



csr-report

Houlton Corporate Social Responsibility Report 2019

Houlton 140th Year Celebrations 1879—2019

Houlton as a privately-owned fifth generation family company takes its Corporate and Social Responsibilities regarding the needs of our employees, customers, shareholders, suppliers and all other stakeholders very seriously.

We are very proud of the voluntary actions we take, **over and above** the minimum legal requirement compliance, which balances the company's long term economic sustainability alongside our social and environmental responsibilities.

In our **140th year** the Directors and Staff are proud to report our achievements throughout **2019** in relation to People, Marketplace, Communities and the Environment, as well as our targets for **2020** and the future.



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Together Making a Good Job Great



Houlton 140th Year Fun Day—Tug of War



Houlton 140th Year Fun Day

- The Houlton fun day to celebrate 140 years of trading was held at Hull Sports Centre and saw over 150 people in attendance across the day. It was a fantastic event which also raised over £500 for the Hull & East Yorkshire Children's University. Staff, retired staff, and their families were invited to join in with various activities throughout the day including Egg and Spoon race, Three Legged race, Knockout and Tug of War.

- The 8th November 1879 was also determined as the date that Geo Houlton & Sons Ltd was established by George Houlton Snr.. To celebrate the occasion of our 140th Birthday

we gathered operatives, office staff and as many site staff as possible and served up a big breakfast at our head office. New uniforms were also issued to the teams for this important date.

- Apprentices – continued to recruit and train apprentices, 4 new apprentices started in 2019 ; 11 apprentices currently employed.
- David Padden, Construction Director retired in February 2019 after 19 years service with the company and was presented with retirement gifts from the company and staff by Richard Houlton and Sean Hunter.



David Padden retirement presentation

- Sean Hunter promoted to Construction Director in March after a total of 31 years service with the company. Sean continued a long line of family members with Houlton's, starting as an apprentice bricklayer and earned several promotions over the years.
- Pam Stephenson joined the Houlton 25 Year Club in September when she was presented with a watch and ring by Life President Richard G Houlton.



Pam Stephenson 25 Year presentation

- Maintained accreditation for Investors in People – 19 years now of investing.
- Annual Pensioner and Long Serving Employees lunch celebration, held successfully once again at the Kingston Theatre Hotel, Hull.
- Supported World Mental Health Day with a series of Workshops and Toolbox Talks for all employees and our supply chain throughout October and November. We joined the YORhub initiative in supporting the issue of Mental Health and raising awareness within the construction industry.



Waverley Junior Academy sod-cutting ceremony

- Following our appointment by Rotherham Metropolitan Borough Council we broke ground on a new School project for Waverley Junior Academy procured via the YORbuild2 framework.
- Successful sod-cutting ceremony held at The Hepworth Wakefield Garden project. The Hepworth Gallery has created a beautifully landscaped garden by world renowned designer Tom Stuart-Smith, which is also one of the largest free public gardens in the UK.



The Hepworth Wakefield Garden

- Our YORbuild projects employment and skills plans for 2019 have given:
 - ⇒ Apprentice working weeks - 223
 - ⇒ Work experience placements -14
 - ⇒ School visits/workshops -17
 - ⇒ People progression into employment - 29
 - ⇒ New Apprenticeships (Houlton) - 3
- Houlton were involved with the Roots to Roof project again this year via a STEM and enterprise activity. Participating primary schools were supported by Humber Construction Training Group and the local Construction Industry allowing a more structured approach to promoting careers in Construction.

- Continued commitment to buy local to the area where we are working, e.g. Rotherham, Leeds, Wakefield, Goole, Hull, etc..
- Maintained support for Hull College Annual Construction Awards sponsoring the award presented to the Most Outstanding Student on a Brickwork Course.
- Houlton CAMHS site welcomed a visit by Humber NHSFT board, Smile Foundation and Viking FM for their Superhero Fundraiser event and supported the clients Chief Executive in the longest car wash day to raise funds for the charity.



CAMHS site visit

- Provided regular site visits for construction students from Hull College to our CAMHS site and from Rotherham College to our Waverley Academy project.
- Continued longstanding relationship with Hull Civic Society - Corporate Member.
- Two staff attended the CITB Humber Construction Occupation Skills Shortage Workshop.





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MARKETPLACE: continued

2019



Hull Minster Refurbishment

- Attended the YORscep2 meet the buyer event.
- We continued our support for the Health & Safety Executive Working Well Together Group, Humber Training Group and the Hull Building Safety Group.
- Houlton projects have featured and picked up awards as follows:-

⇒ Hugh Webster Scheme, constructed for The Goodwin Development Trust was a winner in the Best Social Housing Project at the 2019 South Yorkshire and Humber LABC awards. Our housing scheme for Hull City Council at Shannon Road, Hull was also a finalist in the same category.

⇒ Hull Civic Society presented us with Good Mark Awards for the refurbishment project at Ferens Art Gallery for Hull City Council and also for our remodelling and refurbishment project at Hull Minster.

⇒ Riverside Community Special School in Goole won the Best Educational Building Award at the North Yorkshire Building Control Building Excellence Awards. It was procured via the YORbuild 2 framework on behalf of East Riding of Yorkshire Council.

⇒ 'The Hide' at Top Hill Low Nature Reserve for Yorkshire Water was Highly Commended at the RICS Yorkshire awards.



Hugh Webster Scheme, Goodwin Development Trust



Riverside Special School Phase 1, ERYC



Shannon Road Housing, HCC



Ings Primary School children planting trees



- To celebrate our 140th Year our employees suggested planting commemorative trees to give us the opportunity to give something back to the community, help the environment and leave a legacy within the city that could last for another 140 years. So 14 standard trees, one for each decade, were planted at Hull's East Park with the assistance of Hull City Council and The Conservation Volunteers. In addition a further 140 whips, one for each year, were planted at Rockford Fields nature reserve Hull with the enthusiastic support of the children from Ings Primary School. On the day of planting we were joined by Radio Humberside who conducted an interview with Richard Houlton, our Life President.
- Houlton continued its support of Hull and East Yorkshire Children's University throughout 2019.
- Attended East Riding Apprenticeship Pathway Careers Event at Bishop Burton College giving interested students the opportunity to discuss apprenticeships with both training providers and their partner employers.
- We continued to run school site safety poster competitions for site safety signage on projects adjacent local schools. Also produced Houlton Site Newsletters on projects to keep local residents, client's, staff, etc. informed of current and future work on site as well as contact details for any queries.
- Another huge thank you from the Rotary Club of Hull for our continued support of their Humber Bridge 2019 Half Marathon by donating a portable office for officials and timekeepers.
- Work experience placements provided to a total of 5 students from Cottingham High School, Longcroft High School, Malet Lambert School and Winifred Holtby Academy.
- Jimmy Jennison, Building & Maintenance Contract Manager, volunteered to spend a night in a cell supporting Oscar's Chance, a charity that was raising money for a 4-year-old boy named Oscar to take him to the USA for an operation not available in the UK.



Pathways Careers Event at Bishop Burton College



Cheque presentation to Hull Children's University by Andrew Kingston



Tree planting at East Park, Hull

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**COMMUNITIES:
continued
2019**

- Support continued again for the Humberside Police Lifestyle 2019 Making a Difference awards.
- Houlton supported Smailes Goldie Charity Golf Day to raise money and awareness to support Hull Women's Aid charity.
- Houlton office and site staff again engaged in the Christmas Jumper Day raising funds in aid of the Hull Children's University Charity - £262.
- Houlton are proud to continue to support the CASE 250 Club partnership, CASE is a local charity working with local people and their families towards creating better life opportunities.
- Houlton supported Headlands School and Winifred Holtby Academy career events with mock interview sessions and career presentations.
- Provided a donation to Hymers College for their Christmas Carol Concert where all the proceeds went to the Emmaus Hull & East Riding homelessness charity.
- Houlton were invited by Hull Civic Society to talk to their members about our Hull Minster and Ferens Art Gallery projects, which due to their historical significance were of particular interest to the society.
- Supported Elloughton Blackburn FC u12 Blues tour to Holland in 2019.



Supporting Lifestyle 2019



Office Christmas Jumper Charity Day



Hull Cenotaph

- Houlton met the challenge set by Hull city Council to carry out alterations to its Grade II listed Cenotaph war memorial in order to provide access ramps, paving and retaining walls in time for Remembrance Sunday on the 10th November 2019. The company was also pleased to make a donation to the Royal British Legion to help support serving and ex-serving personnel all year round.



T-shirt sponsorship



The Hepworth Gallery Garden



- Our Headquarters Yard waste re-cycling achieved 100% re-cycled in 2019. A considerable improvement on 96% the previous year and well ahead of our target of 97% for the year.
- We continued membership of BRE SMARTWaste to monitor waste streams from our construction projects. 16 live sites monitored in 2019 which diverted 98% of site waste by volume from landfill, a significant 2% improvement on 2018.
- Houlton continues to adopt the principles of the Considerate Constructors Scheme to minimise the impact of activity in relation to a site's immediate surroundings, particularly with regard to noise, dust, litter, mud, transportation and parking. Performance Beyond Compliance certificate received for our Bellows Road Housing project for Rotherham Metropolitan Borough Council.
- We continued to promote the use of materials with a high recycled content on site where appropriate and timber from certified sustainably managed sources.



Bat boxes

- Promoted re-use of non-hazardous materials onsite or offsite.
- Improved biodiversity on sites including installing permanent or temporary ecology features where appropriate.
- Pollution prevention planning on sites ensured zero pollution incidents caused in 2019.
- Continued investment in new more energy efficient MFP printers and laser site and office printers, new laptops and PC's, etc.. Increased use of tablets on site to minimise paper and

electronic distribution

of drawings for similar efficiencies. New software modules purchased to allow viewing of documents and avoid the need to print hard copies on sites. Continued to re-cycle any redundant ICT equipment with local refurbishment company.

- Replacement of a further 6 company vans during the year with newer more efficient engines - with an average 10% CO² reduction for the new vehicles.



Attenuation tank



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FUTURE PLAN:

2020



At Houlton whilst proud of our achievements we are aware that there is always more to do and issues to address.

Endeavouring to engage with all stakeholders at all levels we continue to maintain and develop strategies for working with charities, education, tackling unemployment, and promoting creativity. We therefore continue to take our corporate and social responsibility very seriously and incorporate the staff and community benefit into all aspects of our work and when planning for the future.

Targets for 2020 include the following:-

- Continue to recognise CSR as an important part of our operations and always try to reach out to local people and be a caring neighbour in our communities.
- Continually review our integrated management system of Environmental Management, Health & Safety and Quality Management.
- Yard waste re-cycling – maintain at 100% over the next 12 months.
- Continue to implement waste minimisation and energy reduction measures on our sites and office including greater use of BRE SMARTWaste reporting tool.
- Employ a further two apprentices in the summer.
- Continue to nurture home-grown talent in the business.
- Maintain Houlton website and social media and publish Houlton Site Newsletters.
- Continue supporting YORbuild2 framework initiatives including YORbuild 4Good Fund.
- Promote and support the 2020 company employee selected charity, and other selected local charities.
- Support Humberside Police Night Challenge 2020.
- Continue to provide work placements and site visits to local schools and colleges.
- Complete training as identified in the company Training Plan developed from IIP appraisals.
- To develop our sub-contractor competency process and support and educate regarding their own CSR policy.

Quality Construction Built On Tradition

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