

GLA Group Responsible Procurement Supplier Charter

June 2026

Introduction

As a supplier to the Greater London Authority (GLA) Group, you play a key role in advancing our social, economic, and environmental goals. This Charter outlines the expectations we have of prospective and current suppliers, aligned with the GLA Group Responsible Procurement and Social Value Policy and GLA Group Responsible Procurement Delivery Plan (2025–2028). More information about supportive initiatives that align with this Charter can be found in the GLA Group Responsible Procurement Directory.

1. Open up supply chains to small and diverse-owned businesses

Across the GLA Group, we are committed to removing barriers in our procurement approaches and processes that inhibit Micro, Small and Medium Enterprises (SMEs), voluntary community sector enterprises (VCSEs), and diverse-owned or led enterprises from entering our supply chain. We recognise that our suppliers have a role to play themselves to attract more SME and diverse-owned businesses and ensure prompt payment within their supply chain, especially where relevant to our contracts.

If you are a large or key supplier, we expect you to:

- Facilitate increased supplier diversity throughout your supply chain;
- Track your spend with SMEs, VCSEs and diverse-owned or led enterprises and report this to us annually;
- Pay your suppliers promptly, ideally within 30 days or less, and 95 per cent of your suppliers overall within 60 days, aligning to the Government's Fair Payment Code.

Smaller companies can also seek to implement the above as good practice.

2. Support skills and good work

2a. Supporting skills and employment opportunities

The London Growth Plan¹ has a target to help create 150,000 new, high-quality jobs, supporting great opportunities for Londoners and developing a strong talent pipeline for the GLA Group. As a GLA Group supplier, we expect you to create skills, training and employment opportunities.

We expect you to:

- Work with us to address skill shortages in key industry sectors, including those set out in the London Growth plan, through apprenticeships, training leading to qualifications, pre-employment programmes, placement positions, engagement with schools and colleges, and job starts.

¹ <https://growthplan.london/>

- Address under-representation of diverse groups, including women, disabled people, younger and older people, LGBTQ+ people and people from a Black, Asian and minority ethnic background.
- Target relevant opportunities to people experiencing barriers to employment, such as long-term worklessness, disability, mental health issues, being ex-offenders or ex-service personnel, and communicate those opportunities to local communities.
- Prioritise the development of green skills and jobs, to support London's just transition to a fair, zero-carbon economy
- Report to us skills and employment outcomes on our contracts, including apprenticeship starts, completions and retentions, as well as career progression following on from job starts.

2b. Promoting good work

The GLA Group is committed to driving fair pay and good employment practices across our supply chains. We encourage suppliers to employ a workforce that is representative of London's diversity, and that tackles employment and pay gaps.

We expect you to:

- Align with the Good Work principles covered by the Mayor's Good Work Standard², including:
- Pay the London Living Wage or Real Living Wage (as applicable) to relevant workers on our contracts, and consider becoming a Living Wage Employer
- Avoid exploitative 'zero hours' contracts, and align with the Living Hours principles
- Demonstrate your commitment to Equity, Diversity and Inclusion (EDI) practices in your employment
- Support your disabled and neurodivergent workforce through inclusive employment and recruitment practices.
- Recognise, communicate and respect the rights of your workforce to associate freely, organise and bargain collectively

2c. Promoting ethical sourcing practices

We understand that supply chains of both goods and services inherently carry risks of exploitation, and that it is not possible to state that any supply chain is entirely free of human rights abuses. We want to work with suppliers who acknowledge potential risks and actual violations, and are willing to take meaningful steps to address them. Our approach is based on cooperation, trust, and a continuous exchange of knowledge to drive improvements together.

² <https://www.london.gov.uk/programmes-strategies/business-and-economy/support-your-business/good-work-standard-gws>

As a GLA Group supplier, we expect you to:

- Respect, and hold your supply chain accountable to, international human and labour rights;³
- Develop and implement a process for effective human rights due diligence to identify, prevent, mitigate and remedy adverse impacts on individuals directly or indirectly affected by your supply chains;
- Publish details of your human rights due diligence activity, and respond to our requests for further information when needed;
- Take tangible steps to map your supply chains beyond your direct suppliers, and disclose information to us where requested, in the prescribed format;
- Collaborate with external parties, including relevant independent civil society organisations, trade unions, and other organisations we may work with, to address any risks identified;
- Report to us any actual and potential adverse human rights impacts you identify in the parts of your supply chain that relate to the goods or services you provide to us, along with the steps you are taking to address them;
- Provide remedy to workers through a rights-based process;
- When recruiting, take responsibility for any recruitment fees and related costs, and require the same of your supply chain, in line with the Employer Pays Principle.⁴

3. Improve the environment

The Mayor is committed to tackling the climate and ecological emergencies. He has ambitious goals for London to achieve net zero by 2030, whilst improving air quality; building a circular economy that eliminates waste; and enhancing green spaces and climate resilience.

As a GLA Group supplier, we expect you to:

- Measure, reduce and report the emissions associated with the delivery of our contracts where possible, and work with us to identify additional measures to improve climate resilience and cut emissions.
- Produce an organisational Carbon Reduction Plan for contracts of £5million and over.
- Improve London's air quality by transitioning to low- and zero-emission vehicles by 2030 and meeting relevant 'non-road mobile machinery' (NRMM) standards by 2040.
- Adopt circular economy principles and align with the waste hierarchy, making use of applicable reuse initiatives, and reporting the resulting carbon emission savings where possible
- Minimise harm to nature, biodiversity and animal welfare, for example by limiting the use of herbicides where there is no viable alternative, and avoiding peat-based products
- Enhance biodiversity and green spaces, by protecting and enhancing green infrastructure in GLA Group estates

³ These include, but are not limited to, those defined by the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and related Conventions, and the relevant legislation in the countries from which we procure goods and services. The Electronics Watch Code is especially useful in covering all relevant legislation, and can be found at the following page: https://electronicswatch.org/contract-conditions-and-code_2548258

⁴ More information: <https://www.ihrb.org/projects/the-responsible-recruitment-gateway>

Updates to this Charter

The GLA Group is accountable for overseeing the review and update of this document, in line with the GLA Group Responsible Procurement and Social Value Policy.