



Houlton Hull Minster Event



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.

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 **2018** in relation to People, Marketplace, Communities and the Environment, as well as our targets for **2019** and the future.



**Constructionline**  
Platinum Member



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Together Making a Good Job Great



**Houlton Football Team**

# csr-report

**2018  
PEOPLE:**



**Annual pensioners and long serving employees luncheon**

- Annual Pensioner and Long Serving Employees lunch celebration, held successfully once again at the Kingston Theatre Hotel in Hull.
- Maintained accreditation for Investors in People – 18 years now of investing.
- Apprentices – continued to recruit and train apprentices, 4 new apprentices started in 2018 ; 8 apprentices currently employed.

- Karen Townend retired from our Accounts team after 24 years, she began as a

temp in accounts back in 1994 and was presented retirement gifts by Richard Houlton with staff members in attendance.

- Two long serving Houlton employees retired at the end of 2018 - Sue Burgess who retired after over 24 years working as Administrative Assistant in the Building & Maintenance team and Simon Helm who worked for Houlton for 40 years as a bricklayer with the Construction team. Both were presented with retirement gifts by Richard Houlton.

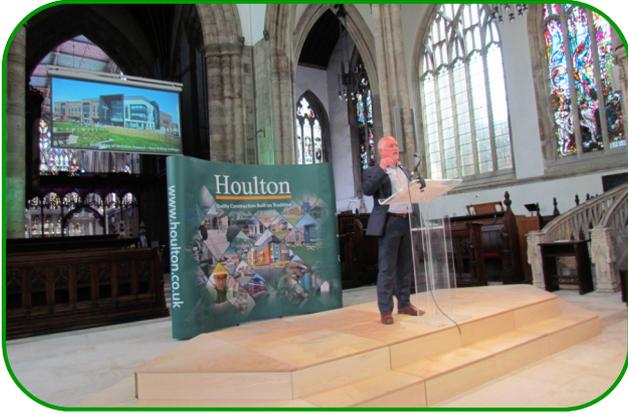


**Karen Townend retirement presentation**



**Houlton staff golf meeting**

- The inaugural Houlton staff golf meeting took place at Cottingham Parks Golf and Leisure Club in June and was enjoyed by all who competed.
- We were pleased to announce well deserved internal promotions within the Building & Maintenance department in 2018 with James Jennison promoted from Site Manager to Contracts Manager and Matthew Emerson promoted from Site Supervisor to Site Manager.



Andrew Kingston MD welcoming people at Hull Minster



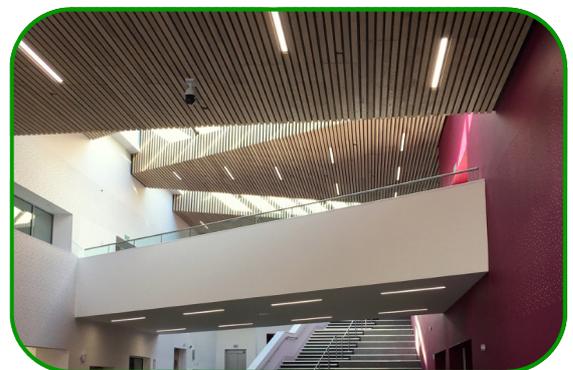
- Houlton held a successful event at Hull Minster in May to mark the completion of the re-ordering and roofing project. The event was attended by clients, consultants, subcontractors, colleagues and friends of Houlton. It included a tour of the tower for those who were brave enough to climb the 180 steps to the bell tower and roof.
- Our YORbuild projects employment and skills plans for 2018 have given:
  - ⇒ Apprentice working weeks 286
  - ⇒ Work experience placements 9
  - ⇒ School visits/workshops 22
  - ⇒ People progression into employment 25



Hull Royal Infirmary photograph

- Houlton achieved Constructionline Platinum Level Status following the completion of an extended questionnaire, and desktop and site assessment. This is the highest level of attainment that can be achieved on Constructionline and makes us one of a few regional main contractors to be working to platinum level standard.
- Supported GoConstruct Roots to Roof STEM Construction event promoting construction as a career to several Hull schools whose pupils were kept busy building model houses - with team names such as Acorn Builders and Beef Builders!
- Continued commitment to buy local to the area where we are working, e.g. Rotherham, 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.
- Houlton won two of the top three places in YORhub's first Photography Competition for their framework contractors. John Bayliss and Chris Carline won 1st and 3rd respectively from over 80 entrants for images of our work at Sheffield Hallam University's STEM project and the Hull Royal Infirmary re-cladding works.



Sheffield Hallam University winning photograph



**Spurn Point Visitor Centre**



- Building & Maintenance project "The Hide" for Yorkshire Water picked up the RIBA 'Yorkshire Award'. The feature building is the centre piece at Tophill Low Nature Reserve near Driffield.
- Attended the YORscep2 meet the buyer event at New York Stadium, Rotherham.
- We continued our support for the Health & Safety Executive Working Well Together Group, Humber Training Group and the Hull Building Safety Group.
- Houlton projects have featured and picked up awards as follows:-



**'The Hide' Tophill Low**

- ⇒ Spurn Point Visitors Centre for The Yorkshire Wildlife Trust was named as the best Public Service Building at the LABC Building Excellence Awards – North and East Yorkshire and also shortlisted in the Project of the Year Category at the Constructing Excellence Awards – Yorkshire and Humber.
- ⇒ William's Den project at North Cave for Mr & Mrs C Carver was Highly Commended in the Sustainability category at the Constructing Excellence Awards – Yorkshire and Humber, and also Winner in the Tourism & Leisure Category at the RICS Yorkshire and Humber Awards 2018.
- ⇒ The Brownlee Centre project, for the University of Leeds was the Winner in the Value category at the Constructing Excellence Awards – Yorkshire and Humber.



**William's Den**



**Brownlee Centre**



Brick Signing by Pupils of Riverhead Special School, Goole



- Houlton continued its support of Hull and East Yorkshire Children's University for 2018/19. Rosanna from the Charity was presented with the £2000 donation by Richard Houlton.

- Support continued again for the Humberside Police Lifestyle 2018 Making a Difference awards .

- Attended East Riding Apprenticeship Pathway Careers Event at Bishop Burton College promoting apprenticeships and volunteering to students from across East Yorkshire.

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



The Hull Children's University cheque presentation

- Another huge thank you from the Rotary Club of Hull for our continued support of their Humber Bridge 2018 Half Marathon by donating a portable office for officials and timekeepers.

- Houlton supported Humberside Police by making a donation towards the HeforShe campaign for gender equality.

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

- Work experience placements provided to 2 students from Goole College and 1 student from Holderness Academy.

- Successful placement and work insight for pupil from Hull 14-16 College at Houlton's, in connection with Hull City Council and Humber LEP.

- Pleased to again help sponsor the Hull & East Riding Hindu Cultural Association's INDIAN MELA. A showcase of the best in Indian arts, food, talents and cultural heritage.

- Pupils from Fieldhead Carr Primary School Leeds had an exciting time looking at their new school building. They donned hi-viz jackets hats - all as part of [#lovetolearn](#). Pupils from Riverside Special School also enjoyed a site visit of their new buildings.



Pupils from Fieldhead Carr Primary School visit site



**Houlton team at Smailes Goldie Charity Golf Day**

# csr-report

## 2018 COMMUNITIES: continued

- Houlton supported Smailes Goldie Charity Golf Day to raise money and awareness to support homeless charity Emmaus Hull and East Yorkshire.
- Houlton office and site staff again engaged in the Christmas Jumper Day in aid of the Hull Children's University Charity, our chosen charity, raising £262.
- Houlton supported 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.
- 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 supported Wickersley School and Sports College, Rawmarsh Academy, Goole College, Winifred Holtby Academy and Cottingham High School career events with mock interview sessions and career presentations.
- We supported Hull City Hall Classics season in 2018, a successful partnership between the venue, Hull Philharmonic Orchestra and the Royal Philharmonic Orchestra.
- HNC Construction Students from The University Centre Scunthorpe visited our Scunthorpe Central Library project for a second visit to see building works in progress. Students from East Riding College visited our site at County Hall, Beverley and students from Hull College visited our CAMHS site, Hull.
- A Houlton team had a great day at NPS Leeds 5-a-side soccer tournament to raise much needed funds for Yorkshire Cancer and won the plate(!) with over £2000 raised on the day.



**Office Christmas Jumper Charity Day**



**Student site visit at Scunthorpe**

- Houlton carried out two Health & Safety Awareness Assemblies at Adelaide Primary School close to one of our sites.
- Houlton SHEQ Manager joined the Governors Committee at Fieldhead Carr Primary School during our building project there.



**Winifred Holtby Career Fair**



Construction of new badger setts

- Constructed new badger setts which successfully allowed the safe re-homing of badgers on a project.
- YORbuild signed up to the Halving Waste to Landfill commitment to reduce site waste and carbon. At the end of all these projects we return data for - project name; value; start and end dates; waste arising (tonnes) and waste to landfill (tonnes). This data is fed into the WRAP Waste Reporting Portal and ultimately into our overall contractor performance statistics. This also scores our attempts to minimise the environmental impacts of our YORbuild projects.
- We were also pleased to be asked to take part in 2018 in YORhub's plan to measure projects' carbon performance in a carbon data trial on our Fieldhead Carr Primary School contract - result 0.2 tonnes CO<sup>2</sup> per £100k.
- Our Hyperion Street Yard waste re-cycling maintained at 96% re-cycled in 2018.



Underfloor heating

- We continued registration of projects with BRE SMARTWaste - 16 live registered sites in 2018 which diverted 96% of 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 recycled materials where appropriate on site and timber from certified sustainably managed sources.

- We continue ICT improvements with new more energy efficient servers, storage and switches alongside new computers all of which offered energy efficiencies. Increased use of webinars to reduce travel and time costs. Continued to re-cycle various redundant ICT equipment with local refurbisher.
- Replacement of a further company van during the year - with a 13% CO<sup>2</sup> reduction for the new vehicle.



Attenuation tank



# csr-report

FUTURE:

2019

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 2019 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 2019 company employee selected charity, and other selected local charities.
- Support Humberside Police Lifestyle 2019, including Night Challenge and Rock Challenge.
- Continue to provide work placements and site visits 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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