



CSR-report

FUTURE PLAN: 2024

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 2025 include the following:-

- Continue to recognise CSR as a key part of our operations, engaging with local people and being a considerate neighbour in the communities where we work.
- Continually review and improve our integrated management system covering Environmental Management, Health & Safety, and Quality Management.
- Maintain 100% yard waste recycling over the next 12 months as part of our ongoing commitment to sustainability and responsible site management.
- Continue to implement waste reduction and energy-saving measures across our construction sites and office to reduce our environmental impact.
- Employ a further two apprentices in the summer to support skills development and offer valuable opportunities within the construction industry.
- Continue to nurture and invest in home-grown talent within the business through training, mentoring, and development opportunities.
- Maintain the Houlton website and social media channels and publish regular news updates to highlight our projects and community involvement.
- Continue supporting the YORbuild3 framework and associated initiatives, including contributions to the YORbuild 4Good Fund.
- Promote and support the 2024 employee-selected charity, along with other chosen local charities, through fundraising and awareness activities.
- Continue to offer work placements and site visits to local schools and colleges where possible, to help inspire future careers in construction.
- Complete training identified in the company's Training Plan, developed through employee appraisals to support continuous professional development.
- Further develop our subcontractor competency process and help support and educate supply chain partners around their own CSR responsibilities.

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Houlton Corporate Social Responsibility Report 2024

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.

2024 continues to present economic challenges, with persistent inflation, fluctuating interest rates, and ongoing pressures on the cost of living affecting individuals, businesses, and industries alike. Global uncertainties, supply chain disruptions, and policy shifts have further influenced market stability, impacting sectors such as housing, energy, and public services. At Houlton, we remain committed to supporting our staff, clients, and local communities through these uncertain times, maintaining our focus on resilience, innovation, and delivering high-quality projects that make a positive impact.

We are very proud of the voluntary actions we have still taken, **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 **145th year** the Directors and Staff are proud to report our achievements throughout **2024** in relation to People, Marketplace, Communities and the Environment, as well as our targets for **2025** and the future.



Houlton



Houlton Staff at the Summer BBQ 2024

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PEOPLE: 2024



Dave Angus Retirement—48 Years Of Service



25 Years of Service Award—Andy Sharp

- Houlton have continued to recruit and support Apprentices throughout 2024. Houlton recruited 3 new apprentices, 2 new Apprentice Joiners and 1 new Apprentice Bricklayer. Houlton are proud to continue the relationship with Hull Adult Training in 2024. Houlton have a total of 13 site-based apprentices. As well as site-based learning Houlton also continue to provide learning for office-based roles. In 2024 we welcomed a new Trainee Estimator who is currently attending college to gain his qualifications.
- Houlton staff came together to enjoy an evening at The Boardroom in Hull. The evening consisted of fantastic food, competitive games of darts and shuffleboard and even better company. The team had an excellent night which was definitely one to remember.
- After 48 years of dedicated service, Site Manager, Dave Angus celebrated his retirement. Dave joined Houlton straight from school as an Apprentice Bricklayer, showing dedication and skill that saw him progress to Site Manager in 1991. Since then, he has been a key part of our team, working on many prestigious schemes such as the 7 million-pound CAMHS Facility project and the 9.5 million-pound refurbishment of Middleton Hall located on the Hull University campus.
- Houlton also hosted a Summer BBQ, bringing staff and their families together for a fantastic day in the sunshine! Guests enjoyed a delicious feast from LoveHogRoasts, music from DJ Adam Atkinson, and plenty of entertainment, including face painting by FacePaint4U, a bouncy castle, and a variety of garden games provided by Bounce About Castles. Beverley Rugby Club did a brilliant job ensuring everything ran smoothly and that drinks were always topped up!
- In 2024 Houlton continued to host Work Experience placements for students around the Hull area! We hosted an amazing 8 students throughout 2024, showing them all aspects of the construction industry.
- We celebrated 25 years of dedicated service from two valued team members: Andy Sharp, Contracts Manager at Houlton, and Mike Taylor, a Bricklayer. As we wrapped up the 2024 AGM, Life President Richard Houlton presented Andy with a watch and Mike with vouchers in recognition of their commitment. Their dedication to Houlton over the years is truly appreciated.



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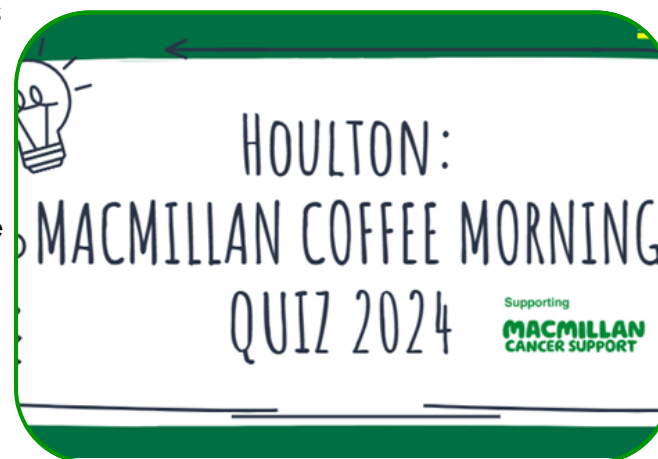
ENVIRONMENT: 2024

- Our Headquarters Yard waste re-cycling continued to achieve 100% re-cycled in 2024 — on target for the year.
- Continued investment within our IT department. A total of 9 new laptops ordered for staff, to ensure our technology is compatible with new software. 1 wide-screen monitor ordered and 3 new tablets to use for on-site operations.
- We also invested in 48 brand-new iPhones for staff across all departments. This upgrade not only enhances day-to-day communication across teams and sites but also allows us to capture higher-quality images for internal reports, project records, and client updates. Improved mobile technology helps streamline our operations, supports quicker decision-making on-site, and ensures our teams stay connected and efficient wherever they are.
- In 2023 we developed a bespoke app which has been utilised within our Fire Division, in 2024 we have invested in this app further and backend systems.
- We continued to monitor waste streams from our construction projects.
- 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.
- We continued to promote the use of materials with a high recycled content on site where appropriate and timber from certified sustainably managed sources.
- Improved biodiversity on sites including installing permanent or temporary ecology features where appropriate.
- In 2024 we purchased 5 new vans for our fleet.
- Our plant department purchased new equipment which totalled £127,968.



Christmas Jumper Day 2024

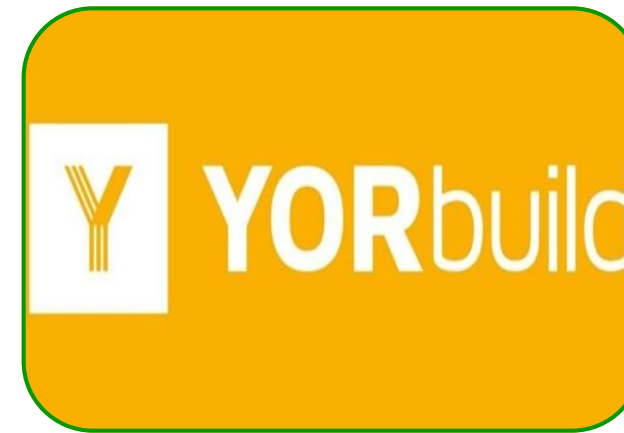
- We were delighted to have continued our long association with the Lifestyle Project—Humberside Polices youth engagement scheme. Students aged 10-18 are encouraged to enter with teams of 2-5 members and spend their summer carrying out a project which benefits their community.
- Staff at Houlton continued their support for Macmillan Cancer Support by participating in the annual coffee morning. Employees brought in a selection of homemade cakes and biscuits, which were enjoyed by all. Thanks to generous contributions and match funding from the company, a total of £358 was raised for the charity.
- As well as supporting Macmillan by doing the annual coffee morning we also utilised our Christmas Jumper Day to support the charity too!
- Houlton continued to facilitate students on Work Experience placements. Throughout 2024 we hosted 8 students for work experience, a mixture of both office based and site based placements. As part of our YORbuild3 commitment we aim to provide valuable work experience for students looking to pursue careers within construction. 5 of the students we hosted did placements on site and gained important skills and knowledge to take onto site to help the excel.
- As well as site based work experience placements we also had 4 students who attended Houlton offices to explore and experience office based roles within the company. We had two of those students who did experience with one of our current Quantity Surveyors who is currently doing a Degree Apprenticeship. Throughout the students time with us he saw all aspects of a Quantity Surveying Role both in the office and on-site. We had great feedback from this session.



Macmillan Coffee Morning Quiz

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COMMUNITIES: 2024



YORbuild3 Framework

- Houlton completed various schemes over 2024. These schemes included; Alterations and Refurbishment at Whitworth Bros a £3.7 million pound scheme located in Worksop. We also completed works at Rosmead Street
- We continued our support for the Health & Safety Executive Working Well Together Group, Humber Training Group and the Hull Building Safety Group
- 2024 marked the 88th year of commitment to Humberside Occupational Health and Safety Group (HOH&S). Houlton joined HOH&S two years after its establishment in 1934. An partnership which demonstrates Houltons dedication to upholding the highest standards of health and safety.
- Houlton was delighted to continue as a contractor on the YORBuild3 Framework, which also provided the opportunity to attend the highly successful Meet the Buyer events, helping to further expand the Houlton supply chain.
- Continued to meet membership requirements of Constructionline, SafeContractor and CHAS organisations.
- **Continued** commitment to buy local to the area where we are working, e.g. Bridlington, Hull, Goole, Leeds, Rotherham, Wakefield, etc..
- Houlton continued to attend numerous different events for multiple schools and colleges around the local area. We developed a strong working relationship with Wilberforce College and our Pre-Construction and Marketing Assistant attended the college for two days to hold mock interview sessions with the year 2 students in order to prepare them for apprenticeship interviews. We also continued to support Foundations Live and hold several different site visits for students.



Humberside Occupational Health and Safety Group



Mock Interviews at Wilberforce College

Assistant attended the college for two days to hold mock interview sessions with the year 2 students in order to prepare them for apprenticeship interviews. We also continued to support Foundations Live and hold several different site visits for students.