

Sustainable Development Annual Report

2025-2026

LFB
LONDON FIRE BRIGADE

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Introduction by the London Fire Commissioner



I am pleased to introduce the 2025-26 Sustainable Development Annual Report and to highlight the significant progress the Brigade has made in delivering our sustainability commitments over the last year.

As the impacts of climate change become increasingly visible, including the significant rise in wildfire incidents during 2025/26, our work to build resilience, reduce emissions and support sustainable communities remains more important than ever.

This year also marks the introduction of our new Sustainable Development Strategy 2026-2030, setting a clear direction for how sustainability will be embedded across all areas of our work. The strategy strengthens our focus on addressing the climate emergency, supporting net zero, protecting the environment, promoting equality and inclusion, and delivering greater social and economic value for Londoners.

We have made strong progress towards our environmental ambitions. Carbon emissions reduced by a further 8.2 per cent compared with the previous year, achieving a 22.3 per cent reduction from our 2020/21 baseline. We now have 11 net zero fire stations and have taken another important step in decarbonising our fleet through the operational trial of our first Zero Emission Pumping Appliance.

Alongside our environmental achievements, we continue to strengthen our commitment to responsible procurement and inclusion. Spending with small and medium-sized enterprises increased to almost 40 per cent, while our work on ethical sourcing, social value and apprenticeship opportunities continues to deliver positive outcomes for Londoners and our supply chain partners.

This report demonstrates our continued commitment to leading the way on sustainability within the UK Fire and Rescue Service. Together, we will continue to create a safer, fairer and more sustainable London while delivering on our promise to be trusted to serve and protect our communities

J. Smith

Jonathan Smith
London Fire Commissioner

Introduction

About us

London's fire and rescue service is the busiest in the country and one of the largest firefighting and rescue organisations in the world, employing approximately 5,700 people. We recognise the influence this gives us within the fire sector.

We provide services across the Greater London area, serving London's 8.9 million residents, as well as those who work in or visit the city.

We are one of the organisations that comes under the Mayor of London and the Greater London Authority (GLA).

What we do

We respond to fires and other emergencies attending over 139,000 incidents in London in 2025/26.

Fires result in considerable social, financial, and environmental impact, and the effectiveness of our prevention, protection and response activity plays a significant role in protecting the people of London. Home Fire Safety Visits (HFSV) and the fitting of smoke alarms save lives and reduces the number of fires and their devastating impact.

We engage with London's communities to inform and educate people in how to reduce the risk of fires and other emergencies and influence and regulate the built environment to protect people, property, and the environment from harm.

Our Vision for Sustainable Development

We aim to be an industry leader in sustainability within the UK Fire and Rescue service and exemplify best practice across all sustainable development themes within the GLA.

Our key issues where we can take action to improve the sustainability of the services we provide are defined under the three pillars of:

- **Environment and climate change**
- **Equality and Inclusion**
- **Economic value**

2026 – 2030 Sustainable Development Strategy Objectives

Our objectives provide focus for achieving our vision and actions to deliver these are set out in more detail in this document and the Sustainable Development Delivery Plan.

- **Address the climate emergency, protect biodiversity, and build our ability to adapt to climate change.**
- **Support the Mayor's net zero 2030 target by seeking to embed net zero principles.**
- **Protect the environment from harm through emergency response and how we deliver our service.**
- **Ensure the goods and services we procure minimise impact on climate and nature by utilising a circular economy approach and delivering positive outcomes where possible.**
- **Develop a diverse and inclusive workforce, supported by a diverse and inclusive supply chain.**
- **Promote ethical sourcing and address risks of human and labour rights abuses in our supply chain.**
- **Support skills, employment and promote good work practices for Londoners through our supply chain.**
- **Continually improve the social value obtained from the public money we spend.**
- **Support our staff to ensure that sustainability is embedded throughout our activities.**

Policies and Plans

The LFB has an established Sustainability Programme and produces an annual Sustainable Development report to set out our achievements and help define our goals for the year ahead, including associated audits and questionnaires. This is complemented by our commitment to our Sustainable Development Strategy 2026-30 (SD) which sets out how we intend to deliver on that principle and lead the way on sustainable development within the UK fire and rescue service.

The LFB's core sustainability policy covers sustainable development; environmental, social, and economic pillars; and Responsible Procurement, covering social, economic and environmental issues, including ethical sourcing and fair employment. LFB also have an overarching environment policy, along with procedures covering the specific areas of energy conservation, waste management, pollution prevention and gardens.

London Anchors Institute Network

The London Anchor Institutions' Network (LAIN) brings together some of London's biggest organisations, who are working together to tackle inequalities and the growing climate emergency. London's anchor institutions are using their procurement, recruitment and estate management capacity to create a fairer, greener and more prosperous city.

LFB are members of the Procurement, Hiring and Skills, Mentoring Young People and Climate Leadership working group and are committed to tackling inequalities by making London more inclusive and sustainable, supporting local businesses and economic growth whilst taking action in the face of climate change, by:

- Buying a greater share of our goods and services from local micro, small, medium-sized and/or diverse-owned (MSME) businesses.
- Maximising good work and progression opportunities for Londoners underrepresented in the labour market.
- Increasing quality mentoring opportunities for young Londoners most in need
- Contributing to the capital's net-zero carbon goals, including through decarbonisation of our estates and developing green skills.
- Convening and sharing best practice on effective place-based partnerships.

Our Performance

This report highlights LFB's performance against the objectives of our Sustainable Development Strategy and our sustainable development framework. More detailed performance data on Inclusion, Fire Safety, and Health Safety and Wellbeing, including previous years at both borough and ward levels are available through the London Data Store.

Our sustainability performance is summarised by ten indicators on page 7 of the report.

The figures provided in the performance summary chart and the body of this report are annual performance. ▼,▲, ▶ show progress against last year's figures, ✗ ✓ indicate progress against targets, red is negative, and green is positive.

Our Performance- 2025/26 Sustainable Development Annual Report

CO2 REDUCTION

-22.3%

Compared to 20/21 baseline

RECYCLING

66%

Increase from 65% in 24/25

KEY SUPPLIERS ENGAGED IN CARBON REDUCTION ACTIVITIES

71%

SME SPEND

39.6%

Increase from 33.7%

STAFF COMPOSITION ETHNIC MINORITIES

18.9%

STAFF COMPOSITION FEMALE

19.3%



KEY SUPPLIERS ACHIEVING 70% IN THE MODERN SLAVERY ASSESSMENT TOOL (MSAT)

60.9%

SOCIAL VALUE OUTCOMES- FINANCIAL PROXIES

£476,406

*2023-2025

KEY

- Ensuring that sustainability runs through our activities
- Economic Value
- Equalities & Inclusion
- Climate Change & Environment

Completion of Environment Matters Training

61%

APPRENTICESHIP STARTS

168

19 through our contracts

WORKERS IN LFB'S SUPPLY CHAIN ON LLW*

254

*London Living Wage
Increae from 175

Environment and Climate Change

Our Objectives

-Address the climate emergency, protect biodiversity, and build our ability to adapt to climate change

-Support the Mayor's net zero 2030 target by seeking to embed net zero principles.

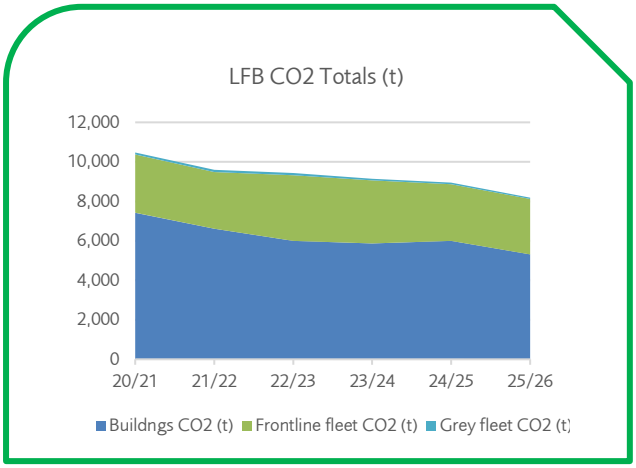
-Protect the environment from harm through emergency response and how we deliver our service.

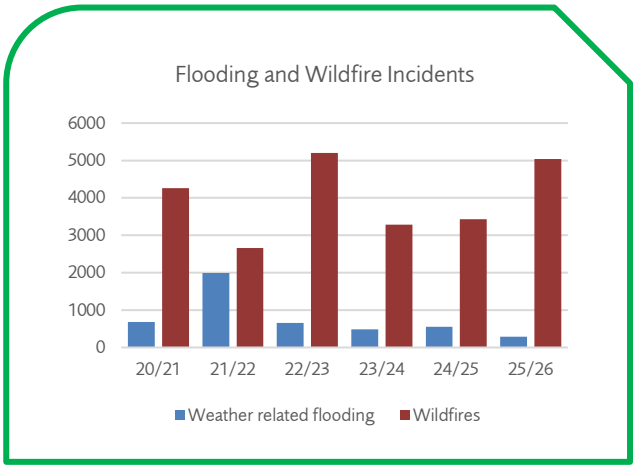
-Ensure the goods and services we procure minimise impact on climate and nature by utilising a circular economy approach and delivering positive outcomes where possible.

The Mayor of London's ambition is for London to become a net zero-carbon city by 2030. This ambition is set out in the London Environment Strategy and supporting delivery plans, which outline how the GLA Group is working to tackle the impacts of climate change.

In support of these priorities LFB is taking action to address the climate emergency by reducing emissions, improving resilience to climate change, minimising the environmental impact of its operations and supporting the transition to a low-carbon circular economy through sustainable procurement. This report includes a dedicated Carbon Report, as detailed in Appendix C and D.

We have made numerous improvements in our operational response since the extreme weather conditions in July 2022 and summer 2025.





Ahead of the summer season, fire station crews carry out environmental visual audits of open spaces, parkland, and areas with grassland or heathland on their station ground, aimed at identifying areas of concern using local knowledge and operational data. Where audits identify risks such as accumulated waste, overgrown vegetation near properties, or other conditions that could contribute to fire spread during hot and dry weather, crews report findings to the relevant landowner or local authority. This information feeds through to Borough Commanders and local councils, ensuring that risks are shared with the organisations best placed to act on them. Revision of our risk management information helps to better identify where wildfires and floods could occur and working with other organisations helps them prepare for extreme weather and take appropriate actions.



LFB ISAR Volunteers in Mozambique

Six LFB colleagues were deployed as part of a life-saving UK ISAR (International Search and Rescue) team to help people affected by devastating floods in Mozambique.

The UK ISAR teams carried out multiple rescues from floodwaters and damaged structures, including rescues from a bridge and from the rooftop of a building.

Firefighters systematically checked and cleared residential buildings, schools and other public buildings to identify and assist anyone in need of rescue. Teams also delivered crucial aid, including water and food, to small, isolated communities that had been cut off.

Recent Highlights

- In 2025/26 Carbon emissions reduced by a further 8.2 per cent from the previous year to 22.3 per cent reduction from our baseline year of 20/21.
- LFB now has 11 Net Zero Fire Stations and more on the way, following extensive refurbishments, including the removal of gas heating and the installations of air source heat pumps.
- LFB has donated condemned hose and lines for the enrichment programmes of animals at Battersea Park Children's Zoo. The donated hose is used for Squirrel Monkeys, Lemurs, Coatimundi, Otters and Meerkats.



Tree Planting at Braidwood Forest

The Sustainable Development Team and the Forestry Commission successfully planted 300 tree saplings of mixed species and 8 mature trees on a very wet day, at Braidwood Forest.

The Braidwood Forest was created by the LFB in 2016 on a former landfill site in Rainham. It was named after James Braidwood, the founder of the modern fire service, to celebrate the LFB's 150th anniversary.

There was a mixture of oak, hazel, silver birch and more which reflects what was being used within the LFB for axe handles, ladder runs and hard timbers for propping up collapsed buildings in WW2.

Zero Emission Pumping Appliance (ZEPA)

In October 2025 ZEPA1 went on the run at Hammersmith Fire Station as part of a year-long active operational trial.



This marks a significant milestone in LFB's commitment to modernising the frontline fleet and reducing our environmental impact. The vehicle is the result of a partnership between LFB and the manufacturer E1 following years of development and innovation.

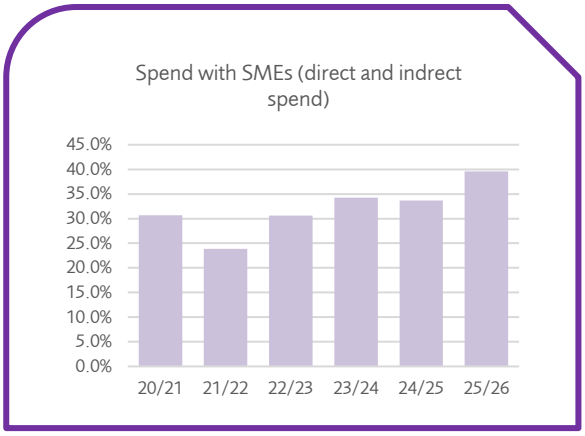
ZEPA01 has attended 622 incidents in the first six months of operational service, a number of which have been attendances at fires and involved active pumping, supplying water through high pressure hose reels and low-pressure high volume water jets. It has been able to achieve all attendances so far on battery charge alone and has not needed the range extender engine that charges the batteries when state of charge reaches 30%.

Equality and Social Inclusion

Our Objectives

-Develop a diverse and inclusive workforce, supported by a diverse and inclusive supply chain.

-Promote ethical sourcing and address risks of human and labour rights abuses in our supply chain.



As a public body, LFB has a legal duty to advance equality of opportunity, eliminate discrimination, and foster an inclusive workplace for all staff. Delivering a world-class fire and rescue service also requires understanding and responding to the diverse and changing needs of London's communities. By removing barriers to equality and inclusion, LFB aims to create opportunities that enable both current and future staff to reach their full potential.

More than a third of the UK's business population is located in London and the South East. In 2025, London had approximately 1.04 million private sector businesses, the highest number of any UK region. SMEs account for 99.9% of all UK businesses and around 99.8% of businesses in London.[1]

Through our Responsible Procurement commitments and partnership with the London Anchor Institutions' Network (LAIN), LFB continues to support London-based SMEs and diverse suppliers through supply chain engagement, and social value delivery. During 2025/26, LFB increased its direct and indirect spend with SME's to over 39%.

[1] https://www.fsb.org.uk/media-centre/uk-small-business-statistics



LFB wins Social Value Award

LFB was named the winner of the 'Recognising Social Value' Award at this year's London Construction Programme Annual Procurement Summit.

This award celebrates organisations that demonstrate an outstanding commitment to creating a positive, lasting impact within their communities. We were specifically recognised for our work on the New Cross Windows and Privacy for All (Batch 3) projects.

By embedding requirements for inclusive recruitment, workforce wellbeing, and net zero carbon targets into these procurements, we have shown how our commercial activity can deliver tangible benefits for all Londoners.

Recent Highlights

- Total direct & indirect spend with SMEs continues above target during 2025/26 at 39.6 per cent.
- LFB launched 'Young Voices', an engagement programme for employees aged 18-27, in partnership with Entrepreneurs in Action. It aims to capture insights from younger staff to help shape career development and improve culture. The project aligns with LFB's wider efforts to create an inclusive workplace.
- LFB has commenced new engagement with its supply chain mapping partner, Electronics Watch. In 2025/26 we implemented a new supplier engagement programme, cataloguing all electronics hardware purchased and following up any supply chain risks or labour violations found by Electronics Watch.
- LFB presented at an international webinar, highlighting how public sector buyers are ensuring ethical sourcing practises and supply chain mapping. This work has led to LFB being invited to join the International Working Group on Ethical Public Procurement (IWGEPP). This highlights our commitment to continually improving our practices and addressing risks of human and labour rights abuses in our supply chain.

LFB Celebrates International Women's Day 2026



International Women's Day Training event at Beckton with over 120 participants from across the Brigade.

Participants were able to sharpen their practical skills, explore specialist areas such as Urban Search and Resue, understand trauma and emotional wellbeing as well as leadership, confidence in the workplace and career progression workshops.

There was also a chance for non-operational staff to gain hands on experience of station-based staff activities.

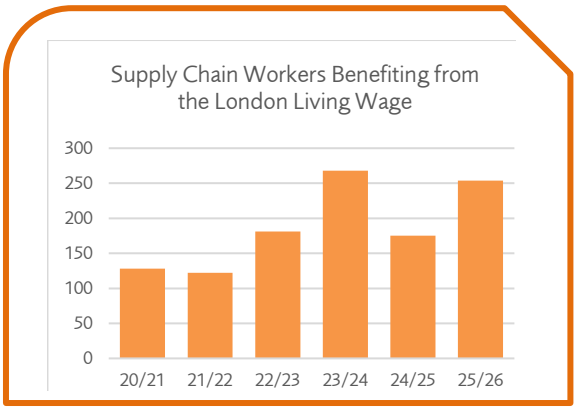
Economic Value

Our Objectives

-Support skills, employment and promote good work practices for Londoners through our supply chain

-Continually improve the social value obtained from the public money we spend

The Modern Slavery Act 2015 requires organisations to review the practices of their suppliers. LFB produces and publishes an annual Modern Slavery Statement to demonstrate our commitment to responsible and transparent business practices, in line with the Mayor's Responsible Procurement and Social Value policy, to which LFB is a signatory.



More Londoners in poverty live in working households than in workless households. More than half of Londoners experiencing poverty are employed, highlighting the scale of in-work poverty across the capital. In 2025, 16% of working Londoners were in low-paid jobs, earning below the London Living Wage (LLW)[2], reinforcing the continued importance of promoting and applying the LLW.

The Mayor of London is committed to using the GLA Group Responsible Procurement and Social Value Policy and its delivery plan to improve pay, working conditions, and social value through organisations delivering services for London. The Mayor's Good Work Standard sets out the benchmark for good employment practice across the capital and encourages employers to adopt fair pay, including payment of the London Living Wage, alongside standards relating to wellbeing, skills and progression, diversity, and fair recruitment practices.

[2] https://trustforlondon.org.uk/data/demographics/working-age-adults/?tab=low-paid-Londoners

LAIN SME Mentoring Programme



The London Anchor Institutions' Network (LAIN) alongside Wilmott Dixon Interiors, who are re-developing LFBs new HQ are delivering a 6-month SME mentoring programme. This involves in-person workshops, 1:1 mentoring sessions and webinars with LAIN, LFB and GLA guidance. 8 SMEs were selected to participate to help them to access both public sector and Tier 1 contractor supply chains and opportunities.

LAIN brings together institutions in London to collaborate and leverage their resources for the benefit of London.

Recent Highlights

- Apprenticeships provide an effective way to develop talent and build a motivated, skilled, and qualified workforce, while helping to address skills shortages and support young people into employment. In 2025/26, LFB maintained a high level of apprenticeship starts across the organisation and its contracts, delivering 187 new apprenticeships.
- We continue to require all our contractors to pay their staff working on our premises the London Living Wage or higher, meeting the Living Wage Employer terms as a Living Wage Employer.
- This year we have reviewed and improved all of our Responsible Procurement guidance and worked across departments within the brigade to embed social value requirements throughout the tender processes. We have worked to bring our expectations and guidance in line with the new GLA group Responsible Procurement Delivery Plan (RPDP). This has helped to ensure the correct social value outcomes are outlined at tender stage, delivering better responses and proposals from our suppliers.

LFB among top 100 apprenticeship employers in England 2026



The Top 100 Apprenticeship Employers is an annual league table that celebrates the best apprenticeship employers in England and is produced by the Department for Education.

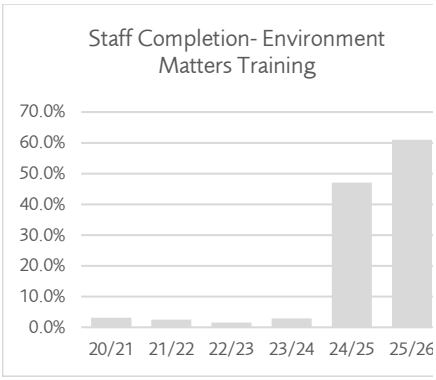
The league table recognises employers for their commitment to creating new apprenticeships, the diversity of their apprentices and the success rate of their apprenticeship programmes.

LFB came 32nd which reflects the hard work of our apprentices, managers, mentors, training providers and everyone who champions apprenticeships across LFB.

Embedding Sustainability

Our Objective

Support our staff to ensure that sustainability is embedded throughout our activities



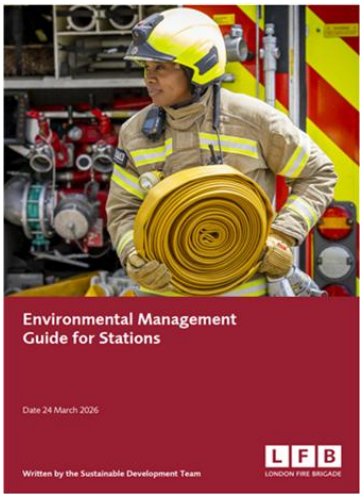
LFB aims to embed sustainability across all areas of our work so that it becomes part of everyday practice and decision-making. Sustainable development is an ongoing process of continuous improvement, responding to changes in legislation, compliance requirements, technology, and risk. We regularly review and improve our performance and practices, while raising staff awareness and supporting employees to take action within their roles.

The Sustainable Development Impact Assessment (SDIA) process helps ensure that LFB meets its compliance obligations and delivers against LFB and Mayoral targets, policies, and strategies to reduce environmental impact and achieve more sustainable outcomes. It also forms part of the control framework within our certified Environmental Management System (EMS).

LFB has operated a Brigade-wide certified EMS to the ISO 14001 standard since September 2014. Following audits conducted in September 2025 concluded the LFC does fulfil the ISO 14001:2015 standard and is deemed fit to achieve its intended outcomes. Due to significant conformance to the requirements of the management system, a positive recommendation for continued certification against ISO 14001:2015 was made.

From the internal environmental audits completed, five stations and Brigade HQ (Barking, Forest Hill, Wandsworth, Ealing, Harrow and Union Street) all achieved an excellent score.
Three stations (Harrow, Barking and Ealing) improved their score and nine stations and Brigade sites (Croydon, Feltham, Forest Hill, Kentish Town, Kingston, Northolt, Wandsworth, Brigade HQ and the OSC) have maintained their environmental control, three of these remaining at an excellent score. Four stations (Old Kent Road, Sutton, Poplar and Finchley) have decreased their environmental control. Common minor findings relate to Premises Logbook document control, Waste Management and Recycling and Hazardous Waste. Continued engagement and support will given to all sites to continually improve their score and maintain our ISO 14001 certification.

New Environmental Guides for Stations and departments



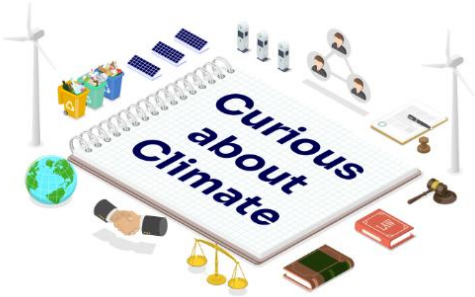
New manuals were created to support stations and departments in understanding the environmental expectations and best practice that is expected as part of the London Fire Brigade's conformance with our ISO14001 Environment Management System. These manuals will also support our objective to ensure that our staff are supported to embed sustainability throughout our activities.

For stations, the manuals largely focused on pollution prevention, waste and hazardous waste, providing information to reduce environmental risk.

For departments, the manuals were tailored to focus on sustainable development impact assessments (SDIA's), LFB policies and leadership responsibilities.

Recent Highlights

- 100 per cent of high-risk projects have a SDIA completed.
- 100 per cent of station audit actions have been effectively corrected in the FY 25/26.
- The Green Champion Network was relaunched and there are 32 green champions across stations and departments embedding sustainability across the brigade.
- A Green Champion Handbook was created to promote sustainable behaviours across the brigade.



Babcock | LAIN IN PARTNERSHIP WITH MAYOR OF LONDON

Training and Guidance

In 2025, a new Climate E-Literacy training course was developed by The London Anchor Institutions Network (LAIN) titled 'Curious about Climate'. This has since been rolled out to the Brigade, with 1207 staff completing it.

The training course is designed to:

- Understand the basics of climate science
- Grasp the urgency of climate action
- Explore the biggest climate risks facing London, and how we can respond
- Discover practical actions that individuals and institutions can take to make a difference

Appendix A: Progress against Sustainable Development Strategy Indictors

Indicator Greyed out areas identify new Performance indicators introduced in the 2026-30 Sustainable Development Strategy	**Target performance**	**2024-25**	**2025-26**
Environment and Climate Change			
Total CO2 tonnes	Continual improvement to 2030	8886.9 ▼ ✓	8187.2 ▼ ✓
Percentage reduction in CO2 (from 2020/21 baseline)	Continual improvement to 2030	-15.60% ▼ ✓	-22.30% ▼ ✓
Amount of energy generated through renewable resources[1]	Continual improvement to 2030	5.00% ▼ ×	4.00% ▼ ×
Percentage of our Fleet which is Zero Emission Capable	Continual improvement to 2030	15% ▶ ✓	18% ▲ ✓
Percentage of waste recycled	80%	65% ▶ ×	66% ▲ ×
Total Waste reduction	Continual reduction		
Total Water Consumption (m3)[2]	Continual reduction	89234 ▼ ✓	93780 ▲ ×
The percentage of normal commuting trips carried out by staff (excluding operational staff on the flexi duty system) made on foot, by cycle or using public transport	50%	49.90% ▲ ×	N/A
Percentage of sites with climate adaptation plans in place	For information	no data available	no data available
Percentage of sites located in high flood/heat/drought zones	For information	no data available	no data available
Number of contracts over £5m in value to include organisational carbon management plans	For information	no data available	3
Number of key suppliers engaged in carbon-reduction activities	For information	no data available	10
Number of contracts requiring zero-emission deliveries	For information	no data available	no data available
Percentage reduction of supply-chain emissions	For information	no data available	no data available
Number of contracts where circular economy initiatives have been considered	For information	no data available	1
Number of initiatives to improve biodiversity across the LFB estate	For information	no data available	2

No data available. These indicate new Strategy objectives. Workstreams are underway in FY 2026/27

1. The amount of energy generated through renewable resources has reduced in 2025/26. Several factors have contributed to this including the Combined Heat and Power units no longer operating, some failures of Solar PV systems which weren't monitored remotely. A project is in progress to remotely monitor all 71 Solar PV systems via the Building Management system.

2.The consumption of water has increased in 2025/26. LFB are liaising with Thames Water who are installing smart meters on our sites, which will greatly improve the accuracy, and how we monitor consumption. In 2025/26 an underground leak was identified at West Hampstead Fire Station which resulted in excess usage, this has new been resolved.

Equality and Social Inclusion			
Staff Composition- percentage of our staff who are from black, Asian and other ethnically diverse communities[3]	19%	18.66% ✗	18.85% ✗
Staff Composition- percentage of our staff who are female[4]	20%	19.14% ✗	19.34% ✗
Staff Composition- percentage of our staff who have a disability[5]	10%	9.08% ✗	9.46% ✗
Staff Composition- percentage of our Lesbian, Gay, Bisexual (LGB) staff	4.60%	6.18% ✓	6.43% ✓
Pay gap (gender) demonstrating continuous improvement with long term goal of equal pay[6]	+/-3%	-1.39% ✓	no data available
Pay gap (ethnic diversity), demonstrating continuous improvement with long term goal of equal pay[6]	+/-3%	0.79% ✓	no data available
Pay gap (differently abled), demonstrating continuous improvement with long term goal of equal pay[6]	+/-3%	-0.03% ✓	no data available
Direct Spend with SMEs	30%	29.00% ▲ ✓	33.60% ▲ ✓
Indirect and Direct Spend with SME's	40%	33.70% ▼ ✓	39.60% ▲ ✗
Undisputed SME invoices paid in 10 days[7]	90%	92.90% ▲ ✓	52.10% ▼ ✗
Percentage of eligible key suppliers that have achieved 70% in the Modern Slavery Assessment Tool (MSAT).	100%	no data available	60.90% ✗
Percentage of procurement staff completing Responsible Procurement training	100%	no data available	57.00% ✗
Percentage of procurement staff completing Modern Slavery training	100%	no data available	50.00% ✗
Number of key suppliers with Trade Union Recognition agreement and collective bargaining agreement	For information	no data available	3
Spend with suppliers that are SMEs; VCSEs and diverse-led businesses	For information	no data available	36.40%
Number of suppliers providing factory disclosures as per Electronics Watch Contract Conditions	For information	no data available	4

No data available. These indicate new Strategy objectives. Workstreams are underway in FY 2026/27

3. LFB has continued to improve the ethnic diversity of the staff it recruits and is close to meeting this target. Organisational Development are looking at barriers to progression with a particular focus on underrepresented groups to identify issues and ways to address them and we are aligning our activities and findings. LFB continues to support groups such as the Asian Fire Service Association and Fire Brigade Union's (FBU) Black & Ethnic Minority Members as well as Employee Support Groups such as Fairness.

4. LFB has continued to improve the number of women it recruits and is close to meeting the target. LFB continues to support groups such as Women in Fire and Women's Action Committee as well as Employee Support Groups such as Menopause Awareness Groups which most recently empowered women at International Women's Day to learn a variety of skills have open discussions on various topics in a safe environment.

5. LFB is close to meeting this target and remains committed to fostering an inclusive workforce and addressing the underrepresentation of staff with disabilities. The Learning Support & Resilience Team continue to support staff with neurodiversity.

LFB continues to support groups such as the Neurodiversity Employee Support Group and representatives from this ESG group to feed into our project work at key points

6. The latest published pay gap data is for 2024/25

7.During 2025 LFB transitioned to a new finance system, replacing a legacy platform, which led to initial difficulty in identifying SME invoices for processing. Since implementation, teams have been working to improve this snagging issue and month on month SME 10-day payment rates are increasing.

Economic Value			
Budget Submission SDIAs completed[8]	100%	22% ×	22% ×
Number of workers in the supply chain benefiting from the London Living Wage	Continual improvement	175 ▼	254 ▲
Annual apprenticeship starts in LFB and within our contracts	Continual improvement	294 ▲	187 ▼
Annual job starts within our contracts	Continual improvement	no data available	264
Annual training and support days provided within our contracts	Continual improvement	no data available	no data available
VCSOs supported by both LFB and within our contracts	Continual improvement	no data available	4
Number of key suppliers with Fair Payment Code Bronze/Silver/Gold	For information	no data available	0
Number of suppliers accredited as a Living Wage Employer by the Living Wage Foundation	For information	no data available	3
Number of suppliers signed up to the Good Work Standard	For information	no data available	0
Number of contracts where London Living Hours principles have been considered	For information	no data available	no data available

No data available. These indicate new Strategy objectives. Workstreams are underway in FY 2026/27

8. The Sustainable Development Impact Assessment SDIA completion rate for budget submissions has continued to stay the same. This process is being embedded into the LFB SDIA Policy and further training is in development to increase awareness.

Embedding Sustainability			
Project SDIAs completed	100%	100% ▶ ✓	100% ▶ ✓
Policy SDIAs completed	100%	92% ▲ ×	96% ▲ ×
Percentage of Staff who have completed Environment Matters Training	100%	47% ▲ ×	61% ▲ ×
Percentage of Staff completed Carbon Impact training	100%	12% ▲ ×	21% ▲ ×
Number of Department EMS Audits	For information	no data available	6
Number of supplier engagement meetings focusing on sustainability	For information	no data available	10
Number of behaviour change initiatives launched	For information	no data available	4

Appendix B: Sustainable Development Data Summary

Environment and Climate Change			
Buildings Resource Use Data	**2023/2024**	**2024/2025**	**2025/2026**
Actual cost of energy (£m)	6.01	4.7	4
Total energy consumption (GWh)	30.73	30.77	29.19
Total floor area (m^2)	155,539	155,539	155,539
Total energy intensity (kWh/m^2)	203.96	200.41	187.68
Electricity (GWh)	11.15	10.91	11.41
Gas (GWh)	19.58	19.86	17.78
Water Consumption (m^3)	92,007	89,234	93,780
Onsite renewable energy %	13%	6%	4%
Onsite renewable energy kWh	1,518,307	626,392	427,354
Fleet Data	**2023/2024**	**2024/2025**	**2025/26**
Total No. LFB vehicles	423	423	407
% Zero Emission Capable	15%	15%	18%
Diesel fuel frontline fleet (Mlitres)	1,226	1,087	1,046
Petrol fuel frontline fleet (Mlitres)	15.2	18.5	16.5
Grey fleet miles	400156	385302	265466
Air Travel	**2023/2024**	**2024/2025**	**2025/26**
Miles Travelled	150,578	169,669	79,282
Waste & Recycling	**2023/2024**	**2024/2025**	**2025/26**
Mixed recycling (t)	295	278	248
Food waste recycled (t)	238	260	264
Waste to energy (t)	292	297	268
Hose recycled (t)	2.752	1.91	3.96
Fire Fighter Charity Donations (£k)	44.69	0	75
Recycling rate (%)	64.6%	64%	65.7%
Total Waste produced (tonnes)	825	837	779
Environmental Incidents	**2023/2024**	**2024/2025**	**2025/26**
Suspected Hazmat incidents	5,239	5457	6541
HMEPO incident attendance	1,036	1192	1375
Weather related flooding	489	550	285

Grass fires	3,288	3429	5037
Ride To Work	**2023/2024**	**2024/2025**	**2025/26**
How many scheme users for the financial year	0	278	140
Staff travel	**2023/2024**	**2024/2025**	**2025/26**
The percentage of normal commuting trips carried out by staff (excluding operational staff on the flexi duty system) made on foot, by cycle or using public transport	N/A	48%	48%
Economic Value	**2023/2024**	**2024/2025**	**2025/26**
Apprenticeship starts	234	256	168
Apprenticeship starts through LFB contracts	17	38	19
Number of workers in the supply chain benefiting from the London Living Wage	268	175	254
Budget Submission SDIAs completed	22%	22%	22%
Embedding Sustainability- Performance data	**2023/2024**	**2024/2025**	**2025/26**
A level projects completing SDIAs	100%	100%	100%
Policies completing SDIAs	88%	92%	96%
Staff who have completed Environment Matters Training	340	2884	3578
Equalities & Social Inclusion	**2023/2024**	**2024/2025**	**2025/26**
Undisputed SME invoices paid in 10 days	81.4%	92.8%	52.1%
Spend with SMEs (direct spend), demonstrating an improvement towards the long-term target of 33%	25.7%	28.9%	33.5%
Spend with SMEs (direct and indirect spend)	34.3%	33.7%	39.6%

Appendix C: Carbon Emissions Report 2025/26

In 2023, a working group was established through the Emergency Service Environment and Sustainability Group (ESESG) to develop a shared and consistent GHG emissions accounting methodology. This aims to support reporting across emergency service organisations by fostering greater standardisation, comparability, and the adoption of best practice. The approach to emissions' reporting within the LFB Carbon Emissions Report is in line with the Greenhouse Gas Protocol and reporting principles applied to the UK private sector (through Streamlined Carbon and Emissions Reporting requirement and, previously, Carbon Reduction Commitment).

Organisational Boundary

The organisational boundary for the LFB Carbon emissions reporting has been established using one of 3 organisational boundaries as defined in the Environmental Reporting Guidelines for companies:

- **Financial Control:** The LFB would report on all sources of carbon emissions over which it has financial control. LFB would be deemed to have financial control over a site if it has the ability to direct the financial and operating policies of the service with a view to financially managing its activities, e.g., setting budgets or managing expenditure
- **Operational Control:** The LFB would report on all sources of carbon emissions over which it has operational control. The LFB would be deemed to have operational control over a site if it has full authority to introduce and implement its operating policies. We are aware that at around 10 per cent of sites LFB do not have full operational control
- **Equity share**: The LFB could account for GHG emissions from operations according to its share of equity in the operation

As 100 per cent of energy consumption at sites is paid for by LFB, the **Financial Control** approach to emissions consolidation has been selected as the most appropriate.

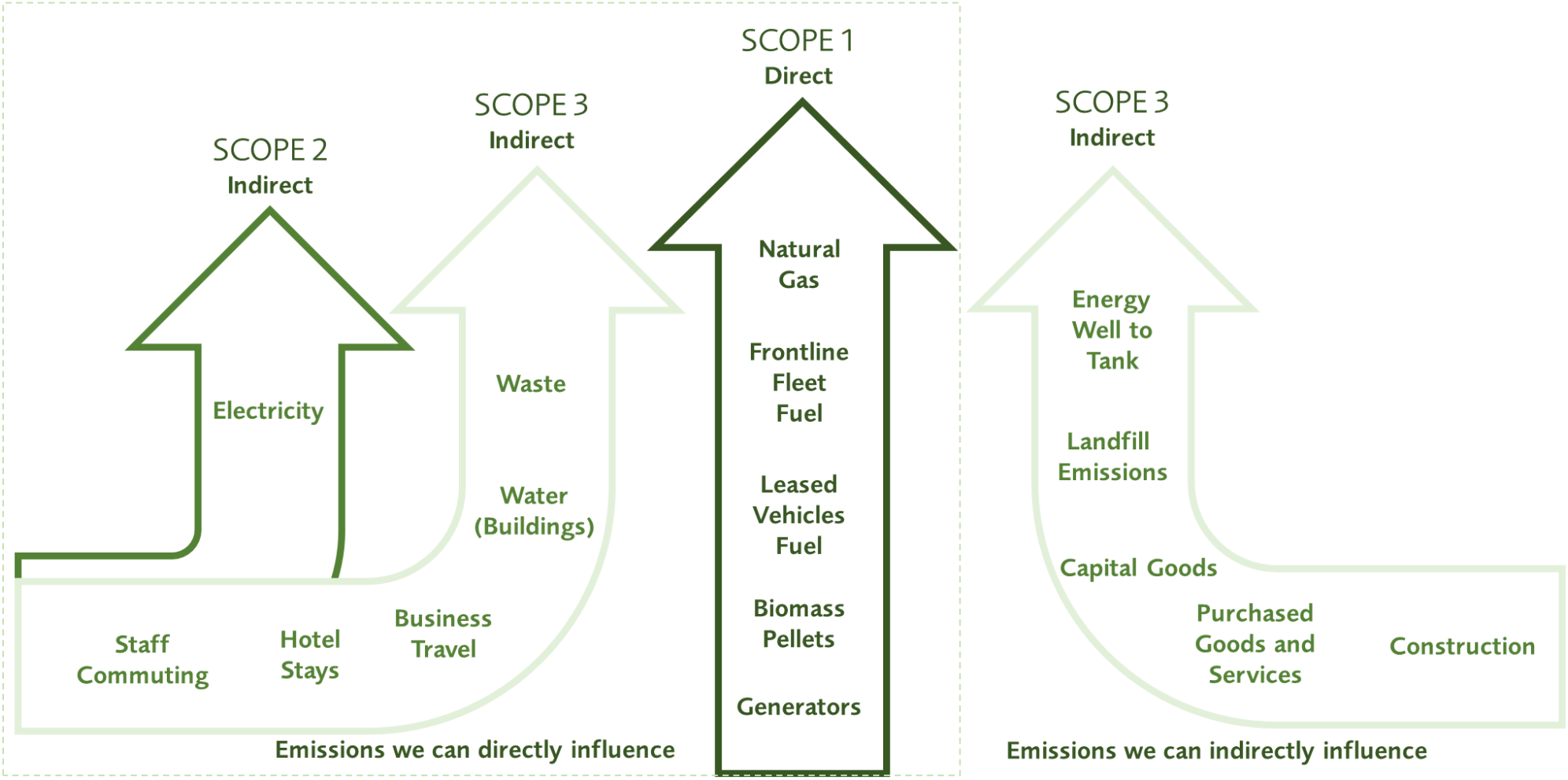
Baseline Period

The baseline for total Carbon emissions is key to establish the starting point from which ongoing success will be measured. To align with LFB financial reporting, this has been selected as April 2020 to March 2021.

Emissions Scope

This report will cover CO_2 emissions from the following scopes in accordance with methodologies laid out in the Greenhouse Gas Protocol, this is detailed in the scope diagram below.

LFB Carbon Emissions



Scope 1 – All direct emissions from the activities of London Fire Brigade or under our control.

Emissions included from the following inputs make up the total Scope 1 direct emissions for LFB:

- Natural Gas
    - Building consumption
- Other Heating fuels
    - Biomass pellets
- Petrol and Diesel fuel consumption from company owned non-electric vehicles
    - Including all road transport, appliances, and boats
- Diesel Generator Data - not available
    - No data is currently available, so this has been estimated based on allowing for a typical monthly test run on a generator
- Fugitive Emission Data – not available
    - No data is currently available, so this has been estimated based on the assumption of around 60g of R410A leakage per year for all sites with air conditioning units and the possibility of a major leak of around 5kg per year.

Scope 2 – Indirect emissions from electricity purchased and used by London Fire Brigade or under their control.

Emissions included from the following inputs make up the total Scope 2 indirect emissions for LFB:

Electricity Consumption from:

- Building consumption
- On-site Electric Vehicle (EV) charging from LFB owned charge points
- Off-site EV charging from 3rd party owned public charge points.

Outside of Scopes – LFB's emissions from use of HVO fuel are calculated in the same way as the Scope 1 emissions but are listed as a separate line item called 'outside of scopes'. The impact of these fuels has been determined to be a net '0' (since the fuel source itself absorbs an equivalent amount of CO2 during the growth phase as the amount of CO2 released through combustion).

This is not included within LFB's emissions total; however, this ensures that LFB is being transparent with regard to all potential sources of CO2 from our activities.

Scope 3 – Indirect emissions within LFB's value chain, which often constitute a significant portion of organisational emissions (frequently up to 70-80 per cent).

Scope 3 emissions are more difficult to account for than Scopes 1 and 2 because the required data often lies with other organisations or individuals outside of LFB. As a result, there is a higher degree of estimation in Scope 3 categories – this is recognised by the GHG Protocol.

In measuring Scope 3 emissions LFB will be able to work with suppliers to reduce emissions and encourage staff to reduce emissions from business travel, commuting, waste, and water.

Emissions currently included from the following inputs make up the total Scope 3 indirect emissions for LFB:

- **Well-to-tank (WTT) fuels**
    - Scope 3 emissions associated with extraction, refining and transportation of the raw fuel sources to LFB prior to their combustion

- **Transmission and distribution (T&D)**
    - Scope 3 emissions associated with grid losses (the energy loss that occurs in getting the electricity from the power plant to LFB)
- **WTT for UK electricity**
    - Scope 3 emissions of extraction, refining and transportation of primary fuels before their use in the generation of electricity
- **Water supply**
    - To account for water delivered through the mains supply network
- **Waste disposal**
    - End-of-life disposal of different materials using a variety of different disposal methods
- **Business travel (Air)**
    - Scope 3 emissions for individuals flying for work purposes
- **WTT business travel (Air)**
    - Scope 3 emissions associated with extraction, refining and transportation of the aviation fuel to the plane before take-off
- **Business travel (land)**
    - Travel for business purposes in assets not owned or directly operated by LFB
- **WTT for travel (land)**
    - Scope 3 emissions associated with extraction, refining and transportation of the raw fuels before they are used to power the transport mode
- **Hotel stay**
    - Scope 3 emissions associated with overnight hotel stays

LFB has identified specific carbon intensive categories for further analysis and supplier engagement, which highlighted capital goods and purchased goods and services material use as a high scope 3 emission area for LFB.

LFB is working to identify opportunities within the supply chain to reduce carbon emissions and will continue to work with GLA Group to share approaches and learning.

Under the requirements of the GLA group Responsible Procurement Delivery Plan (RPDP) we are working with suppliers to reduce supply-chain carbon emissions.

- The LFB has committed to require every new contract over £5m in value to produce an organisational Carbon Reduction Plan
- LFB has committed to reduce emissions associated with last-mile deliveries and have all deliveries to its premises to be Zero Emission by 2030
- LFB are promoting the transition towards zero-emission Non-Road Mobile Machinery (NRMM) by 2040
- LFB is working with key suppliers to understand and map our scope 3 supplier emissions

Emissions conversion factors

LFB utilise the emissions conversion factors published by the Department for Energy Security and Net Zero (DESNEZ) when calculating and reporting emissions for all categories where a conversion factor is provided in this dataset. This dataset is refreshed and published annually (usually June/July). LFB have opted to adopt the 'Majority' approach - utilizing the 2025 conversion factors for this report as the greatest portion of our data falls within 2025

Carbon Reporting

LFB has published a climate budget with the GLA group, the climate budget in 2025/26 listed all the climate measures being taken across fleet and estates. Integrating the climate budget within the regular financial budget cycle means budget holders provide greater clarity on how budget proposals can cut emissions as they develop budget prioritisation, this shows continued progress and the trajectory for change.

Appendix D details the LFB Carbon emissions data from the baseline year of 2020/21

Appendix D: LFB Carbon Emissions

Emissions Scope	Source	2020/21- Baseline tCO2e	2023/24 Emissions, tCO_2e	2024/25 Emissions, tCO_2e	2025/26 Emissions, tCO_2e
Scope 1					
Buildings	Buildings- Gas	4739.3	3574.1	3624.9	3253.2
	Buildings- Generator	40.0	40.0	40.0	40.0
	Fugitive emissions	23.0	23.0	23.0	23.0
	Blown Pellets for Croydon Biomass	0.5	0.5	0.5	0.5
Fleet	Fleet- Diesel	2873.3	3079.2	2732.4	2690.2
	Fleet- Super Unleaded	6.3	1.4	1.0	1.5
	Fleet- Unleaded	37.4	30.4	37.7	32.8
	Fleet- LPG	0.6	0.2	0.5	0.3
	Fleet- Marine Fuel	31.1	97.6	103.6	85.3
Grey Fleet	Grey Fleet- Casual Cars	14.8	17.3	19.6	14.3
	Grey Fleet- Essential Cars	15.9	17.3	21.0	19.2
	Grey Fleet- Lease Cars	70.1	35.6	47.8	31.4
	Scope 1 total	7852.2	6916.8	6652.0	6191.6
	Change from Previous year		-7%	-4%	-7%
Scope 2					
Buildings	Buildings- Electricity incl. EVCP	2679.7	2286.2	2235.0	1995.6
	Scope 2 total	2679.7	2286.2	2235.0	1995.6
	Change from Previous year		12%	*-2%*	*-11%*
Total Scope 1 and 2		**10531.9**	**9203.0**	**8887.0**	**8187.2**
Total Buildings		7482.5	5923.8	5923.4	5312.3
Total Fleet		2948.7	3208.9	2875.2	2810.0
Total Grey Fleet		100.7	70.2	88.3	64.9
CO2 Reduction from Net Zero baseline			***-12.6%***	***-15.6%***	***-22.3%***
CO2 Reduction from 1990			***-62.3%***	***-63.6%***	***-66.5%***
Outside of scope	Biofuel- HVO	no data	116.2	608.9	863.7
Scope 3					
	WTT- fuels	708.3	1371.1	1298.4	1205.3
	Transmission and distribution	230.5	199.8	199.6	209.3
	WTT- UK electricity	31.8	44.3	43.3	45.3
	Water supply	34.9	10.1	13.7	17.9
	Waste disposal	14380.0	14609.2	5997.0	5997.0
	Business travel- air	0.9	35.9	30.9	6.6
	WTT- business travel- air	0.2	5.2	3.6	2.1
	Business travel- land	no data	2.9	4.9	3.5
	WTT- pass vehs & travel- land	no data	0.7	1.2	0.9
	Hotel Stay	no data	12.2	21.0	16.3
	Material use	no data	no data	no data	no data
	Scope 3 total	15386.6	16291.4	7613.7	7504.3