actions taken, and available performance data.

4. Reported topics

4.1 Water

Why This Matters and How We Manage It

Water is a critical resource in Florida due to seasonal rainfall patterns, periodic droughts, and regulatory limits on withdrawals. For golf clubs, reliable irrigation is essential to maintaining turf quality and course playability, while environmental compliance is equally important.

Lost City Golf Club operates under a water use permit issued by the South Florida Water Management District (SFWMD). The permit allocates a monthly maximum of 15 million gallons for irrigation, with monthly usage reports submitted to the SFWMD and compliance assessed annually.

Our Results This Year

During the reporting period, the club withdrew approximately 146.85 million gallons of surface water for irrigation. Usage peaked between November and May (dry season) and declined during the rainy season. While monthly withdrawals occasionally exceeded the allocation in dry months, the annual total remained within permitted limits. For indoor operations (restrooms, kitchens, food and beverage services, golf cart cleaning), the club withdrew about 754,000 gallons from the municipal supply. Of this, an estimated

507,000 gallons were discharged into the municipal wastewater system. Irrigation water is consumed entirely through evaporation, infiltration, and plant uptake.

Based on withdrawals and discharges, estimated total **water consumption was 146.85 million gallons**, comprising:



146.85 million gallons consumed through irrigation.



247,000 gallons consumed from municipal supply (difference between withdrawals and discharges).

The club does not currently use groundwater or harvested rainwater, and no metered data are available for rainwater capture or reuse.

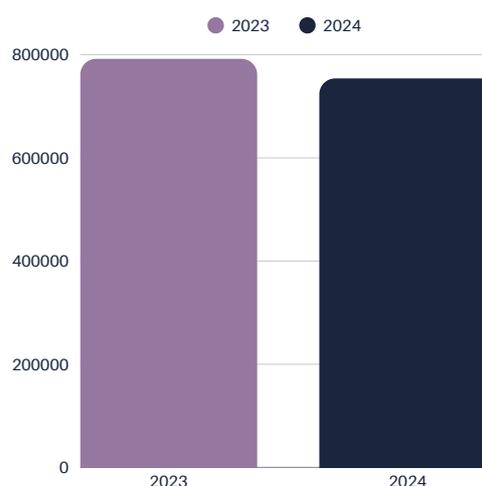


Figure 1 Municipal Water Supplies – 2024 vs 2023

4.1 Water

Next Steps

Outside of routinely checking for leaks, the club has no formal water conservation policy or reduction targets. Regulatory reporting procedures are integrated into daily operations but monitoring and efficiency efforts focus mostly on irrigation use. The club has conducted an irrigation audit to help inform needs and requirements for a future course irrigation renovation. Indoor water consumption is not yet measured in a structured way. To strengthen its approach, the Club plans to:



Explore options for monitoring activities, to include indoor water use in restrooms, kitchens, and other service areas.



Explore efficiency improvements in irrigation, particularly during the dry season.



Review sector-specific best practices for water conservation.



Develop a basic water management policy aligned with operational capacity and reporting needs.



4.2 Energy

Why This Matters and How We Manage It

Energy use is a significant operational factor for golf clubs, affecting both operating costs and environmental impact. Electricity powers all the clubhouse operations: lighting, kitchen equipment, HVAC systems, and the charging of electric golf carts. Efficient energy management can reduce expenses and support the club's sustainability goals. Lost City Golf Club monitors electricity consumption through utility billing data. No heating fuel is used due to Florida's climate, and there is currently no on-site renewable energy generation.

Our Results This Year

In the reporting period, total electricity

consumption was 731,772 kWh, compared to 753,537 kWh in the previous year — a 2.89% decrease.

Energy intensity per member was 863.96 kWh/member (down from 889.65), and energy intensity per indoor square foot was 29.27 kWh/ft² (down from 30.14).

Electricity consumption by the golf cart fleet was 38,200 kWh, slightly higher than the previous year's 37,560 kWh. No high-efficiency devices or EV charging stations were installed during the reporting period and the club operates with basic smart energy management systems (timers, sensors), but their use is currently limited.

Table 1 - Energy Performance

INDICATOR	UNIT	PREVIOUS YEAR	CURRENT YEAR	YOY %
Total energy consumption	kWh	753,537	731,772	-2.89%
Electricity consumption	kWh	753,537	731,772	-2.89%
Renewable energy share	%	0	0	0.00%
Energy intensity per member	kWh/member	889.65	863.96	-2.89%
Energy intensity per ft ²	kWh/ft ²	41.68	29.27	-2.89%
Golf cart fleet consumption	kWh	37,560	38,200	+1.46%
EV charging stations	Count	0	0	-
Smart energy management systems	Yes/No	Yes	Yes	Limited



4.2 Energy

Next Steps

The club does not currently have formal energy reduction targets, but has replaced 75% of the club's lights with LED alternatives. Planned actions include:



Tracking electricity consumption by functional area (clubhouse, golf cart charging, course lighting).



Exploring opportunities to continue upgrading equipment and lighting to more energy-efficient models.



Reviewing options for partial renewable energy supply, such as solar panels for clubhouse or cart barn.



Explore option for integrating the use of smart energy management systems.

These measures will help identify key areas for efficiency improvements and support more comprehensive reporting in the future.



4.3 Waste Management

Why This Matters and How We Manage It

Effective waste management helps reduce environmental impacts, improve operational efficiency, and comply with local regulations. At Lost City Golf Club, most waste originates from food and beverage operations, landscaping activities, and general clubhouse use.

Currently, the club practices waste sorting but does not operate under a comprehensive waste management program or tracking system. Waste handling is decentralized, with each department responsible for day-to-day disposal and compliance with applicable waste collection and sanitation rules.

Food waste is generated mainly in the kitchen and dining areas,

while landscaping activities produce green waste such as grass clippings, leaves, and tree trimmings.

Our Results This Year

During the reporting year, waste management at the club remained largely informal. The two primary waste streams—food waste and landscaping debris—were disposed of through existing municipal or contracted services, without systematic measurement or reporting. Hazardous waste volumes were minimal and managed in compliance with applicable regulations. Recycling initiatives were occasional and not coordinated at the club level.

Next Steps

Moving forward, the club intends to:

Examine opportunities for developing a basic waste management plan, including clear responsibilities and reporting requirements for each department.

Explore systems for tracking quantities and disposal methods for the main waste streams (food waste, landscaping debris, recyclables).

Continue training staff on waste reduction, segregation, and safe handling practices

Explore opportunities for organic waste composting or partnerships with local recycling and recovery services.

Introduce waste segregation bins in key areas to facilitate recycling.



4.4 Biodiversity

Why This Matters and How We Manage It

Lost City Golf Club acknowledges its role in the local ecosystem and strives to minimize its environmental footprint while maintaining high-quality golf course operations.

The club's 27-hole course is surrounded by residential areas, and its landscaping choices and maintenance practices directly influence local flora and fauna. Vegetation is selected with a preference for native species and low-maintenance plants, reducing irrigation needs and increasing landscape resilience.

The club complies with all applicable environmental laws and regulations, including those governing the use of chemical products. Staff aim to use the safest available products for turf health, though some chemical treatments remain necessary due to the limited effectiveness of biological alternatives. While no formal biodiversity management plan or habitat mapping is currently in place, buffer zones have been established in sensitive areas to reduce disturbance and, in line with local ordinance, the club also avoids potentially disruptive activities before 7:00 AM.

Our Results This Year

During the reporting period, the club's biodiversity impacts were limited and primarily historical, as the land was previously farmland. Invasive species such as iguanas are present but have not caused significant damage.

Indirect impacts include minor light and noise disturbance from operations, as well as the use of fuels and chemical inputs for turf maintenance. Chemical products are applied in compliance with environmental regulations, and staff prioritize the safest available options.

20%

of the total land area

is covered by preservation measures (unchanged from the previous year), mainly through zones of native vegetation and buffer areas in sensitive locations. These buffers help reduce disturbance, although their exact surface has not yet been quantified.

At present, there are no formal biodiversity partnerships or community-based initiatives, and habitat/species mapping has not been undertaken.





4.4 Biodiversity

Table 2 - Key Performance Indicators for Biodiversity

INDICATOR	CURRENT YEAR	NOTES
Percentage of land area managed for biodiversity	20%	Estimated value
Use of chemical inputs (pesticides/fertilizers)	Yes	In compliance with regulations
Buffer zones established	Yes	Surface area not quantified
Biodiversity plan in place	No	No formalized strategy
External collaborations	0	No partnerships to date
Biodiversity mapping completed	No	Not yet performed

Next Steps

To strengthen biodiversity management, the club plans to:

Explore options for conducting a preliminary biodiversity mapping exercise to identify and monitor habitats and species of interest.



Establish a simplified biodiversity management plan to guide long-term maintenance and protection efforts.



Explore partnerships with local universities or environmental organizations to benefit from external expertise.



Continue documenting existing practices thoroughly, including vegetation selection, pesticide application, and maintenance procedures.



These actions will help the club protect local ecosystems while maintaining course quality and align its practices more closely with best practices emerging in the golf and hospitality sectors.



4.5 Employment

Why This Matters and How We Manage It

Lost City Golf Club employs a diverse team across departments including golf operations, food & beverage, clubhouse services, administration, and maintenance. Each department head is responsible for hiring qualified personnel, with the involvement of supervisors and/or the General Manager, depending on the role. Most jobs are posted on Indeed, with some also posted on LinkedIn and on industry job boards.

The Club practices at-will employment and is committed to equal opportunity hiring, in compliance with U.S. labor law. Recruitment, onboarding, and employment practices are guided by internal guidelines and job descriptions, and workforce strategy is governed by a comprehensive employee manual. All new employees are required to read the Employee Handbook and sign an acknowledgment form confirming their understanding of workplace policies, expectations, and standards of conduct. Eligibility for employee benefits varies, with full-time employees typically gaining access to programs after 60 to 90 days, depending on the specific benefit.

Our Results This Year

At the end of the reporting period, Lost City Golf Club employed a total of 82 people, including:

 **71**
full-time employees

 **11**
seasonal employees

 **0**
part-time staff

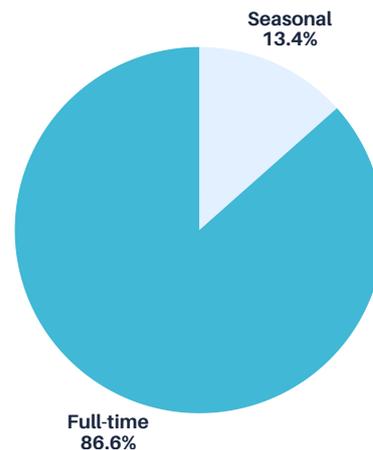


Figure 1 - Workforce Composition (Full-time vs Seasonal)

A total of 24 new hires were made during the year, compared to 28 in the previous one. The employee turnover rate was 25%, including both voluntary and seasonal departures, representing a slight improvement compared to 30% in the previous year.



4.5 Employment



Figure 2 - New hires and turnover comparison

The average tenure among employees is **4.47 years**, indicating general workforce stability in the core workforce.

Full-time employees have access to a range of benefits, including:

- Medical insurance (75–90% premium coverage)
- Dental and vision insurance
- Short- and long-term disability coverage
- Life insurance
- 401(k) plan with employer match
- Paid Time Off (PTO)

All new employees, whether seasonal or permanent, receive structured onboarding and job training. Training on anti-discrimination, inclusion, or bias awareness, core policies are communicated through the Employee Handbook and during onboarding.

Next Steps

Looking ahead, the club intends to:

Explore the possibility of creating a unified workforce policy to complement existing departmental practices.



Expand training programs to include ongoing education pertaining to sustainability practices, anti-discrimination, inclusion, and bias awareness.



Explore opportunities for enhancing employee development beyond initial onboarding.



Explore options for developing a comprehensive wellness program for employees that promotes long-term health, and strengthens overall satisfaction with the club



These actions aim to strengthen the club’s position as an employer of choice, improve retention, and ensure a positive and inclusive work environment for all staff.



4.6 Diversity & Inclusion

Why This Matters and How We Manage It

Lost City Golf Club does not tolerate discrimination, and hiring decisions are based solely on qualifications and merit. The club’s workforce is culturally diverse, with employees from **18 different countries**, reflecting inclusive hiring practices. While no formal Diversity, Equity, and Inclusion (DEI) policy is in place, an equal opportunity policy is documented, and non-discrimination principles are included in the Employee Handbook and communicated during onboarding.

At present, the club does not systematically track diversity by race, ethnicity, age, or disability status. No structured training on diversity, inclusion, or bias prevention was conducted during the reporting year. However, the club recognizes the importance of fostering a respectful and inclusive workplace and plans to explore training and reporting opportunities in future cycles.

- Management gender composition: 33% of leadership positions (department heads) held by women.
- Pay equity: 1:1 base salary ratio between women and men for equivalent roles (unchanged from the previous year).
- Equal opportunity policy: Yes (in place and documented).
- Accessibility for economically diverse members: Yes, with targeted membership options for younger members (age-based rather than income-based criteria).

Our Results This Year

- Workforce gender composition: 12% women, 88% men (all contract types).

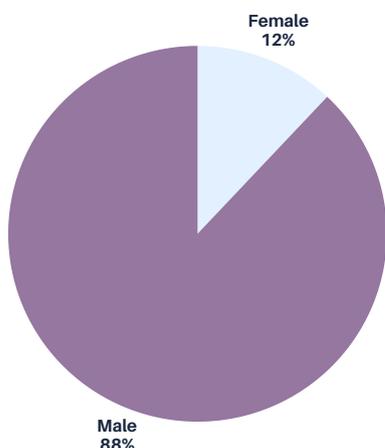


Figure 3 – Staff composition

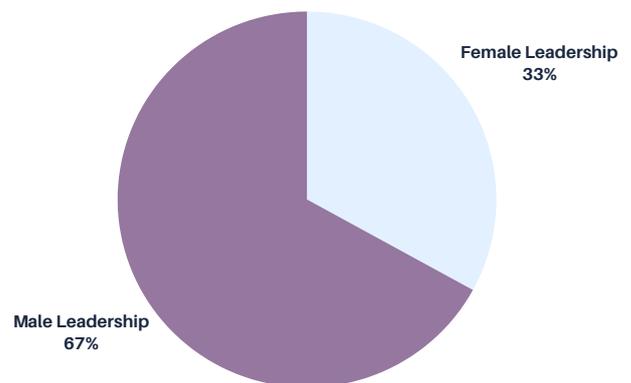


Figure 4 – Female Leadership positions

The club’s **governance body** is composed entirely of members of the club, with an average member age of approximately 66 years. Gender composition is 31.8% women and 68.2% men, reflecting the demographic profile of the membership, which may not mirror the diversity of the workforce.



4.6 Diversity & Inclusion

Next Steps

Moving forward, the club will focus on:

Explore the development of a formal Diversity, Equity, and Inclusion (DEI) policy tailored to the club's context.



Introduce periodic training on diversity, inclusion, bias prevention, and respectful workplace practices.



Assess and track additional diversity metrics beyond gender, where feasible and in line with privacy requirements.



Review governance composition periodically to consider opportunities for broader representation.






4.7 Community & Stakeholder Relations

Why This Matters and How We Manage It

Lost City Golf Club is a private, member-owned facility, which means that interaction with the general public is limited by regulatory and membership rules. Despite these restrictions, the club plays an important role in the civic and social fabric of the City of Atlantis, where it has operated for five decades. Maintaining strong, respectful relationships with local authorities and community members is key to preserving the club's positive reputation and long-standing heritage. Community engagement generally occurs through member-sponsored initiatives rather than open public events. While these activities do not provide general public access,

they allow external guests to experience the club's facilities under specific conditions. The club also maintains targeted collaborations with local institutions that align with its values. Internally, stakeholder engagement is integral to operations. Formal stakeholder groups include members (across all categories), employees, department heads, the Board of Directors, and club committees. Engagement takes place through online surveys, email communications, focus groups, open forums, one-on-one conversations, and annual meetings, coordinated by the General Manager or designated staff or committee members. An internal stakeholder engagement policy guides these activities.

Our results This Year

CATEGORY	METRICS
Number of stakeholder groups identified	26
Structured engagement activities	13 (focus groups, surveys, meetings)
% of stakeholder feedback integrated into decisions	35% (up from 10% in the previous year)
Stakeholder satisfaction with engagement	3.5 out of 5, based on surveys conducted during the year – Need to confirm this...
Local community events	1 charitable holiday event in support of a local hospital (member-sponsored), donations to a local food bank, and a golf tournament for first responders



CATEGORY	METRICS
Partnerships	Ongoing collaboration with Florida Atlantic University to support local education and employment opportunities
Annual events open to the public	None
Access for local residents	Possible under specific, member-sponsored conditions
Complaints received	2 from nearby residents about early morning maintenance noise, resolved promptly by operations staff

Next Steps

Looking ahead, plans include:

Formalize engagement practices starting with internal stakeholders (members, staff, committees).



Explore ways to establish a more systematic processes for monitoring and responding to local feedback.



Explore additional opportunities for member-sponsored philanthropic activities.



Maintain open and respectful dialogue with the City of Atlantis.



Explore opportunities for new collaborations with educational or charitable organizations that align with member values.



Explore partnerships to offer a comprehensive wellness program for members that promotes long-term health, and strengthens overall satisfaction with the club.





4.8 Food Quality and Customer Health & Safety

Why This Matters and How We Manage It

Lost City Golf Club recognizes the importance of ensuring the quality, safety, and traceability of the food served to its members and guests, as well as maintaining high safety standards in sport and leisure activities. The club operates a full-service kitchen and food & beverage program, sourcing 100% of its ingredients from local and regional suppliers, including Cheney Brothers, Halperns', and Jack Scalisi Wholesale Fruit & Produce. All food handlers are required to hold ServSafe certification, and food safety is monitored daily through proper storage, handling, and temperature controls. The Director of Clubhouse Operations and the Executive Chef jointly manage menu planning and purchasing, with receiving managed by a

separate staff member to ensure segregation of duties. These processes are audited twice a year by the accounting team. While no formal sustainability guidelines for food procurement are in place (e.g., organic, fair trade), the club prioritizes supplier reliability and is open to integrating sustainability criteria over time. Beyond food services, the course maintenance team holds monthly safety meetings covering equipment use, hydration, and weather-related risks. Emergency medical equipment (including defibrillators and first aid kits) is available on-site. Internal safety protocols are well established, although not yet publicly disclosed.





4.8 Food Quality and Customer Health & Safety

Our Results This Year

METRIC	VALUE/DETAILS
% of food purchases from local/regional suppliers	100%
Food safety certification	100% of food handlers certified (ServSafe)
Non-compliance incidents in food safety	1 minor case (improper product labeling in refrigerator), resolved immediately with no health consequences.
External inspections	1 unannounced annual inspection by the local health authority, passed with no major findings.
Customer injuries	1 incident during sport/leisure activities (0 in the previous year), managed internally without escalation.
Non-compliance incidents in customer health & safety	0 recorded.
Safety training	Monthly internal meetings for maintenance and operations staff.

Next Steps



Develop a formal allergen management procedure.



Include clear labeling, communication, and staff response protocols.



Introduce sustainability criteria into food procurement policies.



Examples of sustainability criteria include certified organic, seasonal, or fair-trade products.



Track and label sustainable menu items consistently.



Inform members and encourage responsible choices.



Increase public transparency on health and safety measures



Publish certifications and key procedures on the club website or signage.



4.9 Sustainable Procurement and Materials

Why This Matters and How We Manage It

At Lost City Golf Club, procurement activities are decentralized and handled by department heads according to operational needs. While the club does not have a dedicated procurement department, a multi-level oversight system ensures accountability:

- The Director of Clubhouse Operations, Executive Chef, and Food & Beverage Manager handle purchases for kitchen and clubhouse operations.
- The Director of Golf Course and Grounds and the Director of Golf oversee procurement for course maintenance and golf operations.
- Other departments such as Membership and Communications manage their own smaller purchases.

- The General Manager reviews all purchases, with monthly reports submitted to the Finance Committee.
- Capital purchases require pre-approval by the GM, Club President, and Treasurer.

To ensure internal controls, purchasing and receiving functions in the kitchen are handled by different staff members. Although procurement is well supervised, there are currently no formal sustainability criteria applied in selecting or evaluating suppliers. Regarding materials, the club occasionally opts for sustainable options such as recycled paper or durable goods, but these are not tracked or integrated into a formal policy.

Our Results This Year

CATEGORY	CURRENT PERFORMANCE
% of procurement from local suppliers	75% (unchanged from previous year, based on internal estimates)
Suppliers with ESG policies	Not currently tracked
ESG criteria applied in supplier selection	None
Contracts awarded to diverse suppliers	0% (no data or initiatives in place)
Supplier audits or evaluations	Informal quality checks only
ESG training for procurement staff	None



4.9 Sustainable Procurement and Materials

Next Steps

Moving forward, the club will work to:



Explore options for developing a sustainable procurement policy.



Map the supplier base to assess local origin, policies, and diversity (e.g., women-owned or small businesses).



Introduce minimum screening criteria for key suppliers, starting with food and maintenance.



Provide training to procurement staff on responsible sourcing practices.



Establish a centralized procurement registry to improve monitoring and transparency.



Begin tracking procurement of reused, recycled, or sustainably sourced materials, especially for high-impact categories.





5. Future Initiatives

As this is the Club's first Sustainability Report, the focus has been on establishing a clear starting point: identifying priority topics, gathering initial data, and describing current practices. While no formal targets or commitments have been set, this document marks the beginning of a path toward increasingly attentive and responsible management, which could develop around three thematic priorities:

More efficient use of resources with better integration into the natural environment:

expand monitoring systems for water and energy, assess improvement measures, and evaluate the feasibility of innovative technological solutions capable of enhancing biodiversity protection and reducing waste generation.

Valuing people and the community:

strengthen internal training, inclusion initiatives, and dialogue with the local area, where both key stakeholders and the Club's membership base are located.

Organization and management:

clarify internal references, improve data collection, and update methods for communicating results.

In the coming years, the Club will consider further developing its practices in various key areas, based on the experience gained, emerging needs, and good practices from the golf and hospitality sectors, while carefully assessing available resources.

Any implementation will therefore be approached gradually and reviewed periodically, also considering the indications and preferences of members, whose satisfaction is the main driver of every Club initiative. The path and progress achieved will be documented in future reports, enabling transparent monitoring and continuous review of the decisions taken.



ABOUT RINNOVABILI



SHARING THE
INNOVATIONS THAT
HAVE BEEN
TRANSFORMING THE
INDUSTRY FOR 20
YEARS.

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