



CSR-Report

Houlton Corporate Social Responsibility Report 2023

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.

2023 has been a challenging year for many, with a significant increase in the cost of living putting additional pressure on individuals and families. Global conflicts, political uncertainty and policy changes have further affected our economic stability, with ongoing debates over housing, energy prices, and public service funding impacting both our industry and personal lives. At Houlton, we are committed to supporting our staff and their families while also striving to make a positive impact in our local community during these difficult times.

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 **144th year** the Directors and Staff are proud to report our achievements throughout **2023** in relation to People, Marketplace, Communities and the Environment, as well as our targets for **2024** and the future.



Constructionline
Platinum Member



CONCOM
CONTRACTOR COMPETENCY



Accredited Contractor
CHAS.co.uk



30691

CSR-Report

PEOPLE: 2023



The Ladies of Houlton visiting Brunswick Arcade

- Houlton have continued to recruit and support Apprentices throughout 2023. Houlton recruited 4 new apprentices which was a mixture of both Apprentice Joiners and Apprentice Bricklayers. Houlton was proudly named as one of the Top 50 SME Apprentice Employers of 2022 by the Department of Education. In 2023 Houlton have 3 Bricklaying Apprentices, 6 Joinery Apprentices and 1 Ground Worker Apprentice.
- The female staff members at Houlton had the opportunity to witness the business from beyond the office. The women had a morning at the £3million pound refurbishment, Brunswick Arcade. Starting with an in depth Health and Safety Talk by Site Manager, Lee Carrol and SHEQ Manager, Nik Kilsby. Followed by a walk round of the site. The ladies had a great day out which they found very insightful to see the business operations in full-swing.
- The Houlton staff came together to enjoy an evening Ten-Pin Bowling. The staff evening was well attended by the office staff. It was an evening full of fun and laughter which really demonstrated the great qualities within our team. The competitive spirit was present and the bowling champion was our Customer Care Manager, Mark Elliot.



Houlton Staff Bowling Event



William Horton—Work Experience Student

- In 2023 Houlton warmly welcomed four work experience students. The students varied from Secondary education to A-level students. One of the students was William Horton, son of our Pre-Construction Manager. Will had a week at Houlton which he experienced each department and worked hard both on site and in the office. We also welcomed A-level student, Theo Carlin who wished for experience in Quantity Surveying and Estimating. After a successful work experience placement, Theo is now an Assistant Quantity Surveyor being supported through his HNC level 4 whilst working for Houlton.



YORbuild3 Framework

CSR-Report

MARKETPLACE: 2023

- Houlton completed various schemes over 2023. The schemes included Northcott SEND School Modular Extension—a scheme totalling a value of £705k. Newman School which was a classroom extension that valued over £3 Million. The demolition and refurbishment of Brunswick Arcade, an amazing scheme with lots of local history which valued £2.1 Million.
- Throughout 2023 Houlton attended various awards evening such as the Hull Adult Training Awards, an awards evening Houlton proudly acted as the main sponsor. As well as the Hull Adult Training Awards, Houlton also attended the Construction Excellence awards with Alan Woods who won Highly Commended for the work on Hull Minster.
- Houlton were thrilled to remain as a contractor on the YORBuild3 Framework which also meant attending the very successful Meet The Buyer Events to help expand the Houlton Supply Chain.
- Continued to meet membership requirements of Constructionline, SafeContractor and CHAS organisations.
- We continued our support for the Health & Safety Executive Working Well Together Group, Humber Training Group and the Hull Building Safety Group
- **Continued** commitment to buy local to the area where we are working, e.g. Bridlington, Hull, Goole, Leeds, Rotherham, Wakefield, etc..
- Houlton attended a series of different educational events for the school and college students in the local area. One of the biggest events was Foundations Live, an event attended by over 500 people encouraging different careers and opportunities in the Construction Industry. Other events included Mock Interview sessions in both Winifred Holtby and Kelvin Hall School . As well as careers fairs in schools to highlight the different career paths for students looking at the next steps. c



Construction Excellence Awards



CSR-Report

COMMUNITIES: 2023

Dancing Through the Decades—NHS

- We were delighted to have continued our long association with the Lifestyle Project—Humbly Grove Police 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.
- As part of the Lifestyle Project, Houlton are proud to assist with the Night Challenge. One of our Contracts Managers, Robin Forster has helped with the Night Challenge for 11 years. Robin sets up the lighting for the trail and facilitates a series of amenities from toilet facilities to supplying snacks. This year the challenge was themed around mental health and the importance of seeking help when challenged with mental health problems. This year Robin set out to enjoy his retirement and therefore showed fellow Contracts Manager, Dave Collins the ropes.
- Staff at Houlton continued to support Macmillan Cancer Support by taking part in their annual coffee morning. The staff bought in a variety of home baked cakes and biscuits that were truly enjoyed by all. Overall with match funding from the Company a total of £536 was raised for the charity.
- Houlton supported the CEO of the Humber Teaching Trust, Michele Moran's Dancing Through the Decades Challenge which was in aid of the NHS' 75th anniversary. Michele danced for 8 hours dancing to music from different decades starting from the 40's through to our current decade. The staff at Houlton selected and sponsored two songs for Michele to dance too; Build Me Up Buttercup from the 60's and We Built This City from the 80's
- A team of four from Houlton took to the golf course in aid of the Health Stars Charity which supports the local hospitals. Managing Director, Andrew Kingston, SHEQ Manager, Nik Kilsby and two Contracts Managers, David Rowe and Dave Collins represented Houlton and had a great day supporting the charity.



Dave Collins at the Night Challenge.



Health Stars Golf Day



Time Capsule at Northcott

CSR-Report

ENVIRONMENT: 2023

- Our Headquarters Yard waste re-cycling continued to achieve 100% re-cycled in 2023 — on target for the year.
- Continued investment within our IT department. A total of 16 new laptops ordered for staff, to ensure our technology is compatible with new software. 2 wide-screen monitors ordered and a new tablet to use within the Fire Division.
- Not only did we invest in our hardware but we invested money in our software too. We purchased a new Virtual Server for our Accounts department. As well as that our Accounts department also benefitted from a new module on our accounts system to enable OCR scanning for invoices.
- The Fire Division also benefitted from the development of a new bespoke app to assist with the management of handling door measures, installation and maintenance and submittal of staff documentation such as timesheets, holiday requests and vehicle checks.
- We continued to monitor waste streams from our construction projects. 14 live sites monitored in 2023 which diverted 98% of site waste by volume from landfill.
- 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 2023 we began rewrapping our van fleet with the new Houlton branding.
- Our plant department purchased new equipment which totalled £67,421.



New Houlton Van Designs



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 2024 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.
- Employ a further 2 apprentices in the summer.
- Continue to nurture home-grown talent in the business.
- Maintain Houlton website and social media and publish news items on our website..
- Continue supporting YORbuild3 framework initiatives including YORbuild 4Good Fund.
- Promote and support the 2023 company employee selected charity, and other selected local charities.
- Continue to provide work placements and site visits to local schools and colleges, where possible.
- Complete training as identified in the company Training Plan developed from employee appraisals.
- To develop our sub-contractor competency process and support and educate regarding their own CSR policy.

Quality Construction Built On Tradition

**Geo. Houlton & Sons Ltd.
Hyperion Street
Hull
HU9 1BD**

Phone: 01482 320486

**Visit our website for the latest
news:-**

www.houlton.co.uk