



Houlton's Josh Hunter competing at the WorldSkills European Competition 2016—Gothenburg, Sweden for SquadUK.



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 other stakeholders very seriously.

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

The Directors and Staff are proud to report our achievements throughout 2016 in relation to People, Marketplace, Communities and the Environment, as well as our targets for 2017 and the future.



Together Making a Good Job Great



Josh Hunter and WorldSkills competition piece

# csr-report

2016  
PEOPLE:

- Very proud at further success for Houlton trainee Josh Hunter after winning a gold medal at the WorldSkills UK last year he was selected to represent the UK with **SquadUK** at the **WorldSkills European Competition** held in Gothenburg in December 2016. This included a training camp in Denmark in July to work with European size bricks. It was the largest international skills competition in Europe with 500 competitors from 28 countries over 3 days with 65,000 visitors. Josh was in the UK team of 19 which eventually finished a creditable 9th overall.



Josh Hunter with SquadUK



Josh Hunter with SquadUK

- This followed Josh's success, when as Houlton's 350th of 367 apprentices since 1879, he won the **Apprentice of the Year for England** at the CITB Managing Agency Apprenticeship Awards in London in October 2016. The award was presented to Josh by Phil Vickery former rugby union prop and member of England's World Cup winning squad from 2003.



Josh Hunter with CITB Award



Josh Hunter at CITB Awards Ceremony





**CITB National Award Winners 2016**



**Annual pensioners and long serving employees luncheon**

- Annual Pensioner and Long Serving Employees luncheon celebration.

- Houlton Site Manager Alan Bright retired after completing 48 years service. Alan's father before him, Frank Bright, also had 31 years service with the company, including being a founder Director of our plant and transport subsidiary.



**Alan Bright retirement celebrations**

- Maintained accreditation for Investors in People – 16 years now of investing.

- Apprentices – continued to recruit and train apprentices, 4 new apprentices started in 2016 ; 8 apprentices now employed plus 3 apprentices successfully completed their training during the year. Continued commitment to developing the skills of young people in the company.

- Further college studies supported with 3 employees enrolled on HNC Construction and the Built Environment, 2 employees enrolled on BTEC Subsidiary Diploma in Construction and 1 employee on a Construction Management Degree.

- At Hull College Construction and Green Energy Skills Awards Ceremony, in June 2016, three of Houlton students were honoured as the Best Student on their respective courses:-

- ◆ Josh Hunter in recognition of his achievements over the last few years and being invited to join SquadUK with WorldSkills, and representing the UK at the European Competition held in Gothenburg, Sweden in December 2016.
- ◆ Chris Wilson was presented with the Keepmoat Award for the Most Outstanding Student on a Diploma in Construction and the Built Environment.
- ◆ Vladimir Fomin won the Hull College Award for the Most Outstanding Student on an Extended Diploma in Construction and the Built Environment and also a special award; the Richard Wilson Award for the Most Outstanding Student on a Professional Construction Course.



**Chris Wilson Hull College award presentation**



**Josh Hunter Hull College award presentation**



**Vladimir Fomin Hull College award presentation**



**East Riding College, Beverley shortlisted for a Constructing Excellence Award.**



- Hull Building Safety Group Best Site Safety Performance Award to Principal/Main Contractor 2015/2016 – 2nd position - once again meeting our top three target for the year, and an improvement on 3rd place last year.

- Our YORbuild projects employment and skills plans for 2016 have given:
  - ⇒ 82 Apprentice working weeks
  - ⇒ 26 People progression into employment
  - ⇒ 8 People work experience
  - ⇒ 8 School visits/workshops



- Support for YORhub 4 Good Fund which aims to support economic regeneration across the Yorkshire and Humber region. The 4 Good Fund provides grants of up to £10,000 to community projects. A small percentage of the YORbuild frameworks' project fees are contributed to the Fund and contractors also have the option to offer a contribution in time of up to 50% of their total Fund contribution for any project in order to build up a "Time Bank". We provided nearly £10,000 to the fund in 2016 from several YORbuild projects.

- Continued commitment to buy local to the Hull area – including buying local to out of town work locations, e.g. Sheffield, Leeds, etc.. In 2016 50% of sub-contractor spend was local to the Hull area.



**BBC with Peter Barnicoat  
Houlton's Contracts Manager**

- Maintained support for Hull College Annual Construction Awards sponsoring the award presented to the Most Outstanding Student on a Brickwork Course.
- Continued longstanding relationship with Hull Civic Society - Corporate Member.
- The Minister of State for Culture and the Digital Economy, Ed Vaizey visited our site at Ferens Art Gallery which was getting a multimillion-pound makeover and shortly afterwards BBC Look North's Anne-Marie Tasker was given exclusive behind-the-scenes access .



**Ed Vaizey interviewed at  
Ferens Art Gallery**

- East Riding College, Beverley project shortlisted for a Constructing Excellence Award.
- Resounding success following the YORbuild2 Framework Awards in March 2016 with a clean sweep of all Areas and value Lots we wanted to win. YORbuild1 provided us with some £100m of work over its duration.





**Leeds Housing Street naming competition.**



- 32 apartments for Leeds City Council handed over and the new homes are now known as Railway Close thanks to local Richmond Hill primary school year one pupil Harry. Harry suggested the title as part of a competition to name the new street.

- Support for Humberside Police Lifestyle 2016 Night Challenge by providing temporary toilets and lighting when 150 youngsters aged 13-17 undertook an overnight 13 mile hike with various challenges set along the way.

- Donated to the "Team Kili" fundraising challenge where a group of Hull business leaders conquered towering Mount Kilimanjaro and raised a superb £55,000 to support the transformation of the city's Holy Trinity Church £4.5m development project—which is now being undertaken by a Houlton team.

- Continued to run school site safety poster competitions for site safety signage on projects adjacent local schools.

- 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.

- Continued support of Rotary Club of Hull Humber Bridge Half Marathon by supplying portable office for officials and timekeepers.



**Holy Trinity Team Kili**



**Humber Bridge Half Marathon**

- Proud to continue our support for the Friends of the Ferens Art Gallery and sponsor their regular newsletter for the next two years.



**Students at Ferens Art Gallery site visit**

- Welcomed 11 students from Hull College BTEC Subsidiary Diploma in Construction and the Built Environment course to our Ferens Art Gallery site. In addition the site hosted students weekly for a full day of work experience with 5 students gaining valuable site based experience between March and June 2016, these students also spent a full day within our different departments at our Head Office. One student subsequently offered full time permanent employment with the Company.

- Work experience placements provided to 3 students from Hornsea School and Language College, Malet Lambert and Wolfreton Schools.



**Humber Street - Pinky Graffiti Artist and Work**



- Houlton's Humber Street Refurbishment project in Hull was visited by the Hull born but now Brighton based famous artist Pinky to demonstrate his vast spectrum of styles with artwork on the original shutters retained in the development. The new artwork brings a splash of colour to the street scene and clearly highlights the links back to the busy fruit and flower market that occupied these buildings for many years.
- Houlton were pleased to announce that they had chosen to support Hull Children's University as this year's charity. HCU believes that ALL children should get to see beyond the end of their street and experience the world around them. Houlton also provided 2 prizes for a charity dinner which together raised £500 and supported a race night event.
- Houlton are proud to continue to support CASE in 2016 as a member of the CASE 250 Club partnership. CASE is a local charity working with local people and their families towards creating better life opportunities.
- Houlton site team at the STEM project at Sheffield Hallam University got involved in the Mission Christmas campaign which is part of the wider Cash for Kids Charity championed by the Bauer Radio Group. Houlton site staff, sub-contractors and consultants raised £381.



**Office Christmas Jumper Charity Day**

- Houlton office and site staff also engaged in the inaugural Christmas jumper day in aid of the Hull Children's University Charity, our chosen charity. Site teams and Contractors got involved in the day and we raised over £279.
- Houlton once again supported Teentech July 2016 at KC Stadium in Hull which was attended by two staff members.



**Site Xmas Charity Day**

- Continued support for RNLI Charity Golf Day.
- Supporter of Hull City Hall Classics season 2016/17, a partnership between the venue, Hull Philharmonic Orchestra and the Royal Philharmonic Orchestra. A series of concerts featuring world-class orchestral music, which has been the most successful yet at the venue.





**Houlton Yard Re-cycling Facility**

- Yard waste re-cycling – 95% re-cycled last year.



- Continued registration of projects with BRE SMARTWaste, 13 live or completed registered sites in 2016 generating 3,521 cu m of waste by volume of which 78% was diverted from landfill and 9 tonnes of waste by tonnage of which 100% of waste was diverted from landfill.

- Integrated Management

System certification implemented with BM TRADA to certify our Environmental Management System, Health & Safety and Quality Management systems to improve auditing and performance.

- Houlton continued their commitment to the safety and wellbeing of its employees and other road users by organising a number of sessions on driver safety. Humberside Fire and Rescue, who are a partner of Safer Roads Humber, along with Humberside Police, Ambulance Service and Hull City Council visited the Houlton offices to deliver a presentation on the importance of driver awareness and the importance of identifying risks.



**Driver training**



**Underfloor heating**

- Sustainable construction methods incorporated in projects including biomass boilers, wind turbines, solar water heating, ground source under floor heating and photo-voltaic panels.
- Houlton continues to adopt the principles of the Considerate Constructors Scheme on many sites 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.
- Continued use of recycled materials were appropriate on site and timber from certified sustainably managed sources.

- Continued ICT improvements with new more energy efficient equipment - head office Multi-Function-Printers, laptops and PC's. Installed new telephony system utilising 'click to dial' feature. Continued to re-cycle various redundant ICT equipment with local refurbisher.

- Replacement of a further five company vans during the year - giving a 4.4% CO<sup>2</sup> reduction for the new vehicles.





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 are establishing foundations and developing strategies for working with charities, education, tackling unemployment, and creativity. We therefore continue to take our corporate and social responsibility very seriously and incorporate it into all aspects of our work and when planning for the future.

#### **Targets for 2017 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 – improve from 95% to 96% over 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.
- Top three score in Hull Building Safety Group Safety Awards.
- 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 2017 company employee selected charity.
- Support Humberside Police Lifestyle 2017, including Night Challenge and Rock Challenge.
- Continue to provide work placements 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 to request information regarding their CSR policy.

## **Quality Construction Built On Tradition**

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