



Supporting the Beach Family Day



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 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.

The Directors and Staff are proud to report our achievements throughout 2017 in relation to People, Marketplace, Communities and the Environment, as well as our targets for 2018 and the future.



CONCOM  
CONTRACTOR COMPETENCY



Together Making a Good Job Great



Team UK ready for WorldSkills, Abu Dhabi 2017



Very proud of continued success for Houlton bricklayer Josh Hunter, after winning a gold medal at the WorldSkills UK in 2015 and having a successful EuroSkills campaign in Gothenburg late 2016, Josh was selected to represent the UK again as part of Team UK at the WorldSkills event in Abu Dhabi in 2017. Josh, the reigning CITB Apprentice of the Year in 2017, competed in what was billed as the toughest skills competition in the world. WorldSkills Abu Dhabi saw over 1,000 apprentices and students from 70 countries come together to compete to be named the top in their chosen skill in the world. At WorldSkills Abu Dhabi 2017 the UK retained its position of Top 10 through Team UK's excellent performance.



Josh Hunter at WorldSkills 2017



Josh Hunter with Team UK



Josh Hunter at Al Ezzah School in Abu Dhabi



Josh Hunter at Al Ezzah School in Abu Dhabi





Griffin Primary School at Hull Minster



Annual pensioners and long serving employees luncheon

- Annual Pensioner and Long Serving Employees lunch celebration, held once again at the Kingston Theatre Hotel in Hull.
- Maintained accreditation for Investors in People – 17 years now of investing.
- Apprentices – continued to recruit and train apprentices, 2 new apprentices started in 2017 ; 7 apprentices currently employed.

employee completing their BTEC Level 4 HNC Diploma and another employee gaining their BSc Construction Management.

- Houlton employees Helen and Karen were just two of the 43,127 runners competing in the 37th Great North Run in 2017, knocking three minutes off their personal best time, to complete the Newcastle to South Shields course in 2:32:07. They raised over £300 for the Hull and East Yorkshire Children's University via sponsorship at home and work.



Karen and Helen with their Great North Run medals

- Houlton's Josh Hunter also won the Hull Daily Mail Golden Apples Education Award for the Apprentice/Student of the Year for 2017.

- Arranged with Hull Children's University for pupils from Griffin Primary School Hull to visit our major refurbishment at Hull Minster (formerly Holy Trinity) and learn all about the building work on this historic building.



Griffin Primary School at Hull Minster



Josh Hunter Golden Apples Award

- We continued our support for the Health & Safety Executive Working Well Together Group, Humber Training Group and the Hull Building Safety Group.



HRH the Prince of Wales visiting the Goodwin Trust



- Hull was treated to a Royal visit in February 2017 when the Prince of Wales and the Duchess of Cornwall visited various landmarks and organisation in the city. Amongst the schedule were three visits that had Houlton connections. The Prince of Wales and the Duchess of Cornwall first met local school children at the Ferens Art Gallery, extended and refurbished by the Construction Division and handed over ahead of the City of culture celebrations in January 2017. Then Prince Charles went on to visit Hull Minster to see the re-modelling work undertaken by Building & Maintenance Division, as well as incorporating a visit to The Goodwin Development Trust who are also a Client.
- Hull Building Safety Group Best Site Safety Performance Award to Principal/Main Contractor 2017 – 1st position - once again meeting our top three target for the year.



The Duchess of Cornwall at Ferens Art Gallery



HBSG Award

- Our YORbuild projects employment and skills plans for 2017 have given:
  - ⇒ Apprentice working weeks 54
  - ⇒ People work experience 7
  - ⇒ School visits/workshops 15
  - ⇒ People progression into employment 12
- Continued commitment to buy local to the area where we are working, e.g. Sheffield, Leeds, Hull, etc..

- 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 Humber Street Regeneration Project in Hull won The Great Street 2018 Award at the Academy of Urbanism ceremony in London in November 2017. Houlton were pleased to be involved in this successful project which has transformed the former home of the Hull Fruit Market and now forms a vibrant connection between the Marina, Pier, High Street and the Deep.
- The Houlton Team constructed a new concrete plinth to rehouse the Cormorant Boat sculpture at the Pier due to the City of Culture public realm works. It was unveiled by the original artist from 30 years ago Kate Siddle and Councillor Martin Mancey, the city council's regeneration portfolio holder.



Cormorant Boat Sculpture





**Beach/Family Day**



- Houlton started their Partnership with The Hull Children's University in January 2017 when we handed over a donation to the Charity, which included money raised from our Christmas Jumper event.

- Support continued for Humberside Police Lifestyle 2017 Night when 150 youngsters aged 13-17 undertook an overnight 13 mile hike with various challenges set along the way.

- Houlton supported Hull City Council's 6th annual Beach/Family Day at the King George V playing fields, Cottingham Road. We supplied 15 Tonnes of sand to create a beach for children to play in, along with flags for sandcastles.



**The Hull Children's University cheque presentation**

- We continued to run school site safety poster competitions for site safety signage on projects adjacent local schools.
- We 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 a portable office for officials and timekeepers.
- We are proud to continue our support for the Friends of the Ferens Art Gallery and sponsor their regular newsletter for the next year.
- Work experience placements provided to 2 students from Winifred Holtby and Hessle High Schools.
- At the new Selby College Aspiration Building extension 60 full- time construction students from the College were given an opportunity to enrich their learning, by visiting the site and getting a better feel for the different skills used by Houlton's site team and an insight into what life on a working construction site is really like.
- Sponsorship gifts supported several local charities through the year.
- We completed five Career presentations by Houlton Staff at Winifred Holtby Academy.



**Students at Selby College site visit**



**James Jennison at Winifred Holtby School**

# csr-report

**2017  
COMMUNITIES:  
continued**

- Houlton sponsored a group of 17 pupils from Hull Collegiate School who travelled to the Kanungu district of Uganda in July 2017 to teach local children and also take much needed supplies. Our sponsorship went toward funding the visit and saw the Houlton brand reach a different continent with our logo on their T Shirts.
- Houlton supported NYEBP (North Yorkshire Business and Education Partnership) and Humber Training Group with a pilot scheme called Roots to Roofs. This schools and careers programme was designed to give primary school children an insight into the different careers and opportunities available in the construction industry. We worked with Hallgate and Stockwell Primary Schools.
- 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's James Jennison, a former pupil at Winifred Holtby Academy Trust , worked with students studying Construction to help them sharpen up their carpentry skills at 3 workshop sessions. James worked with the Y10's and discussed routes into further education, apprenticeships and employment.
- Houlton office and site staff also engaged again in the 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 £131.



**Office Christmas Jumper Charity Day**

- Houlton supported Hornsea School and Language College career event with mock interviews and a stand staffed by Houlton members.
- We supported Hull City Hall Classics season in 2017, a partnership between the venue, Hull Philharmonic Orchestra and the Royal Philharmonic Orchestra.
- Students visited Houlton's Brownlee Triathlon Centre site at Leeds to inspect progress and view the new footbridge over the cycle tracks.

- Our Safety Manager gave Health and safety presentations to pupils at Longhill Primary School, Hull and Riverside Special School, Goole.
- Houlton staff assisted with mock interview sessions at Wickersley School and Sports College and Rawmarsh Academy, Rotherham.



**Brownlee Triathlon Centre**





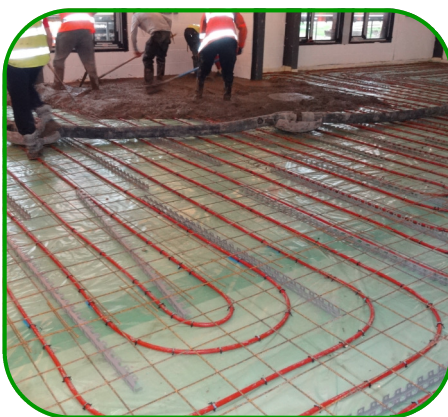
Houlton Yard Re-cycling Facility



- Our Hyperion Street Yard waste re-cycling reached 96% re-cycled last year, a 1% improvement on 2016.
- We continued registration of projects with BRE SMARTWaste, twelve live or completed registered sites in 2017 of which eleven sites have diverted 84% of waste from landfill by volume and one site that diverted 97% of waste from landfill by tonnage.
- Our Integrated Management System certification is maintained with BM TRADA to certify our Environmental Management System, Health & Safety and Quality Management systems.
- Sustainable construction methods have been incorporated in projects including biomass boilers, wind turbines, solar water heating, under floor heating and photo-voltaic panels.
- 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.



Sustainable drainage



Underfloor heating

- We continued to promote the use of recycled materials were appropriate on site and timber from certified sustainably managed sources.
- We continue ICT improvements with new more energy efficient equipment - head office Multi-Function-Printers, laptops and PC's. Continued to re-cycle various redundant ICT equipment with local refurbisher and mobile phones to benefit a local charity . New software for distribution by download to reduce printing paper drawings and postage.

- Replacement of a further company van during the year - with a 13% CO<sup>2</sup> reduction for the new vehicle.



Photo-voltaic panels



## csr-report

**FUTURE:**

**2018**

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 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 2018 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 96% to 97% 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 2018 company employee selected charity, and other selected local charities.
- Support Humberside Police Lifestyle 2018, 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 and support and educate regarding their own CSR policy.

## Quality Construction Built On Tradition

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Together Making a Good Job Great