



Houlton

Corporate Social Responsibility

Report 2025

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

Throughout 2025, businesses have continued to face economic uncertainty and changing market conditions. At Houlton, we have remained committed to supporting our staff, clients, supply chain, and local communities while continuing to deliver high-quality projects with a focus on resilience, innovation, and sustainability.

We are proud of the voluntary actions we continue to take beyond our legal obligations, balancing our long-term business success with our social and environmental responsibilities.

In our 146th year, the Directors and Staff are proud to present our achievements throughout 2025 across People, Marketplace, Communities, and the Environment, together with our commitments for 2026 and beyond.

PEOPLE

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- Houlton are proud to continue recruiting and supporting Apprentices. Houlton recruited 3 new site apprentices and 1 office administrator apprentice. We are extremely proud to maintain our long-standing relationship with Hull Adult Training.
- In 2025 we celebrated the graduation of two of our office staff. Both Alex Fawcett, Estimator and Jack Tong, Quantity Surveyor graduated from Leeds Beckett University where they did BSc Hons Construction Quantity Surveyor courses. The company was proud to have helped them both achieve the on-site skills and experience needed to succeed in the course.
- After 19 years of service our IT Manager, David Peace retired. Dave introduced the companies current software workspace and worked behind the scenes to ensure the companies technology was working efficiently and effectively both in the office and on-site.
- In 2025, Houlton celebrated 25 years of dedicated service for four members of staff: Managing Director, Andrew Kingston, Operations Director, Mike Johnson, Operations Coordinator, Helen Evington and Site Manager, Jonathon Collinson. Each anniversary was noted with a gift from the company, present by our Life President, Richard Houlton. Their dedication to Houlton over the years is truly appreciated.
- In 2025 Houlton continued to support future generations by providing valuable Work Experience Placements. In 2025 we hosted 10 students for experience, we assisted a range of age groups In both site based and office based experience, giving them a realistic insight into the industry to inspire them and show them the vast career routes and pathways in construction.



*pictures showing top to bottom members of staff receiving 25 year service awards: Helen Evington, Jonathon Collinson, Mike Johnson & Andrew Kingston



*pictures showing top to bottom:
Completed site at Burden Road,
CHAS Elite contractors, Meet The
Buyer Event set up, Jack & Theo at
Foundations, Riannon & Jack at
Foundations

- Houlton completed various schemes over 2025. These schemes included; 4 New Build Council Properties on Burden Road, Beverley £1.2million, Leven Surgery Extension £700k, Hull College Extension £1.1million, University of York Summer Refurbishment £1.1million.
- We continued our support for the Health & Safety Executive Working Well Together Group, Humber Training Group and the Hull Building Safety Group
- 2025 marked the 89th year of commitment to Humberside Occupational Health and Safety Group (HOH&S). Houlton joined HOH&S two years after its establishment in 1934.
- 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. In 2025 we became accredited with CHAS Elite. Demonstrating our commitment to maintaining the highest industry standards.
- 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 maintained our 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 attended another local school, Winifred Holtby to hold Mock Interviews for the year 10 students.
- We continued to support Foundations Live and hold several different site visits for students doing construction courses in the area.

COMMUNITIES

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- In 2025, Houlton began a partnership with Hull and East Yorkshire Children's University, becoming Bronze Members. Throughout the year, we both attended and hosted several fantastic events, including a careers fair, a charity football match, and sponsoring a school trip for students to learn about their city during the war through 'The Blitz Experience'. We also attended their annual charity ball and hosted a careers day for a class of pupils at Hull Training and Adult Education, where students took part in hands-on activities across various construction trades, including joinery, bricklaying, and painting and decorating. In addition, we supported the HEYCU Breakfast with Santa, purchasing Christmas presents for a class of underprivileged children and dressing as elves to hand them out, helping create a truly magical morning.
- 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 £348.36 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!



Images from left to right show: Macmillan Coffee Morning 2025, Houlton Christmas Jumper Day 2025, Bronze Partnership for HEYCU, HEYCU Careers Day, HEYCU Children at the Blitz Experience, Breakfast with Santa!

ENVIRONMENT

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- Our Headquarters Yard waste re-cycling continued to achieve 100% re-cycled in 2025 — on target for the year.
- Continued investment was made in our IT infrastructure throughout 2025. We purchased 11 new laptops, 9 Lenovo tablets to support on-site operations, together with replacement screens and batteries to extend the life of existing equipment. We also upgraded our meeting facilities with new video conferencing equipment and invested in monitors, printers, keyboards, mice, docking stations and other accessories to improve productivity across the business.
- Alongside our hardware investment, we renewed essential software licences, including Microsoft 365 and workspace hosting services, ensuring our staff continue to benefit from secure, reliable and modern technology that supports efficient collaboration and high-quality service delivery.
- 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.
- Improved biodiversity on sites including installing permanent or temporary ecology features where appropriate.
- In 2025 we purchased a total of 7 new vehicles for our plant department, keeping our fleet and equipment to the highest spec. All of which have been wrapped in the newest Houlton branding.
- Our plant department purchased new equipment which totalled £134,581.50
- As part of our work at Bude Park, in partnership with Esteem, we removed a number of trees to facilitate the project. To enhance biodiversity and compensate for their removal, we replanted trees at a 3:1 ratio. Working alongside Council ecologists, we selected species best suited to the local habitat, and invited pupils from Bude Park Primary School to help plant them as part of a social value initiative.



Images from left to right show: Houlton planting initiative at Bude Park, New Van Wraps

FUTURE PLANS

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 2026 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 2025 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.