

Sustainable Development Strategy 2026-2030

Report to:

Service Delivery Board	25 March 2026
Commissioner's Board	14 April 2026
Deputy Mayor's Fire Board.....	28 April 2026
London Fire Commissioner	

Date:

Report by:

Jennifer Porter- Head of Sustainable Development

Authorising Head of Service:

David Rowell- Assistant Director Procurement & Commercial

Report classification:

For decision

For publication

Values met

Service
Integrity
Teamwork
Equity
Courage
Learning

I agree the recommended decision below.



Jonathan Smith
London Fire Commissioner

**This decision was remotely
signed on 5 May 2026**
Date

PART ONE

Non-confidential facts and advice to the decision-maker

Executive Summary

This report presents the updated Sustainable Development Strategy, covering the period 2026–30 for publication. This report:

- Brings together the sustainability related impacts of our services, along with the key risks and issues in London, and outline our commitments and objectives
- Identifies the emerging concerns that are affecting how we deliver our service
- Highlights the progress already made
- Outlines the proposed approach to sustainable development for the London Fire Brigade
- Identifies how performance will be monitored and reported

Proposed decision – the London Fire Commissioner

That the London Fire Commissioner:

1. Notes the content of this report
2. The Sustainable Development Strategy 2026-30 as set out in Appendix 1, is approved for publication on the London Fire Brigade website.

1 Introduction and background

- 1.1** The London Fire Brigade's approach to sustainable development has evolved from the introduction of an Environment Policy in 2004, through to the establishment of a sustainable development team in 2008. The first Sustainable Development Strategy was developed in 2009.
- 1.2** This fifth Sustainable Development Strategy 2026-30 reflects on progress to date, and the emerging issues that provide both challenges and opportunities for how we deliver a more sustainable Fire and Rescue Service.

Community Risk Management Plan (CRMP)

- 1.3** Sustainability and climate change are key areas of emerging and future risk within the CRMP. The Sustainable Development Strategy aligns with the pillar Adding Value and Commitments three and eight:
- 1.4 Commitment 3** - We will adapt our services as your needs change
 - We want to become more proactive and flexible. We want to meet you and your communities' evolving needs, while predicting future needs.

- We will also deliver a fit-for-purpose service based on evidence. This will improve our ability to respond to new risks such as those relating to the built environment and climate change.

1.5 Commitment 8- We will work with other organisations to secure a safer future for everyone

- We will deliver environmentally sustainable outcomes for London through adjustments to the way we deliver our services.

Drivers for Sustainable Development

1.6 The drivers for sustainable development encompass global, government, Mayoral and other Fire & Rescue Services policies and strategies, compliance, financial benefits and risk management. This strategy brings together in one place a summary of our sustainability commitments. These commitments support us to remain a resilient, efficient organisation that anticipates and responds to change, supports the diverse communities we serve, and has a net positive impact on the environment.

- **Global-** Sustainable development is core to the London Fire Brigade, its strategies and plans. Regular reporting on sustainable development is centred around the three pillars of sustainability: the environment, society and the economy. In delivering these principles London Fire Brigade aims to play its part in achieving the 2030 Agenda for Sustainable Development, aligning to the UN Sustainable Development Goals and the Paris Agreement 2015.
- **Government-** The UK is committed to the delivery of the UN Sustainable Development Goals. The most effective way to do this is by ensuring that the Goals are fully embedded in planned activity of each Government department.
- **Mayoral and other Fire & Rescue Services-** The Mayor of London's priorities related to sustainable development are set out in a range of delivery plans that London Fire Brigade operate in accordance with.
- **Compliance-** There are numerous sustainability related regulations that London Fire Brigade must adhere to covering all aspects of the service London Fire Brigade provides, from management of incidents, management of the London Fire Brigade sites, to how and what London Fire Brigade procure and from whom.
- **Risk management-** Risk management provides a sound basis for assessing sustainability risk, which has been built into London Fire Brigades corporate risks and has helped to identify appropriate measures. Good environmental management starts with identifying risks and reducing them. The same applies to social and economic risks to an organisation.

1.7 These commitments support the London Fire Brigade to remain a resilient, efficient organisation that anticipates and responds to change, supports the diverse communities London Fire Brigade serve, and has a net positive impact on the environment.

London Fire Brigade's Sustainable Development Framework

1.8 Sustainability in the London Fire Brigade is underpinned by three pillars, Environment, Economy, and Society. In consideration of these definitions, London Fire Brigade have developed the Sustainable Development Framework as detailed in the Sustainable Development Strategy 2026-30.

1.9 Prevention, Protection and Response are at the centre of the framework in recognition that this is our primary remit and is a statutory requirement and is what underpins all our actions. It

is also the area of greatest impact that we can have on improving the sustainability of life for those who live in, work in, or visit London. The Health, Safety and Wellbeing of staff, and its relevance given the primary role of the organisation, is also highlighted as central to the framework.

- 1.10** The key issues for the London Fire Brigade are defined under the three pillars; Environment and Climate Change; Equality and Inclusion; Economic Value. The London Fire Brigade ensures that sustainability is embedded throughout its activities.

2 Objectives and expected outcomes

- 2.1** The London Fire Brigade's Sustainable Development Strategy objectives provide focus for achieving its vision- *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.* Actions to deliver these objectives are set out in more detail within the associated areas in the strategy:

- 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.

Monitoring performance

- 2.2** Monitoring performance of the Sustainable Development Strategy 2026-30, performance indicators and associated targets are defined and outlined against the relevant theme within the strategy.
- 2.3** Progress against the Sustainable Development Strategy, policies, and indicators related to sustainability are reported annually in the Sustainable Development Annual Report.

3 Values Comments

- 3.1** The LFC notes the Fire Standards Board requirements around adopting and embedding the Core Code of Ethics at an individual and corporate level. Following extensive engagement, the LFC has introduced Brigade values which build on and do not detract from the Code of Ethics.

- 3.2** The Sustainable Development Strategy aligns to the LFC values.

3.1.1 Service: we put the public first

- Prevention, Protection and Response are at the centre of the Sustainable Development framework, as detailed in the Sustainable Development Strategy. It is also the area of greatest impact that the LFC can have on improving the sustainability of life for those who live in, work in, or visit London.
- The LFC ensure continued environmental protection and compliance with environmental legislation and other compliance regulations through Fire Station and Departmental audits, continued improvement through the ISO14001 EMS and collaboration with the GLA Group and other Fire and Rescue Services.
- Sustainability considerations are required on all LFC board reports, ensuring potential sustainability risks and opportunities are highlighted, discussed, and actioned.

3.1.2 Integrity: we act with honesty

- The LFC must determine and comply with the compliance obligations and other requirements applicable to our activities. To achieve this the LFC update and review a sustainability compliance register, any relevant compliance amendments and requirements are presented to senior management at least annually in the Sustainable Development Annual Report and/or the EMS Update Annual Report.
- Reporting progress through the Sustainable Development Annual Report provides transparency.

3.1.3 Teamwork: we work together and include everyone

- The Sustainable Development Impact Assessment (SDIA) process reviews all policies, projects and budget submissions across the LFC for potential sustainability impacts and ensures these are highlighted and actioned.
- The LFC regularly collaborates with the GLA Group, other Emergency Services (through the Emergency Services Environmental and Sustainability Group and Sustainability Charter the LFC are signatories to) and independent bodies such as Thames Water to share learning, achievement and best practice.
- The LFC are members of the London Anchors Institute Network (LAIN) Procurement, Hiring and Skills, Mentoring Young People and Climate Leadership working groups.

3.1.4 Equity: we treat everyone fairly according to their needs

- The LFC publishes a Modern Slavery Statement annually. This statement details the actions that the LFC are taking to prevent modern slavery, bonded and forced labour, labour rights violations within its supply chain and steps taken to identify, prevent and mitigate risks.
- The LFC aims to improve the performance of key suppliers and eradicate the risks of modern slavery in their organisations and supply chains by using a risk-based approach via the Cabinet Office Modern Slavery Assessment Tool (MSAT).
- The LFC's Sustainable Development Strategy outlines the pillar of Equality and Inclusion and how this aligns with the UN Sustainable Development Goals.

3.1.5 Courage: we step up to the challenge

- Regular stakeholder engagement with internal departments and staff, the GLA Group and other Fire and Rescue Services and Emergency Services to ensure best practice, collaboration and learning from mistakes.

- In addition to the annual EMS audit carried out by the British Standards Institute (BSI), the LFC is audited by the GLA Mayor's Office for Policing & Crime (MOPAC) audit team. This encompasses data verification and EMS system review.

3.1.6 Learning: we listen so that we can improve

- A bespoke Fire Service Environmental guidance tool, 'Environment Matters' was developed in collaboration with Avon and Somerset FRS. This e-learning module is mandatory for all LFC staff. The module covers awareness of good practice in managing and recycling waste; chemical use and storage; water use and conservation; hazardous waste management and disposal; energy efficiency; biodiversity; foam and fuel use; low emission vehicles; environmental protection at stations.
- A new climate e-module was commissioned by LAIN (the London Anchors Institute Network) which LFC is a member of and backed by the Mayor of London. This has been developed by the LFC's training provider Babcock International with input from climate experts across the city. The module covers the basics of climate science; the urgency of climate action; explore the biggest climate risks facing London, and how we can respond.
- The LFC developed a programme of guidance notes covering all areas of sustainability and environmental impacts available to all LFC staff.

4 Equality Comments

- 4.1** The LFC and the Deputy Mayor for Planning, Regeneration and the Fire Service are required to have due regard to the Public Sector Equality Duty (section 149 of the Equality Act 2010) when taking decisions. This in broad terms involves understanding the potential impact of policy and decisions on different people, taking this into account and then evidencing how decisions were reached.
- 4.2** It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
- 4.3** The protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), race (ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, and sexual orientation.
- 4.4** The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:
- eliminate discrimination, harassment and victimisation and other prohibited conduct.
 - advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
 - foster good relations between people who share a relevant protected characteristic and persons who do not share it.
- 4.5** Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic.
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

4.6 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

4.7 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- tackle prejudice
- promote understanding.

4.8 An Equality Impact Assessment (EIA) was undertaken on 06/03/2026 The impact assessment identified the Sustainable Development Strategy will have a positive impact for equalities.

5 Other considerations

Workforce comments

5.1 This report provides a review and update of the Sustainable Development Strategy, therefore staff side consultation has not been carried out.

Sustainability comments

5.2 This report provides the new Sustainable Development Strategy and related indicators, targets and identifies future expectations on performance and new targets.

Procurement comments

5.3 This report outlines LFC's commitment to support delivery of the GLA Group Responsible Procurement Delivery Plan and related indicators, targets and identifies future targets for SME spend and responsible Procurement.

Communications comments

5.4 A variety of communications and events are coordinated by the Sustainable Development team and the Communications Department at the start of the year to engage with LFC staff and external interested parties. A dedicated environment mailbox is used as the main point of contact.

6 Financial comments

6.1 The 2026-30 Sustainability Development strategy provides continuity of service improvements

that will enhance socio-economic benefits to the LFB and its stakeholders.

- 6.2 The associated costs for meeting the priorities outlined in this report will be contained within LFB's medium-term financial plan.
- 6.3 More widely, the programme to achieve Carbon Net Zero by 2030 carries significant investment which is currently not fully funded. Additional external borrowing may be possible but the debt charges would currently be unaffordable, and therefore significantly impact on the ability of LFC to achieve a balanced budget without making substantial and unacceptable savings.
- 6.4 Over the five years (2026-2030), it is advised the strategy provides continuous comparison of projected costs alongside the expected outcomes that underpin the Sustainability Development Framework.

7 Legal Comments

- 7.1 This report presents an updated Sustainable Development Strategy 2026-2030 for publication.
- 7.2 Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner ("the Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
- 7.3 Section 1 of the Fire and Rescue Services Act 2004 (FRSA) states that the Commissioner is the fire and rescue authority for Greater London.
- 7.4 By direction dated 1 April 2018, the Mayor set out those matters, for which the Commissioner would require the prior approval of either the Mayor or the Deputy Mayor for Planning, Regeneration and the Fire Service (the Deputy Mayor).
- 7.5 Paragraph 3.1 of Part 3 of the said direction requires the LFC to consult with the Deputy Mayor as far as practicable in the circumstances before a decision is taken on (inter alia) any "[c] decision that can be reasonably considered to be novel, contentious or repercussive in nature, irrespective of the monetary value of the decision involved (which may be nil)".
- 7.6 The decisions recommended in this report are considered to be 'novel, contentious or repercussive' and therefore the Deputy Mayor must be consulted before a final decision is taken.
- 7.7 The Report sets out the drivers for sustainable development which includes global, government, Mayoral and other Fire and Rescue Services policies and strategies, compliance, financial benefits and risk management. The objectives provide a focus for achieving its vision of being an industry leader in sustainability within the UK Fire and Rescue Service and exemplify best practice across all sustainable development themes with the GLA.
- 7.8 The recommendations are within the London Fire Commissioner's general powers. Section 5A of the Fire and Rescue Services Act 2004 ('the Act') enables the London Fire Commissioner to do anything it considers appropriate for the purpose of carrying out any of its functions, or anything it considers appropriate for purposes incidental to its functional purpose. The Strategy brings together a sustainability commitment to be a resilient and efficient organisation with

progress relating to the strategy being reported annually in the Sustainable Development Annual Report.

List of appendices

Appendix	Title	Open or confidential*
1	LFB Sustainable Development Strategy 2026-2030	Open

Part two confidentiality

Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part Two form, together with the legal rationale for non-publication.

Is there a Part Two form: No



Sustainable
Development
Strategy

2026-2030

Contents

Sustainable Development Strategy	1
Introduction by the London Fire Commissioner	4
Introduction	5
About Us	5
What We Do	5
Our Approach to Sustainable Development	5
Drivers for Sustainable Development	6
The Greater London Authority (GLA)	6
London Anchor Institutions' Network	7
Emergency Services Sustainability Charter	7
Governance of Sustainable Development	8
Community Risk Management Plan (CRMP).....	8
LFB Assessment of Risk	8
Roles and Responsibilities	9
Policies	9
Sustainable Development Impact Assessment	10
Corporate Decision Making	10
Monitoring performance.....	10
London Fire Brigade's Sustainable Development Framework	11
Our Vision for Sustainable Development	13
Environment and Climate Change	14
Equality and Social Inclusion	18
Economic Value	21
Embedding Sustainability	24
Our Performance- 2024/25	26

Introduction by the London Fire Commissioner



The Brigade's fourth Sustainable Development Strategy demonstrates our continued improvement including new carbon net zero fire stations, increasing our spend with London based small businesses and improving training and guidance for all staff.

In London the severe impacts of climate change, such as the extreme weather conditions in July 2022 and summer 2025 directly impact the Brigade. Against the backdrop of an increase in the severity of flooding and wildfire incidents, we continue to reduce our overall carbon emissions, working towards our target, aligned with the Mayor of London, of becoming carbon net zero by 2030.

We know that the most effective and efficient way to deliver our services is working in collaboration. We are signatories to the UK Emergency Services Sustainability Charter, which has been developed by Fire & Rescue Services and Police Forces across the UK to drive the collective action needed to address the challenges of climate change and our impacts as emergency services.

Through the Brigade's work with the Anchor Institutions Network we will be looking at how we can do more for Londoners alongside our commitments in our plan for 2023-29 'Your London Fire Brigade'.

As the largest Brigade in the UK, we have a significant responsibility to champion and advance sustainability across the Fire & Rescue Service sector.

We will continue progressing the activities set out in this strategy to make London a more sustainable, resilient and equitable city and ensure we continue to support the communities we serve.

A handwritten signature in black ink that reads 'Jonathan 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 provides us with 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 134,000 incidents in London in 2024/25, of which just over 12% were fires and just under half were false alarms.

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 Approach to Sustainable Development

The London Fire Brigade's (LFB) approach to sustainable development has evolved from the introduction of an Environment Policy in 2004, through to the establishment of a sustainable development team in 2008. The first Sustainable Development Strategy was developed in 2009, this fifth Sustainable Development Strategy 2026-30 reflects on progress to date, and the emerging issues that provide both challenges and opportunities for how we deliver a more sustainable fire and rescue service.

The aim of this strategy document is to:

- Bring together the sustainability related impacts of our services, along with the key risks and issues in London, and outline our commitments and objectives
- Identify the emerging concerns that are affecting how we deliver our service
- Highlight the progress already made
- Outline the proposed approach to sustainable development for the London Fire Brigade
- Identify how performance will be monitored and reported

Drivers for Sustainable Development

The drivers for sustainable development encompass global, government, Mayoral and other Fire & Rescue Services policies and strategies, compliance, financial benefits and risk management. This strategy brings together in one place a summary of our sustainability commitments, these commitments support us to remain a resilient, efficient organisation that anticipates and responds to change, supports the diverse communities we serve, and has a net positive impact on the environment.



The Greater London Authority (GLA)

The Greater London Authority (GLA) comprises the Mayor of London and the London Assembly. The GLA has seven functional bodies, overseeing transport, policing, fire and rescue services, and regeneration, which together form the GLA Group.

The Mayor sets an overall vision for London. He has a duty to create plans and policies for the capital including sustainability aims and commitments.

LFB has a responsibility to lead by example- progressing and reporting against GLA targets and delivery plans. GLA plans and policies influence and guide sustainability at LFB, enabling us to deliver the best social, economic and environmental outcomes for Londoners.

LFB are members of the GLA Group Responsible Procurement, Modern Slavery and Environment working groups as well as the Collaborative procurement board, working to maximise social value obtained from contracts as well as ensuring value for money and mitigating Modern Slavery risk within the supply chain.

London Anchor Institutions' 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.

Emergency Services Sustainability Charter

The Emergency Services Environment and Sustainability Group (EESG) includes members from UK Police Forces, Fire & Rescue Services, Ambulance Services and other Emergency Services who meet to share best practice and discuss emerging technologies, government policy and legislative requirements.

This Sustainability Charter has been developed by members from multiple Fire & Rescue Services and Police Forces to:

- Drive the collective action needed to address the challenges of climate change.
- Assist all Emergency Services with their sustainability journey, whatever their starting point
- Include the latest developments of the global sustainability agenda.
- Adopt the three principles of sustainability for inclusion in everyday operations.

Governance of Sustainable Development

Community Risk Management Plan (CRMP)

The London Fire Commissioner's strategic ambition for London Fire Brigade (LFB) is to be trusted to serve and protect London. How we will achieve that is set out in our Community Risk Management Plan (CRMP)¹, which is our Integrated Risk Management Plan. This is underpinned by four pillars: Engaging with you, Protecting you, Learning from others and Adding value. These are supported by eight commitments, each of which has a programme of improvement activities attached to ensure the plan is delivered.

The CRMP seeks to make the Brigade more community-focussed and service-led. By this we mean firstly, that we will not only seek to make people safer, but also to feel safer and to do that we will engage with communities to better understand their lived experience and how it can shape our services. Sustainability and climate change are key areas of emerging and future risk within the Delivery Plan.

The Sustainable Development Strategy aligns with the pillar Adding Value and Commitments three and eight:

Commitment 3 - We will adapt our services as your needs change

- We want to become more proactive and flexible. We want to meet you and your communities' evolving needs, while predicting future needs.
- We will also deliver a fit-for-purpose service based on evidence. This will improve our ability to respond to new risks such as those relating to the built environment and climate change.

Commitment 8- We will work with other organisations to secure a safer future for everyone

- We will deliver environmentally sustainable outcomes for London through adjustments to the way we deliver our services.

LFB Assessment of Risk

Our Assessment of Risk (AoR)² underpins the CRMP, which describes the changes that we need to make to achieve its vision and how it will make those changes.

Emerging trends and future risks likely to impact the Brigade over the term of the CRMP have been identified, which may require adaptation to the services we provide to meet London's changing needs. The highest risks are listed below:

- Development of the built environment in London including modern methods of construction and an increasing density of very tall residential buildings, presents operational challenges in the present and near-term future
- The proliferation and wider adoption of new fuels, energy sources and bulk energy storage solutions, in particular lithium-ion energy storage, present ongoing and developing operational challenges. New controls and procedures will be needed to address the different ways the technology is adopted and adapted commercially and domestically
- The developing legislative environment around new fuels will be crucial in determining the controls required by LFB.

¹ <https://www.london-fire.gov.uk/about-us/your-london-fire-brigade-our-plan-for-2023-29/>

² <https://www.london-fire.gov.uk/about-us/your-london-fire-brigade-our-plan-for-2023-29/assessments-of-risk/>

- Climate change and societal pressures are expected to lead to an increasing number of large incidents, multi-site incidents and incidents with high resource utilisation. This will lead to increasing challenges in maintaining situational awareness across London during peak demand and challenges managing high simultaneous demand.

Roles and Responsibilities

The Commissioners Board (CB) is responsible for reviewing policy, strategy and performance on sustainable development. The Director for Corporate Services leads on sustainability issues and the Fire and Resilience Board provides scrutiny of the strategy and performance at a high level.

Whilst day to day management sits with the dedicated Sustainable Development team, all departments and individuals are expected to support delivery of the Strategy. Internal working groups are in place to support and encourage coordination and delivery of sustainability within policy, procedure, projects and procurement.

Policies

There are several policies that underpin and help to facilitate the delivery of sustainability within the LFB, which are outlined below.

LFB Sustainable Development Policy	Sets out our commitments to continuously improve how we deliver our service in relation to environmental, social and economic outcomes; defining the key areas where we intend to take action, our governance approach and how this policy relates to other existing policies. Supporting Policies: Sustainable Development Impact Assessments (SDIA)
LFB Environment Policy	Sets out our approach to reducing our environmental impact on London. Supporting Policies: Waste Management; Hazardous Waste; Polluting Material Storage and Spills; Gardens Policy
Energy Management and Heating in LFB premises Policy	Ensures that best practice for energy management is applied throughout the LFB estate. The policy applies to the design, maintenance and operation of all LFB buildings. It also supports sustainable design and construction, water efficiency, sustainable timber and recycling.
GLA Group Responsible Procurement and Social Value Policy	A GLA Group Policy covering procurement specific social, economic and environmental issues. Supporting policies: LFB Whole Life Costing Policy; LFB Ethical Trade Procedure, LFB RP procurement guidance documents
LFB Equity policy	This Equity policy sets out our approach and commitment to diversity, equity and inclusion (DEI) at LFB. It underpins the LFB Diversity, Equity and Inclusion (DEI) Strategy. Supporting Policies: Equality Impact Assessment
Health and Safety Policy	This policy provides the overarching policy statement for managing health, safety and welfare in the London Fire Brigade and describes the primary health and safety responsibilities of staff in relation to health and safety management. Supporting Policies: health safety and environmental event investigation policy; brigade premises health safety and environment inspections; health, safety and environmental premises audits

Compliance Requirements

We must determine and comply with the compliance obligations and other requirements that are applicable to our activities and arise from legislation; standards and code of practices; organisational standards, policies and requirements; contractual agreements and external and internal issues. Specific requirements are detailed within each Strategy area focusing on Environment and Climate Change; Equality and Inclusion and Economic value.

Sustainable Development Impact Assessment

All new policies and projects, or any updated policies and projects with a material change, are subject to the Sustainable Development Impact Assessment process. The purpose of this is to consider the likely sustainability impact of a strategy, policy or project.

It ensures we comply with regulations, minimise negative impacts, and maximise opportunities associated with our actions. In addition avoiding or minimising environmental impact and taking opportunities to improve social and economic outcomes in London through the service we provide.

The SDIA process has been integrated into the annual budget guidance, ensuring staff are taking into account sustainability considerations for all savings, policy or growth proposals.

Corporate Decision Making

All board reports are required to detail the sustainable development implications of the issues addressed in the report, both positive and negative. This is to ensure sustainability impacts have been reviewed and considered prior to the agreement of decisions.

Monitoring performance

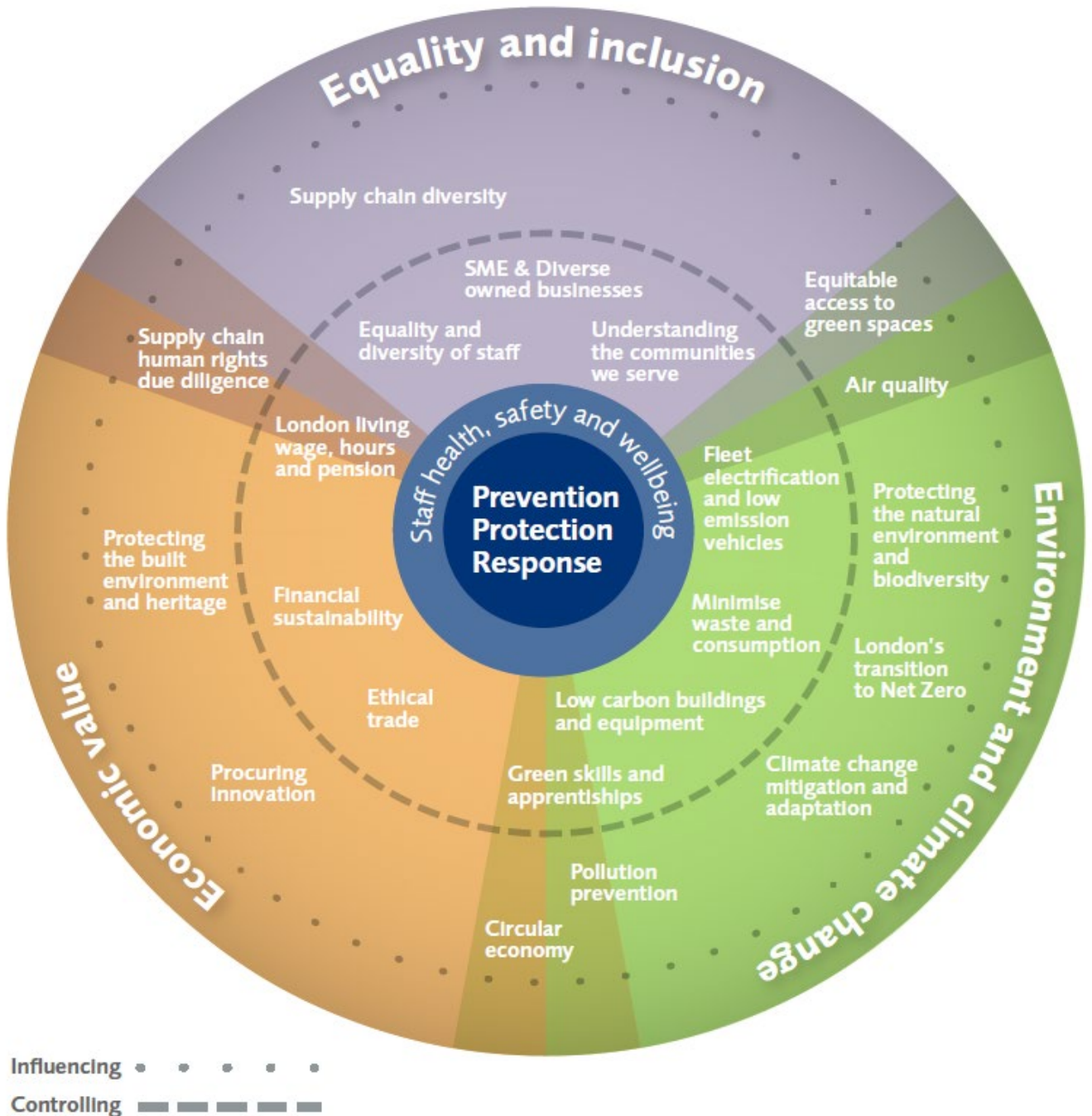
Monitoring performance helps us plan our resources and determine whether any further actions are required. We track performance against our sustainable development framework along with additional responsible procurement and environmental indicators.

Progress against our Sustainable Development Strategy, policies, and indicators related to sustainability are reported annually in our Sustainable Development Annual Report.

London Fire Brigade's Sustainable Development Framework

The most widely used definition of sustainable development remains that of the United Nations – 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs'.³

Sustainability is underpinned by three pillars, Environment, Economy and Society. In consideration of these definitions, we have developed our Sustainable Development Framework, as shown below.



³ www.un.org/sustainabledevelopment/

Prevention, Protection and Response are at the centre of the framework in recognition that this is our primary remit and is a statutory requirement and is what underpins all our actions. It is also the area of greatest impact that we can have on improving the sustainability of life for those who live in, work in, or visit London. Our prevention activities reduce fires, and our incident response approach is to deal with them quickly and effectively, thus avoiding and reducing the environmental, social and economic impacts of fire, such as carbon emissions and other pollutants, clean-up costs, and the trauma of an emergency situation and the possible losses resulting from it. All goods and services that we procure in order to deliver on these three core principles present opportunities for increasing the sustainability of our activities. They are avenues through which we can deliver additional social, economic and environmental benefit to London and its diverse communities.

In recognition of the importance of the Health, Safety and Wellbeing of staff, and its relevance given the primary role of the organisation, it is highlighted as central to the framework. 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**

Issues that are positioned more centrally on the framework represent a greater degree of control that we have over the outcomes, and these overlap between the three pillars reflecting the interconnected nature of sustainable development. Those issues positioned towards the outside of the framework represent areas that we have the ability to influence, through groups such as the LAIN, the Sustainability Charter, the GLA and wider market engagement.

Our Vision for Sustainable Development

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

2026 – 2030 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**

Environment and Climate Change

Background

The most recent conference of parties (COP30) of the United Nations Framework Convention on Climate Change (UNFCCC) at the time of writing was held in Belém Brazil, November 2025. The conference saw progress on climate finance and adaptation. In addition to an agreement to create a "Just Transition" mechanism to help countries manage the shift from fossil fuels in ways that protect communities and support workers. COP30 also reaffirmed the 1.5°C global warming limit set by the 2015 Paris Agreement.

The Mayor of London has set a target for London to be net zero carbon by 2030. The cost of no action will impact lower income Londoners the most, with overheating, toxic air and flooding all posing a risk⁴. In order to achieve the Mayors Accelerated Green pathway the following is required:

- nearly 40 per cent reduction in the total heat demand of our buildings
- 2.2 million heat pumps in use in London by 2030
- 460,000 buildings connected to district heating networks by 2030
- a 27 per cent reduction in car vehicle kilometres travelled by 2030
- fossil fuel car and van sales ended by 2030

Climate change increases the instances of extreme weather events which has a direct impact by putting additional pressure on resources used to fight wildfires and floods. For example, there are almost 320,000 properties at high risk of flooding in London⁵

We must adapt to a range of scenarios so we can be prepared for future climate change. Climate change poses many key risks these include:

- heat (increased summer temperatures / heat wave events)
- cold (reduced deaths and illness but with continued risk from cold 'snaps')
- increase in extreme weather events
- increase in wildfires and droughts
- flooding and storms (resilience and continuity of health and social care services, mental health impacts and injuries)
- rising sea levels and sea inundation
- food shortages

We have made numerous improvements in our operational response since the extreme weather conditions in July 2022 and summer 2025. These include new equipment and extra training for staff; revision of our management of risk information to better identify where wildfires and floods could occur and working with other organisations to help them prepare for extreme weather and take appropriate actions.

Water is a critical resource as our primary firefighting method and the long-term water security of London is an increasingly pressing issue, with hosepipe bans becoming a more regular occurrence. Whilst LFB have priority in obtaining water when we need it, we need to be mindful of the pressures on availability and consider whether we can use water more efficiently at critical times without compromising public safety. Our priorities need to align with the 2025 London Surface water

⁴ www.london.gov.uk/programmes-strategies/environment-and-climate-change/climate-change/zero-carbon-london/pathways-net-zero-carbon-2030

⁵ https://www.london.gov.uk/sites/default/files/2025-05/The_London_Surface_Water_Strategy.pdf

Strategy to ensure we are both adequately prepared for the risk that flooding presents but also have sufficient water resource to save lives.

Our approach to managing incidents by responding to them quickly and effectively, indirectly benefits the environment in London, by reducing the potential pollution caused by high-risk incidents such as fires as flooding. Having due regard for the natural environment at incidents directly reduces the potential harm caused and helps to both limit pollution but also minimise biodiversity loss. LFB has a commitment to continually examine the way we use resources to deliver our service in order to minimise negative environmental impact, increase sustainability and generate the largest possible net positive impact upon London's environment and diverse community.

Environment and Climate Change Compliance Requirements

Key compliance requirements relating to the environment and climate change which we have to comply with include:



- Environment Act 2021
- Environment Protection Act 1990
- Water Resources Act 1991
- Hazardous Waste Regulations
- Environmental Permitting Regulations
- Control of Substances Hazardous to Health
- Waste Duty of Care
- Climate Change Act 2008
- ISO14001 – Environmental Management Systems

Recent Highlights

- In 2024/25 carbon emissions reduced by a further 3.2 per cent from the previous year to - 15.6 per cent reduction from our baseline year of 20/21
- Following a successful nine-month trial at Croydon and Lewisham stations, LFB has now rolled out HVO (hydrotreated vegetable oil) fuel to 37 fire stations for use in our fire appliances. HVO is a sustainable diesel alternative and a key step towards achieving carbon net zero operations across LFB's fleet
- LFB has a new Net Zero Fire Station and more on the way! Plumstead Fire Station became Net Zero following extensive refurbishments, including the removal of gas heating and the installation of an air source heat pump
- The introduction of Station Delivery Plans has improved local knowledge of potential wildfire locations on each station ground. These plans give each watch an opportunity to detail the local risks from wildfires and other hazards and how they intend to meet them

Environment and Climate Change- Objectives

We commit to the following objectives in relation to environment and climate change.

- 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.

Environment and Climate Change- Performance data

The indicators below present our performance data relating to environment and climate change that will be included in our Sustainable Development Annual Report.

Performance indicator	Target performance
Percentage reduction in CO ₂	Continual improvement to 2030
Amount of energy generated through renewable resources	Continual improvement to 2030
Percentage of our fleet which is Zero Emission Capable	Continual improvement to 2030
Percentage of waste recycled	80%
Total Waste reduction	Continual reduction
Total Water consumption	Continual reduction
Percentage of normal commuting trips carried out by staff made on foot, by cycle or using public transport	50%

Performance indicator- For Information
Percentage of sites with climate adaptation plans in place
Percentage of sites located in high flood/heat/drought zones
Number of contracts over £5m in value to include organisational carbon management plans
Number of key suppliers engaged in carbon-reduction activities
Number of contracts requiring zero-emission deliveries
Percentage reduction of supply-chain emissions
Number of contracts where circular economy initiatives have been considered

Number of initiatives to improve biodiversity across the LFB estate

Equality and Social Inclusion

Background

London is the most ethnically diverse area in England and Wales. The most recent 2021 Census data shows that 46.2% of residents in London identified with Asian, Black, mixed or 'other' ethnic groups, and a further 17.0% with white ethnic minorities. It is home to one of the largest lesbian, gay, transsexual and transgender (LGBTQ+) communities in the world. London's population is growing and with it the diversity of the communities we serve. ⁶ London's 2025 population is now estimated at 9,840,740, London has grown by 92,710 in the last year, which represents a 0.95% annual change. These population estimates and projections come from the latest revision of the UN World Urbanisation Prospects⁷

As a public body we have a legal duty to advance equality of opportunity and eliminate discrimination to our staff. If we are to provide the world class fire service we aspire to, we also need to understand the varied and changing needs of the diverse communities in London. Removing barriers to equality brings about further opportunities by enabling our existing and future staff to reach their full potential.

LFB's aim within our CRMP is to ensure as an organisation, we are representative of the communities we serve and that our services are accessible to all Londoners. To support this aim we will report through LFB's Sustainable Development Annual Report on overall staff composition against the CRMP targets for ethnic minority staff; Staff with a disability and lesbian, gay, bisexual (LGB) Staff.

The London Growth Plan⁸ sets out London's vision for a more prosperous, fairer and greener global city. The GLA Group spends around £9.5 billion on procurement every year. The scale and diversity of this buying power enable the GLA Group and LFB to deliver social, economic and environmental benefits for London and beyond, through our procurement and supply chains.

Our responsibility to provide equality in the way that we provide our service extends to our supply chain. There were 5.7 million SMEs (Small and Medium-sized Enterprises) in the UK in 2025, including 5.4 million micro businesses. This represents 99% of all businesses in the UK were SMEs, including the 95% which were micro businesses⁹

SMEs can offer unique advantages such as, innovation, agility and strong local community connections, often with greater flexibility and faster decision-making, yet they are not proportionately represented within public sector supply chains.

LFB is committed to use its procurement influence to improve working conditions and promote inclusive employment practices within its supply chain. This includes but is not limited to encouraging our suppliers to adopt good employment practices that consider their workforce's engagement, voice, wellbeing, skills, and progression.

Our endeavour to address human rights risks in the supply chain is reflected in our work with relevant stakeholders and Electronics Watch¹⁰.

⁶ www.ons.gov.uk/census

⁷ www.un.org/development/desa/pd/world-urbanization-prospects-2025

⁸ <https://growthplan.london/>

⁹ www.gov.uk/government/statistics/business-population-estimates-2025

¹⁰ <https://electronicswatch.org/en>

Equality and Social Inclusion Compliance Requirements

Key compliance requirements relating to equality and social inclusion which we have to comply with include:

Procurement Act 2023
Equalities Act 2010
Procurement Act 2023 PPNs
Modern Slavery Act 2015
Social Value Act 2012
Human Rights Act 1998
Gender Pay Gap Regulations 2017

Recent Highlights

- Total direct and indirect spend with SMEs continues above target during 2024/25 at 33.7 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 demonstrated steady progress in improving ethnic diversity across its workforce with 18% of operational staff from ethnic minority backgrounds. Our Outreach team has focused on providing experience days for potential applicants and on keeping in touch with those who have expressed an interest in joining LFB as a firefighter.

Equality and Social Inclusion- Objectives

We commit to the following objectives in relation to equality and social inclusion.

- 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.

Equality and Social Inclusion- Performance data

The indicators below present our performance data relating to equality and social inclusion that will be included in our Sustainable Development Annual Report

Performance indicator	Target performance
Staff Composition- percentage of our staff who are from black, Asian and other ethnically diverse communities	19%
Staff Composition- percentage of our staff who are female	20%
Staff Composition- percentage of our staff who have a disability	10%
Staff Composition- percentage of our Lesbian, Gay, Bisexual (LGB) staff	4.6%
Pay gap (gender, ethnic minority staff, staff with disabilities)	+/-3%
Direct Spend with SMEs	30%
Indirect and Direct Spend with SME's	40%
Undisputed SME invoices paid in 10 days	90%
Percentage of eligible key suppliers that have achieved 70% in the Modern Slavery Assessment Tool (MSAT).	100%
Percentage of procurement staff completing Responsible Procurement and Modern Slavery training	100%

Performance indicator- For Information
Number of key suppliers with Trade Union Recognition agreement and collective bargaining agreement
Number and spend with suppliers that are SMEs; VCSEs and diverse-led businesses
Number of suppliers providing factory disclosures as per Electronics Watch Contract Conditions

Economic Value

Background

In 2020 the Government published a report estimating the total annual economic and social cost of fire in England using data on fires that occurred in the year ending March 2020. This report estimated an annual cost to the country of £12.0 billion¹¹. Total cost also includes anticipation spend, which is more related to fire risk as opposed to fire incident numbers. The costs are split into 3 overarching areas:

- Anticipation – measures designed to either prevent fires from occurring or protective measures to mitigate the damage and impact of fires.
- Consequence – direct and indirect costs that occur as a result of fire, such as property damage, loss of business, human injury, and fatalities.
- Response – cost of fire and rescue services responding to incidents.

LFBs prevention and response work can be a major contributor to wider economic savings, and our fire safety protection work plays an instrumental role in protecting London's economic activity.

Social value is defined through the Public Services (Social Value) Act (2012) which requires all public sector organisations and their suppliers to look beyond the financial cost of a contract to consider how the services they commission and procure can improve the economic, social and environmental wellbeing of an area. The Modern Slavery Act 2015 sets out further requirements to review our suppliers' practices. LFB produces and publishes an annual Modern Slavery Statement to demonstrate best practice as a responsible and transparent organisation and to highlight what we are doing to address and mitigate Modern Slavery risks within our supply chain. This is in line with the Mayor's Responsible Procurement and Social Value policy to which LFB is a signatory.

More Londoners living in poverty are in working households than in workless households. In 2024/25, 51% of adult Londoners living in poverty are employed. This includes 9.9% of those in full-time work and 40.8% in part-time work. Additionally, 1 in 5 jobs in London (17.5%) is classified as low-paid. This demonstrates the ongoing importance of applying the London Living Wage (LLW) to our contracts.

The Mayor's Good Work Standard sets the benchmark for good employment practice in London and represents the standard the Mayor would like all employers to aim for and achieve. It covers fair pay, requiring payment of the London Living Wage, health and wellbeing, skills development and progression for employees, diversity, and fair and accessible recruitment.

Apprenticeships are a productive and effective way to grow talent and develop a motivated, skilled, and qualified workforce, providing a cost-effective way of nurturing young talent, and helping to address skills shortages. The GLA Group aims to create 500 supply-chain apprenticeship starts per year, with progress towards the aim of all new supply-chain apprenticeships to be reflective of London's diversity.

Support for SMEs is referenced under Equality and Social Inclusion.

¹¹ www.gov.uk/government/publications/economic-and-social-cost-of-fire

Economic Value Compliance Requirements

Key compliance requirements relating to economic value which we have to comply with include:

Good Work Standard (where applicable)
London Living Wage Commitment
UK Fair Payment Code

Recent Highlights

- LFB increased our apprenticeship starts in LFB and on our contracts to 256 in 2024/25.
- 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.
- The SDIA process has been integrated into the annual budget guidance, ensuring staff are taking into account sustainability considerations for all saving, policy or growth proposals.

Economic Value- Objectives

We commit to the following objectives in relation to the economic value.

-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

Economic Value- Performance data

The indicators below present our performance data relating to economic value that will be included in our Sustainable Development Annual Report.

Performance indicator	Target performance
Budget Submission SDIAs completed	100%
Number of workers in the supply chain benefiting from the London Living Wage	Continual improvement
Annual apprenticeship starts in LFB and within our contracts	Continual improvement
Annual job starts within our contracts	Continual improvement
Annual training and support days provided within our contracts	Continual improvement
VCOSOs supported by both LFB and within our contracts	Continual improvement

Performance indicator- For Information
Number of key suppliers with Fair Payment Code Bronze/Silver/Gold
Number of suppliers accredited as a Living Wage Employer by the Living Wage Foundation
Number of suppliers signed up to the Good Work Standard
Number of contracts where London Living Hours principles have been considered

Embedding Sustainability

Background

LFB's intention is to ensure that sustainability becomes a standard part of the way we work, embedded across everything we do. Sustainable development is a process of continual improvement, addressing changes in legislation, compliance, technology, and risk.

We continually evaluate our performance, review, and update our practices, raise awareness amongst our staff and support them to take action in their roles.

Recent Highlights

- In 2024/25 100 per cent of high-risk policies have a Sustainable Development Impact Assessment (SDIA) completed. The SDIA process provides assurance that LFB is meeting its legal obligations and complying with LFB and Mayoral targets, policies and strategies to reduce environmental impact and deliver more sustainable outcomes.
- Following the successful delivery of Senior Leader Carbon Literacy and a shorter climate impact course, a new e-learning climate training package has been commissioned by LAIN, backed by the Mayor of London, and developed by LFB's training provider Babcock International with climate experts across the city. The training is part of LFB's commitment to tackling climate change.
- In 2024, Environment Matters training became mandatory for both FRS and Operational staff, which lead to a large increase in the completion rates and a new internal sustainability guidance and training intranet site was also created to provide staff with a series of sustainability resources.

Embedding Sustainability- Objective

We commit to the following objective in relation to ensuring that sustainability is embedded throughout our activities.

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

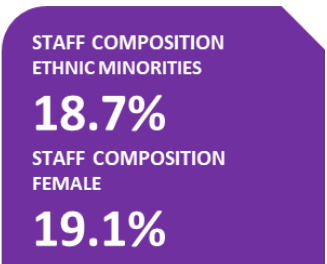
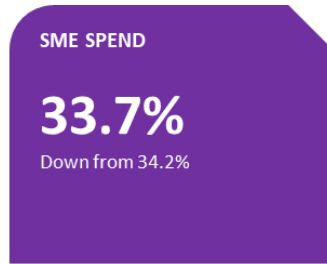
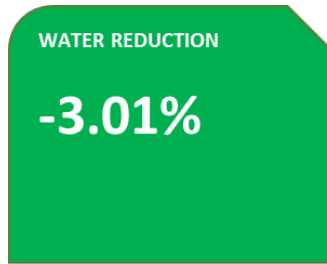
Embedding Sustainability- Performance data

The indicators below present performance data relating to ensuring that that sustainability runs through all our activities will be included in our Sustainable Development Annual Report.

Performance indicator	Target performance
Project SDIAs completed	100%
Policy SDIAs completed	100%
Percentage of Staff who have completed Environment Matters Training	100%
Percentage of Staff completed Carbon Impact training	100%

Performance indicator- For Information
Number of supplier engagement meetings focusing on sustainability
Number of Department EMS Audits
Number of behaviour change initiatives launched

Our Performance- 2024/25



KEY

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

