



Beningbrough Hall

# CSR-Report

## Houlton Corporate Social Responsibility Report 2022

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.

2022 has been a tough year for many coming from the back of the COVID-19 pandemic. Not only has this pandemic been a challenge for our health but it has seen a dangerously high increase in our cost of living. Houlton aim to support our staff and their families as well as doing what we can to benefit our local community.

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 **143rd year** the Directors and Staff are proud to report our achievements throughout **2022** in relation to People, Marketplace, Communities and the Environment, as well as our targets for **2023** and the future.



**Constructionline**  
Platinum Member



**CONCOM**  
CONTRACTOR COMPETENCY



Accredited Contractor  
CHAS.co.uk



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## PEOPLE: 2022



### Three new pupils for work experience

- Apprentices – continued to recruit and train apprentices, In 2022 we took on 1 new apprentice, this apprentice is Bobby Barber and he is Houlton's first ever apprentice ground worker as well as being the third generation of the Barber family to work at Houlton. Houlton was named as one of the Top 50 SME Apprentice Employers of 2022, as we continue to support and educate young apprentices. As of 2022 we have 2 Bricklaying Apprentices, 5 Apprentice Joiners and 1 Apprentice Ground Worker.
- Houlton Site Managers, Dave Angus and Ian Peatfield who worked on our Esteem projects at Sirius Academy North and Malet Lambert respectively received visits from representatives of the Considerate Constructors Scheme, Both scoring a fantastic mark of 40/45.
- Matty Emerson, a Site Manager who has served at Houlton's for 16 years received his 'Considerate Constructors' certificate for his work whilst managing our project at Priors Woods Cemetery for Hull City Council. The assessment for the award is for the following three categories: respecting the community, caring for the environment and valuing the workforce.
- In May 2022 we warmly welcomed three pupils from a local school, Malet Lambert. Each year we take on a number of pupils from secondary school pupils to university students and offer them experience working within the industry. We continue to support local students and pride ourselves in the extensive exposure to



### Site Manager; Matty Emerson

the industry for students, our placements show them all facets of the business from the administrative duties behind the scenes to on site operations.



### Chris, Keith and Bobby Barber

- Sadly in the Autumn of 2022 Houlton lost a very valued, retired member of the team, John Burgess. John joined the company back in 1977 as an Assistant Buyer, quickly progressing to Small Works Supervisor and then eventually to Manager of the Building and Maintenance Division. John retired in early 2006 but after a few years of retirement he returned to the company as a Site Manager until retiring in the spring of 2022.

We're proud to be a Top 50  
SME Apprenticeship Employer.



Houlton named a Top 50 SME Apprentice Employer

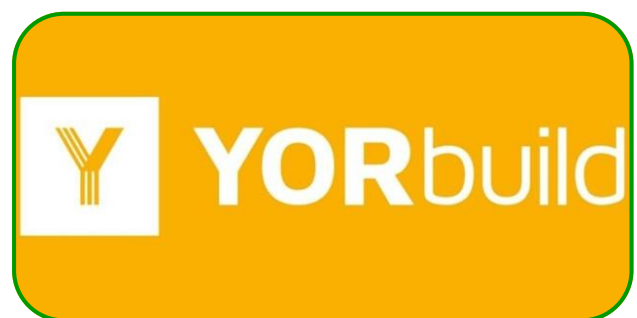
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**MARKETPLACE:  
2022**

- We are proud to have been named as a Top 50 SME Apprenticeship Employer. The annual event aims to find the top 100 apprenticeship employers in the country. Houlton ranked at 27 overall and have been rightly recognised for the great efforts creating brilliant opportunities for young people, particularly those in disadvantaged areas.
- Houlton secured two Esteem projects as a part of a 50 million pound investment into two local Hull schools. The investment set out to expand both Sirius Academy North and Malet Lambert to allow for an increase in pupil places and improve learning environments for students. The projects were both completed to an excellent, award winning standard.
- Houlton were thrilled to have successfully been selected as a contractor on the YORBuild3 Framework.
- 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.
- We worked on a plethora of large schemes which appeared in spotlight features such as our major works on Grade 1 listed building, Beningbrough Hall, King William House and Beverley Enterprise Centre.



Houlton Directors / Pre Construction staff at Beningbrough Hall



YORbuild3 Framework

- Continued commitment to buy local to the area where we are working, e.g. Bridlington, Hull, Goole, Leeds, Rotherham, Wakefield, etc..



### Lifestyle Project 2022

- We were delighted to have continued our long association with the Lifestyle Project—Humbleside 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. 2022 saw an amazing 163 teams enter to take part in the project. A total of £10,938 was raised between the participating groups!
- 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 on behalf of Houlton. We facilitate a series of things from toilet facilities to Mars bars. This year the challenge was themed around mental health and the importance of seeking help when challenged with mental health problems.
- Staff at Houlton continued to support Macmillan by taking part in the 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 Macmillan.
- Houlton supported the CEO of the Humber Teaching Trust, Michele Moran's Extra Mile Challenge. The challenge saw Michele cycle a brilliant 85 miles in just one day. The challenge began at 7am and the virtual route began at CAMHS inpatient unit in Hull and finished at Whitby Hospital. The challenge raised a generous total of £6,030.
- We continued to show our support and raise awareness for Mental Health Awareness Week. The years theme was 'loneliness' which 1 in 4 adults will suffer with at some point within their lifetimes. Houlton aim to raise awareness each year and strive to inform all members of staff about the initiative and the annual theme. As well as informing about the cause the helplines and places for staff to get help if they need it.

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## COMMUNITIES: 2022



Night Challenge Mars Bars



Health Stars Extra Mile Challenge



**Duck Houses—Croda**

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## ENVIRONMENT: 2022

- Our Headquarters Yard waste re-cycling continued to achieve 100% re-cycled in 2022 — on target for the year.
- Continued investment in new more energy efficient MFP printers and laser site and office printers plus new laptops and PC's, etc.. Investment also in solid state drives and memory upgrades to improve efficiency. Investment in new app for our Fire Division to minimise paperwork and also efficiency improvements in our Document Management System. Increased use of tablets on site to minimise paper and electronic distribution of drawings for similar efficiencies. Continued to re-cycle any redundant ICT equipment with local refurbishment company. A new Nest front door monitoring package along with software has been installed to ensure added safety.
- We continued to monitor waste streams from our construction projects. 14 live sites monitored in 2022 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.
- Houlton began creating a carbon neutral policy alongside Carbon Visibility—the policy will take place and begin fulfilling our initiatives in 2023.
- In 2022 we purchased a total of 4 new work vans which all fell inline with our CO2 policies as well as purchasing a new Tipper.
- Our plant department purchased two new AV self contained welfare units.



**AV Self Contained Welfare Units**



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## FUTURE PLAN: 2023

**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 2023 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 Houlton Site Newsletters.
- 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**

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