LONDON FIRE BRIGADE

Modern Slavery Statement 2025/26

October 2026

London Fire Brigade Modern Slavery Statement 2025/26

Period Covered by this statement

1. This is the seventh annual Modern Slavery Statement of the London Fire Brigade (LFB) and its authority, the London Fire Commissioner (LFC). It covers the period of financial year 1st April 2025 – 31st March 2026 (one year).

Organisation covered by the statement

2. This statement covers the LFB and the LFC as a corporation sole and the fire and rescue authority for London. LFB is a functional body of the Greater London Authority. The Mayor of London sets the LFB's budget, approves the London Safety Plan (see also Community Risk Management Plan), can direct it to act, and is supported by a Deputy Mayor for the Fire Service.
3. The LFB is responsible for providing London's fire and rescue service, ensuring that it is effective and efficient. All formal decisions about the LFB are approved by the LFC, though some decisions may need to be consulted on with the Deputy Mayor for the Fire Service or the Mayor of London.
4. Jonathan Smith is the officeholder of the LFC at the time of publication.
5. For any questions about information in this statement, please contact LFB's Sustainable Development Team at environment@london-fire.gov.uk

Introduction

6. This statement is designed to satisfy the requirements of Section 54 of the Modern Slavery Act 2015 and outlines LFBs approach to identify, prevent and mitigate the risks of modern slavery, human trafficking, forced and bonded labour, and human and labour rights violations in its supply chains.
7. A record of all our statements can be found on the about us section of the LFB website.
8. This statement is organised as follows:

    - Organisation and supply chain structure
    - Policies in relation to modern slavery
    - Due diligence
    - Training
    - Goals and Key Performance Indicators (KPIs)

1. Organisation and Supply Chain Structure

9. The LFB is one of the largest fire, rescue and community safety organisations in the world. LFB provides services across the whole of the Greater London area, serving London's 8.9 million residents as well as those who work in or visit the city. The Brigade currently operates 155 fire engines from 102 stations (plus one river station) and in 2025 attended

approximately 139,000 emergency incidents. LFB also supports other fire services outside of London, as operationally required.

10. The Greater London Authority (GLA) is the main governing body for London, responsible for the strategic planning and social and economic development of the city. The GLA Group is made up of its functional bodies, including LFB and four other key organisations overseeing transport, policing, and planning. More information can be found on the GLA Website.
11. Our ethical sourcing and responsible procurement commitments are further enshrined at GLA Group level through the Responsible Procurement (RP) and Social Value Policy and Delivery Plan (RPDP), under the themes of 'Promoting good work' and 'Promoting ethical sourcing practices'.

1.1 Products, Sectors and Services

12. LFBs core services cover 6 core areas: Prevention, Protection, Response, Prepare, Engage and Recover. These services encompass everything from emergency firefighting, specialised rescue, community education, safety enforcement in the built environment and disaster recovery.
13. LFB employs approximately 5,800 people, operating within the emergency services sector, with a total influenceable spend[1] for 2025/26 of £167m, of which, £130m is contracted spend[2]. Spend areas are varied from specialist equipment, Fleet, Soft and Hard Facilities Management (FM), Professional services, Information and Communication Technology (ICT), Construction and more.

1.2 Supply chain Mapping

14. LFB has over 2000 direct suppliers and spent with 550 active suppliers in 2025/26. Contracts typically can vary in length from a few weeks to over 20 years for key strategic contracts.
15. LFB currently classifies its key strategic contracts as Gold, Silver or Bronze. Contracts are classified and evaluated by assessing three criteria – Value, Complexity and Level of Risk. Classification is carried out using the above criteria and the Kraljic Matrix. LFB determines the criticality of the contract, level of tendering and contract management required by allocating one of the three classifications.
16. This assessment considers a wide range of factors including service delivery and performance, operations and infrastructure, Brand, reputation and Engagement, Governance and Compliance and information and Security.
17. In 2025/26 LFB had 18 'Gold' Suppliers, and 62 'Silver' suppliers. In this same year LFB spent over £97m with our key 'Gold' suppliers, representing 62% of total addressable spend.

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[1] Influenceable spend is defined here as all gross (revenue and capital) expenditure, excluding: payroll costs, pensions costs, capital financing costs, charity donations, healthcare, payments to statutory bodies, spend with vendors under 1k, educational institutions and housing providers.

[2] Contracted spend is defined here as spend with suppliers that have a contract with LFB for the provision of goods or services, procured through LFB's established procurement processes.

18. LFB's key 'gold' suppliers span a range of sectors including specialist equipment, professional services, Personal Protective Equipment (PPE), Infrastructure and construction, training, fleet, Information Communication Technology (ICT) and facilities management.

19. LFB has in the past year strengthened its partnership with Electronics Watch, an independent, not-for-profit organisation which helps public buyers to work together to promote and protect the rights of workers in global supply chains. LFB is affiliated to Electronics Watch through the GLA Group.

20. LFB has started mapping its electronics hardware supply chains through our partnership with Electronics Watch.

Electronics Hardware

21. LFB predominately purchases its electronics hardware through Reseller Frameworks and Mobile services contracts.

22. Most LFB electronics hardware is manufactured predominantly by Dell, HP and Samsung, with some limited Apple products. Laptops, desktops, display screens and Zig units carry high risk of human and labour rights abuses and is covered under our affiliation to Electronics Watch.

23. We continue to include the Electronics Watch Contract Conditions[3] in all applicable ICT hardware contracts. Electronics Watch require our suppliers to comply with the Electronics Watch Code of labour standards (or similar) and exercise due diligence by identifying and mitigating risk of breaches and remedying actual breaches and preventing their reoccurrence. This includes the requirement that suppliers disclose the names and locations of production sites in the supply chain of the goods we buy. We are planning to follow up on supply chain mapping requirements in 2026/27, prioritising the most purchased products and those that are highest risk.

24. During 2025/26 we gathered an unprecedented amount of information from re-sellers about the factories where our laptops, display screens, mobile phones and Zig units and their components are produced, which we shared with Electronics Watch to facilitate supply chain mapping.

25. Based on these findings, as of December 2025:

    - There are 236 specific production sites in our ICT supply chains. 71 were disclosed by suppliers, 2 via analysis, and 163 through public supplier lists
    - These production sites are located in 19 countries: Brazil (7), China (131), the Democratic Republic of Congo (1), India (3), Ireland (2), Israel (1), Japan (2), Korea (1), Laos (1), Malaysia (16), Mexico (3), Philippines (5), Poland (1), Singapore (1), South Korea (5), Taiwan (25), Thailand (8), the USA (9), and Vietnam (13).
    - 90% of these (213) perform component manufacturing; 8% (18 sites) perform final assembly; and 2% (4 sites) perform both. There was one site of mineral extraction.

Garments

26. LFB's current PPE is procured through a framework managed by Kent and Medway Fire

[3] Electronics Watch contract conditions were updated in January 2025 to version 3.0 which has now been included and used on all new relevant contracts let in the year 2025-26. Existing relevant hardware contracts would have the previous version 2.0 included.

Service. Recognising the risks related to the contract, LFB has sought assurance from key suppliers about their ethical sourcing standards, which are summarised below:

- One of our suppliers, MSA Safety Incorporated, has the majority of their key suppliers within Europe and all assembly locations are audited annually to ensure that technical specification and working/labour conditions are up to required standards.

27. The procurement of future workwear and PPE provision is currently underway via collaborative options with the National Fire Chiefs Council. Enhanced responsible procurement criteria and checks have been included in the tender requirements. Once procurement of the new workwear and PPE has been completed, we aim to map the supply chain fully during 2026/27 on the Open Supply Hub and make this information publicly available. We recognise the importance of transparency and are committed to make our supply chain mapping available on the platform where possible.

1.3 Modern Slavery risk management governance

28. Responsibility for managing LFBs supply chain sits within our Procurement and Commercial (P&C) function. LFBs Assistant Director of procurement also sits on the GLA Group Collaborative Procurement Board (CPB) for the implementation of responsible procurement. For more information on the CPB, please see: Collaborative Procurement Board | London City Hall.
29. LFBs Sustainable Development team, supported by their dedicated Responsible Procurement Manager from the GLA Group's Central Procurement Team (CRPT), are responsible for planning, developing and delivering ethical sourcing commitments and requirements across the P&C function, following the due diligence process described below
30. The Sustainable Development team is also responsible for the implementation of the GLA group Responsible Procurement Delivery Plan

1.4 Information gathering

31. The information in this Modern Slavery Statement was gathered by LFB's Sustainability Advisor who leads on responsible procurement for the organisation with support from LFBs Responsible Procurement Manager from the GLA Group CRPT.
32. Detailed information on specific categories was sourced with the support of procurement contract managers. Electronics Watch provided us with information on our electronics hardware supply chains.
33. This statement has been created in alignment with the UK Home Office's Transparency in Supply Chains (TISC) Statutory guidance and International Reporting on Modern Slavery, Forged Labour and Child Labour where possible.

2. Policies in relation to modern slavery

34. LFB is committed to holding our suppliers accountable, as a minimum to the rights defined by the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work related Conventions, and implementing appropriate human rights due diligence (HRDD), according to the UN Guiding Principles on Business and

Human Rights.

2.1 LFB

35. LFB has its own internal Ethical Sourcing Policy in place that was updated in 2026, that sets out the minimum requirements which the Commissioner expects to be addressed within its contracts with suppliers and the procedures to assess and mitigate risks. This builds upon existing guidelines and requirements used in contracts for workwear and ICT/electronics, by setting procedures to cover high-risk sectors. It also sets out the expected approach to comply with the Modern Slavery Act 2015, the Public Contracts Regulations Act 2015 and International Labour Organisation Conventions.

36. The Ethical Sourcing Policy highlights LFBs risk-based approach, and how we work collaboratively with suppliers to identify and address potential issues, improve transparency, and support effective HRDD. Through this policy, LFB promotes the use of recognised third-party certification and risk assessment tools, such as those listed below:

    - TCO Certified
    - SA 8000 (SAI) Social Accountability International
    - Fairtrade Mark (for Cotton and Consumables)
    - Certified Cruelty Free
    - EU Ecolabel
    - Marine Stewardship Council / Aquaculture stewardship Council
    - Forest Stewardship Council (FSC)/ Programme for the Endorsement of Forest Certification (PEFC)
    - BES 6001 Framework Standard

37. The Ethical Sourcing Policy sets a standard approach which can be adapted to individual contracts based on their sector, value and the nature of supplier relationships. The Policy focuses on those sectors that have been identified as posing the highest risk of poor working conditions or violations (Electronics, Textiles, Construction and Facilities Management). It sets out standard procedures and templates to be followed both during the tender process and contract delivery.

38. In 2026 LFB published its new 2026-2030 Sustainable Development Strategy with 9 key objectives. Of these, two are designed to help underpin the delivery of ethical sourcing. They are to:

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

    (b) Promote ethical sourcing and address risks of human and labour rights abuses in our supply.

39. Due to both their operational activities and public engagement role in respect to prevention and protection, LFB also support and implement safeguarding policies (Safeguarding Adults at Risk and Safeguarding Children) to promote welfare and protect from harm. The policies cover the roles and responsibilities of all staff in relation to the safeguarding of adults and children who are suffering from, or are at risk of abuse, neglect or self-neglect including modern slavery and human trafficking.

40. LFB is not the primary authority in relation to safeguarding those at risk but acts as a referral agent to the 33 London Local Authority Social Service departments. However, its

responsibility to ensure that its staff, many of whom come into contact with members of the public as part of their normal duties, are aware of the issues associated with safeguarding those at risk and how to make a referral is recognised. LFB safeguarding policies and associated staff training outline the reporting procedure as well as how to store, process and share safeguarding information securely. LFB is also part of an information sharing protocol, updated in 2019, as part of its commitment to the London Multi-Agency Adult Safeguarding policy and procedures

2.2 Suppliers

41. LFB routinely asks potential suppliers for their policies and approaches to identify and address human and labour rights risks and abuses at tender stage. The type of policies asked for will vary by tender, but on high-risk electronics tenders, since the beginning of 2026 we now specifically ask for detail on how suppliers:

    - Select prospective suppliers
    - Assess current suppliers
    - Assess their supply chains (tier 2 and beyond)
    - Respond to identified risks or allegations
    - Provide remedy if human or labour rights abuses are found

2.3 GLA Group

42. LFBs commitment to responsible procurement is enshrined at GLA Group level through the Responsible Procurement and Social Value Policy and Delivery Plan (RPDP), which we have adopted as on organisation.
43. The Responsible Procurement and Social Value Policy is a high-level strategic document setting out the GLA Group's ambitions and commitments to use responsible procurement and deliver social value in London and beyond. The RPDP sets out how the GLA and its functional bodies (including LFB) will deliver the goals of the Policy and includes metrics for quarterly and annual reporting to the Group.
44. From 2026-27, in addition to reporting quarterly and annual quantitative metrics, each functional body will also need to report on a quarterly basis on how they are progressing against each action included in the RPDP to the GLA Group Collaborative Procurement Board (CPB).
45. In order to help achieve the RPDP objectives, LFB will report on the following metrics relevant to ethical sourcing. Suppliers are expected to engage with requests for data and transparency in order to support this reporting.

    • Number of suppliers providing factory disclosures as per Electronics Watch Contract Conditions.

    • Number of key suppliers with Trade Union Recognition agreement and collective bargaining agreement.

    • Percentage of eligible key suppliers that have achieved 70% in the Modern Slavery Assessment Tool (MSAT).

46. The relevant provisions contained in the Policy and the RPDP for this Statement are summarised in Table 1 below.

Table 1. GLA Group Responsible Procurement and Social Value Policy and Delivery Plan

The RP Policy and Delivery Plan commit us to promote good work and ethical sourcing by:

- Respecting, and holding our suppliers accountable to, international human and labour rights;
- Developing a process for effective HRDD;
- Exercising HRDD to identify, address and remedy human and labour rights risks in our supply chains;
- Mapping our supply chains, focusing on medium and high-risk suppliers;
- Collaborating with external parties, including Electronics Watch, the Ethical Trading Initiative (ETI), relevant civil society organisations and trade unions, as well as other public bodies, to address any risks identified;
- Integrating the Mayor's Good Work Standard* principles in relevant procurements and encouraging suppliers to seek accreditation;
- Requiring that suppliers pay workers delivering goods and services for LFB the London Living Wage;
- Seeking to contract with suppliers that recognise and respect the rights of freedom of association and collective bargaining.

*The Good Work Standard (GWS) is a free accreditation programme developed by the GLA in collaboration with London's employers, trade unions, professional bodies and experts. It is organised into four Pillars, which set the benchmark for good work. These are:

1. Fair pay and conditions
2. Engagement, voice and wellbeing
3. Skills and progression
4. Diversity and inclusive recruitment

Businesses can achieve three different levels of accreditation: Foundation, Achievement and Excellence. Recognising that good pay is the foundation of good work, all levels require accreditation to the Living Wage Foundation. More information about the GWS can be found here.

47. In 2026, the GLA Group published a collection of Responsible Procurement case studies showcasing examples of how the Policy and Delivery Plan are implemented in practice. The document can be found on this page

3 Due Diligence

48. LFB is committed to ensuring contracts are compliant with the Modern Slavery Act 2015. The Act requires suppliers with a turnover in excess of £36 million to give a Statement on Slavery and Human Trafficking in their supply chain and provide an annual update on their actions within the statement. For all contracts with organisations, to whom the requirements of Part 6 of the Modern Slavery Act apply, the organisation's Slavery and

Human Trafficking Statement is reviewed as part of the tender process to ensure that any risks are suitably addressed. This Statement must be kept up to date for the duration of the contract and reviewed annually. The Procurement Act 2023 provides for mandatory exclusion of bidders who have been convicted of an offence under the Modern Slavery Act.

49. LFB follows a robust contract tiering process in order to ensure correct due diligence is applied at each stage, as laid out in the Ethical Sourcing policy.

50. This year, LFB has undertaken a risk assessment of its key suppliers in its supply chain and invited those medium and high-risk suppliers to complete the Cabinet Office Modern Slavery Assessment Tool (MSAT), which ran from November 2025 to March 2026.

51. LFB reviews contract opportunities via robust procurement processes including procurement category-specific RP guidance to identify new areas of potential risk related to ethical sourcing and work with the relevant suppliers to increase the transparency of supply chains. Good practice is encouraged and in high-risk sectors required of suppliers to support improvements to manage and address issues of non-compliance. More stringent actions are expected to be taken where suppliers are not prepared to address non-compliance.

52. High and medium risk sectors are those set out below, as outlined in the Ethical Sourcing Policy

    - Electronics
    - Electric vehicles
    - Textiles (clothing, PPE, footwear, bags, carpets, upholstered furniture)
    - Construction (sites and materials)

    Medium Risk

    - Facilities management (including catering, cleaning and security services)
    - Food and Drink
    - Cleaning products and chemicals
    - Timber products

3.1 Due diligence for new procurements

53. When conducting new procurements officers are required to use the flow diagram (as set out below in diagram 1) and in the ethical sourcing policy to help to identify which ethical sourcing actions are needed.

54. Application of the 2024 Procurement Regulations (under the 2023 Procurement Act), including the mandatory and discretionary grounds for exclusion, allows the LFC to consider compliance with applicable social, environmental and labour laws on the part of suppliers and their subcontractors. If a supplier has been convicted of offences relating to people trafficking or child labour, it is mandatory to exclude them from the tender process. If a supplier has not complied with applicable legislation such as minimum wages or health and safety laws in any country where it operates, it may also be excluded. Bidders can be asked about the supply chain management measures which they will put in place for the delivery of a contract, which may include third-party audits if appropriate.

55. For key contracts in high risk and medium risk sectors, suppliers are asked to provide products bearing the relevant third-party certification standards or equivalent third-party certifications, as listed in paragraph 36 of this statement.

56. Where use of these certification standards is considered unsuitable, such as if they prohibit competition, or suppliers are unable to offer certified products or the standards are not considered to fully address LFC's ethical concerns, suppliers will be asked to:

    (i) Disclose the proposed sites of production for the contract and all subcontractors; and

    (ii) provide evidence to demonstrate they and their subcontractors meet the ETI base code.

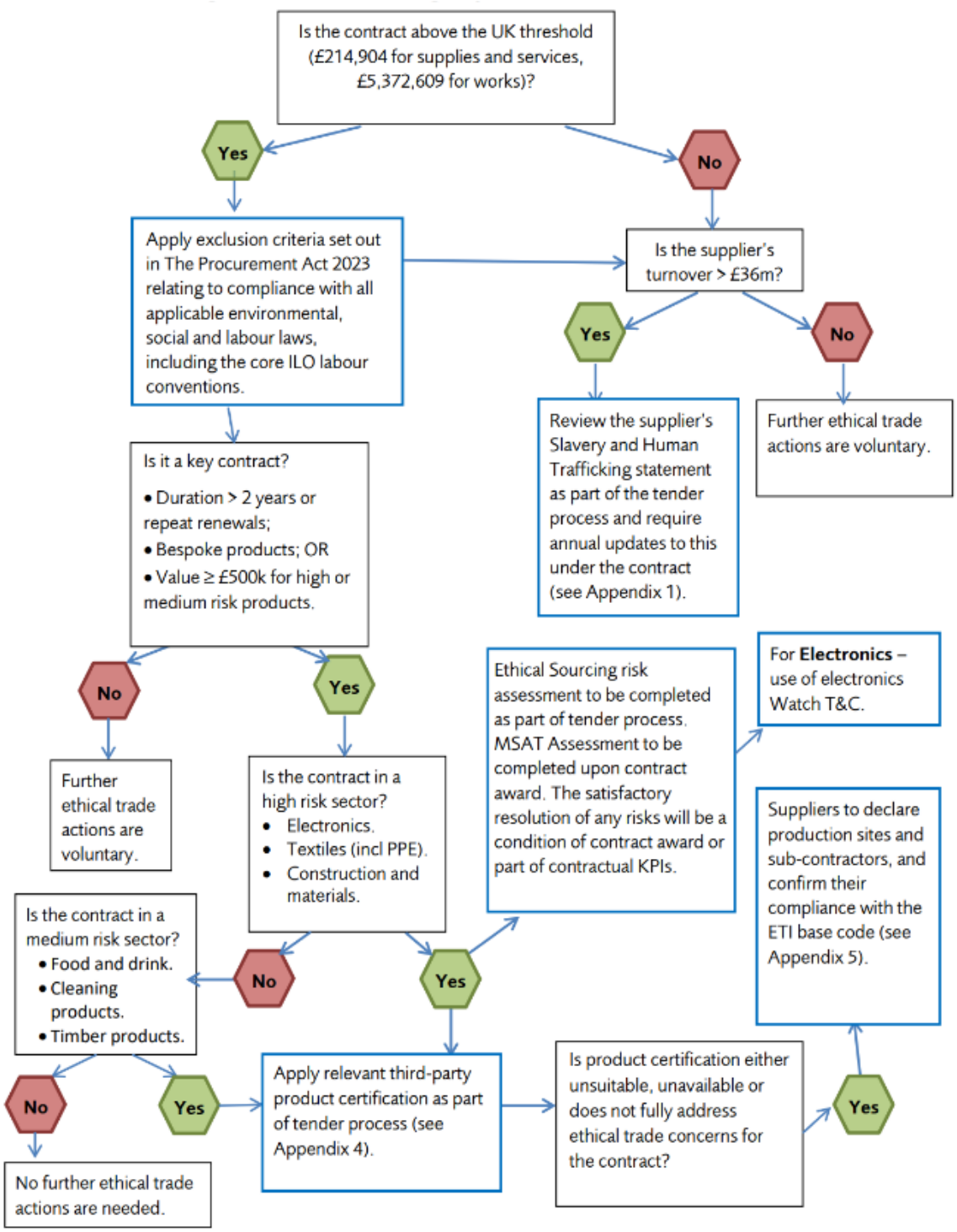
57. For high-risk contracts, depending upon value, suppliers may be asked additional social value questions including but not limited to the completion of risk assessment matrices regarding Modern Slavery and Ethical Sourcing Practises. These requirements are published as part of the ITT and responses will be evaluated, scored and moderated against LFBs Ethical Sourcing commitments.

a. 2025-2026 Activities

58. In 2025/2026 LFB conducted 49 new above threshold procurements, including 6 high value (above £1million) and 4 above £10million. The risk of human rights abuses in these procurements were identified and addressed through our approach outlined in Diagram 1 below. The Sustainable Development team, with support from the GLA CRPT, were involved in supporting these procurements and gave specialist advice for those contracts in medium and high-risk sectors (as listed in paragraph 52 of this statement).

59. The procurements referenced above containing bespoke responsible procurement and ethical sourcing requirements included provision of Soft FM, Refurbishment of new HQ, Re-decorations and construction and various technology services.

Diagram 1 – Ethical sourcing due diligence flow chart



3.2 Due diligence for existing contracts

60. In order to effectively manage risk in our existing contracts all our contracts are assessed on an annual basis to identify which are high and medium risk contracts and which risk categories they fall into. This assessment is fed into a spreadsheet, where suppliers are also checked against appearance in the Violation Tracker (either Global or UK) for human or labour issues in the past three years, or reports on the Business and Human Rights Centre (BHRC) companies' profile.
61. This assessment is then shared with the GLA Group CRPT who evaluate and feedback to create a final annual list of 'key' and 'additional' suppliers, which forms the basis of our quarterly reporting.
62. The process for following up on medium and high-risk contracts currently includes a Modern Slavery Assessment Tool (MSAT) campaign for all medium and high-risk suppliers. The MSAT is a UK Cabinet Office self-assessment questionnaire used to evaluate supplier practices in addressing modern slavery in their supply chains. A separate process is in place to mitigate risks and address violations in electronics supply chains.

a. 2025-2026 activities

Risk Assessments

63. LFB's Sustainable Development Team undertook the risk assessment outlined above in Summer 2025, with the assistance of the GLA Group CRPT and reviewed all current LFB active contracts. 2 contracts were discounted during assessment as they had imminent termination dates (within 3 months of the assessment taking place).
64. The risk assessment considered 36 of LFBs suppliers at risk, of which:
    - 11 were graded as high risk and 12 as medium risk
    - 23 were graded as relevant for MSAT completion
65. We invited those identified (23) suppliers to complete the MSAT in Autumn 2025. The GLA Group RPDP requires us to work with our suppliers to ensure that they achieve an MSAT score of at least 70 per cent, including 70 per cent in key categories (Assessing and managing risk, Due Diligence, KPIs).
66. Of the 17 suppliers who completed the MSAT following our request, 14 achieved a score of 70 per cent or above, and 4 scored 70 and above in key categories.
67. In 2026-27, we will engage with relevant contract managers and suppliers to drive higher supplier scores, especially for those who scored less than 70% overall. We are also working with the GLA Group CRPT to develop additional support and undertake training to improve the practices of these suppliers.

Electronics Hardware

68. Table 2 below outlines LFBs efforts to identify and address actual human and labour rights risks and violations in our supply chains.

Table 2: Identified risks and violations in our supply chains, and how we are addressing them

The main way in which we find out about concrete risks and violations in our supply chains comes through our affiliation with Electronics Watch, thanks to evidence they collect through worker-driven investigations in the supply chains. We receive quarterly Monitoring Status Reports on factories in our supply chain based on information disclosed by ourselves and other public buyers purchasing the same product models, as well as through publicly available information. Based on this information, Electronics watch recommends action with suppliers where needed. LFB has been following up on all recommended action in 2025/26 and engaging with all relevant re-sellers to exert their influence over manufacturers to facilitate requests

In 2025, Electronics Watch reported on 16 active cases concerning 15 factories and 1 mine that they have investigated in our **electronics** supply chains. These sites are located in 6 countries [China (9), the DRC (1), India (2), Malaysia (2), Taiwan (1) and Thailand (1)]. When the violations and risks of violations are taken collectively, the most prevalent issues in LFB's ICT supply chains were: legal wages (12 production sites), occupational health & safety (8 production sites), excessive working hours (10 production sites), recruitment & employment conditions (8 production sites), forced labour (10 production sites), and discrimination in hiring & occupation (10 production sites).

When risks or actual violations are identified, Electronics Watch supports us to enforce our contract obligations and facilitates remediation for workers on behalf of ourselves and other affiliates. We engage with our suppliers and re-sellers to create meaningful dialogue and to work towards remediation. In 2025:

- Four cases were resolved. You can read about the impact of three of them here: Elna, Allied Malaysia, Tripod.
- At a component supplier in Thailand, 158 Burmese migrant workers were refunded for recruitment fees paid to secure their jobs. One brand also registered this site in its independent grievance mechanism to ensure that workers have a secure channel to report grievances and access to local resources and emergency services.
- At a final assembly facility in India, subsequent monitoring showed that previous issues regarding late payment of bonuses did not recur after corrective actions were implemented.

We intervene and use our leverage when there are indications that our suppliers are not using their own leverage to the extent they can and should to mitigate risks and provide access to remedy, or when we need information to verify, they are in fact doing so.

One of our suppliers, Specialist Computer Centres (SCC), has demonstrated extensive efforts in engaging with our disclosure requests and asks for follow up action and dialogue with manufacturers, being the only supplier to provide all levels of detail and carry out all engagement requested. Their dialogue with suppliers has helped to build a clearer picture of, and progress, remediation efforts. This clearly demonstrates what is possible when efforts are made to increase transparency across supply chains. While challenges remain in verifying lower tier supply chain data, we welcome this constructive engagement and look forward to similar discussions with the other suppliers

In 2026-27, we will focus on how to report on the specific risks and violations identified through the Violations Tracker and Business and Human Rights Centre, in addition to

Electronics Watch data and will continue to work with our suppliers to increase supply chain transparency.

Garments

69. LFB's primary PPE supplier (MSA) has completed the Government's Modern Slavery Assessment Tool in March 2026, achieving a score of 84%. This represents a 1% improvement versus the previous assessment and with a reduction in recommended improvement actions from 5 to 0. This shows demonstrable progress because of additional training and assurance;

70. The Suppliers training programme includes:

    - Modern Slavery training 'Recognising and Combatting Modern Slavery & Human Trafficking' for all associates, face to face, across all 3 sites.
    - MSA 'Preventing Human Trafficking' online training issued to all Indirect Associates with mandatory completion dates

Accreditations

71. Currently, there are 4 LFB suppliers are accredited to the Good Work Standard, benefiting more than 2000 workers
72. During the reporting period, 254 workers employed within our supply chain to deliver works and services for LFB benefited from the London Living Wage.

3.3 Collaboration and stakeholder engagement

73. Addressing the human and labour rights risks in our supply chains is not something we can do on our own. It is a long-term process, which requires collaboration between several different stakeholders, including us, our suppliers, other public buyers, governments, workers, trade unions, and civil society organisations. While we engage with a variety of different stakeholders, these are the most relevant:

Electronics Watch

74. Electronics Watch is a key partner for us in exercising HRDD. In addition to the activities described so far, in 2025-26, we also continued to participate in supplier disclosure requests, actioning quarterly reports and case tracking. This helps us to better understand our supply chains and work with suppliers to ensure best practise.
75. A member of LFBs Sustainable development team was also asked to speak at an international webinar about the LFCs work with its suppliers on a particular case that Electronics Watch has been working to remedy. This wider participation helps share lessons learnt and show to investors that public sector buyers value this kind of work.

International Working Group on Ethical Public Procurement (IWGEPP)

76. LFB was this year invited to join the IWEGPP for the first time. LFB is represented by the Sustainability advisor at the IWGEPP, a group that brings together different stakeholders working on ethical public procurement, including practitioners, policymakers, researchers and NGOs.
77. In 2025-26, LFB: attended its first of the quarterly meetings of the Practice sub-working group, to share and discuss the different approaches to HRDD among participants.

4. Training

78. In 2025-26, LFB attended the GLA Group Modern Slavery Delivery Group quarterly meetings,

where the CRPT ethical sourcing lead shared best practice and emerging risks that the Group needs to take into consideration when procuring.

79. In 2025-2026, 50% of all Procurement and Commercial staff completed the existing Modern Slavery training.

80. 2 members of LFB staff and one key supplier piloted new training on Modern Slavery that was developed by NHS Commercial Solutions, Newcastle University, Brighton and Sussex Medical School, Electronics Watch, and IOSH. The training is the first of its kind, specifically addressing modern slavery in the supply chains of public buyers, and covering roles and responsibilities of both public procurers as well as their suppliers. It will be used in 2026-27 to upskill relevant staff as well as suppliers found lacking, for example scoring under 70% in the MSAT.

5. Goals and Key Performance Indicators

We will improve our HRDD process by:

1. Developing our ability to respond to potential risks on the ground by working with the GLA CRPT to establish different levels of responsibility and escalation measures;
2. Address gaps identified through the Electronics Watch HRDD Maturity Matrix; and
3. Deepening our supply chain mapping, and expanding the list of suppliers on the Open Supply Hub.

We will exercise HRDD by:

1. Re-assessing our existing key suppliers for human and labour rights risks, and identifying our salient risks;
2. Rolling out another MSAT campaign;
3. Requiring low scoring MSAT suppliers to attend a modern slavery training, and following up to identify where gaps remain in their approaches
4. Taking substantive action to address risks to freedom of association and collective bargaining in our supply chains, in collaboration with Electronics Watch and Freedom of Association Working Group.
5. Following up on supplier disclosure commitments for in-scope Electronics Hardware products purchased by LFB.

The following KPIs will be used to track our actions:

- % suppliers responding to MSAT campaign
- % suppliers providing ethical sourcing action plan when asked
- % suppliers providing supply chain data when asked
- % suppliers responding to our request for engagement and supply chain action
- % of procurement staff completing Responsible Procurement and Modern Slavery Training
- Number of key suppliers with Trade Union Recognition agreements and collective bargaining agreements in place.

This Statement will continue to be reviewed at least once annually.

Signature – Jonathan Smith



London Fire Commissioner

Date: 27th October 2026