



sustainability

REPORT 2026



We all know that every individual and business has a responsibility to step up and take positive action for the climate. The events industry has a range of challenges to overcome, and Chameleon aims to be a leader in pushing forward change.

As we grow, we aim to 'bake in' sustainability to our core practices by embracing hybrid ways of working and introducing new practices.

At Chameleon, we understand that actions to positively impact the planet speak louder than words. Whilst we have ambitious plans, we also don't underestimate the impact of smaller scale changes.

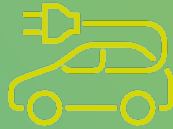
This document contains practical guidance, and policies that will be implemented over the coming years to minimise our climate impact.



Our approach will be focused on 4 key areas:



energy



transport



signage & built
elements



supply
chain



Context

Buildings accounted for 20% of UK emissions in 2022. By engaging in energy saving, efficiency solutions and converting to renewable power, event businesses can save money and the planet.

As an industry, increasing the prevalence of green energy and prioritising using energy efficiently is key to combating the climate crisis.

Chameleon

At our Chameleon offices, our current electricity tariff is 100% supplied by Renewables, and our gas is supplied by Renewables or Nuclear. In 2022 we were certified as a low carbon workplace after installing LED lighting and motion sensors, reducing our carbon footprint by 2.4 tonnes CO₂e/year. This is the equivalent to the weight of 1 Rhino or 3,500 Chameleons!

Our energy use whilst on site naturally varies by client/event but we are committed to phasing out the most power hungry of our fixtures and replacing them with new, lower energy use technology. All our standard lighting fixtures are now LED driven, and we are committed to continuing to invest in the latest technology.

Actions

- **Track and measure** energy use.
- Investigate switch to a **100% renewables** green energy tariff.
- Continue with our **investment plans** to refresh kit with the latest low energy kit.
- When we are being asked to supply generators for clients – ensure we do not over-spec generator size and investigate whether **renewably powered** alternatives would be appropriate.





Context

Surface transport (emissions from vehicles on the roads and rail) is the highest emitting sector across the UK, responsible for 30% of UK emissions in 2024. However, surface transport is one of the only sectors in which a rapid-roll out of low-carbon technology has the potential to deliver rapid emissions reductions

Any event, virtual or live, will require a certain amount of travel by staff, crew, vendors, performers and organisers. Involving teams in positive travel changes is a brilliant place to help shape behavioural change and drive down our emissions.

Chameleon

We currently own 3 diesel vehicles at Chameleon (2x vans and one car), we also regularly contract larger vehicles to transport our kit to site. We also contract many freelance staff who travel to our events.

To combat everyday emissions from commuting, we have an EV charging point installed at our offices for staff and customer use as well as a cycle to work scheme open to all employees.

Actions

- Create plans to create a **60% electric fleet** by 2030 and 100% by 2040.
- **Think local** – prioritise booking local event freelancers and suppliers.
- Arrange **ride-sharing** for crew as much as possible.
- **Measure** our transport carbon footprint and offer our clients the option to **offset** these emissions as standard.
- **Always question** whether we need to travel for meetings – can we achieve the same results over a video call?
- Use our warehouse as a **hub for kit** (if the supplier location is appropriate) to be delivered to us pre-event so we can minimise the number of vehicles delivering to site.





signage & built elements

Context

In the UK, around 80% of all textile waste goes to landfill or incineration. Less than 20% of textiles are recycled or reused. Event textile waste contributes to the traditional “linear economy” structure of ‘take, make, dispose’ and contributes to water contamination, continued oil extraction and toxic residue.

“Recyclability” or “100% recyclable” labels do not guarantee that a material can be recycled in each location. In our efforts to produce sustainable events we often jump straight to sourcing ‘sustainable materials’, but part of what makes something sustainable is how it’s managed after use.

Managing materials in a responsible way is vital to establish a circular economy where waste is kept to a minimum, and materials are used for as long as possible,

Chameleon

As AV suppliers and set builders we have a huge part to play in the sustainability of our sets. We already re-use our timber set frames and source from FSC assured sources. In a recent office refurb, we also upgraded our desks to those made from reclaimed timber. We can also guide our clients to make sustainable choices to minimise print work and single-use elements.

Examples of success in this area are – creating a ‘signature look’ for one of our clients which enables us to reuse set elements across multiple events, reducing costs and emissions.

Our CNC machine dramatically reduces waste on build projects.

We have built elements to last and have installed event scenic elements into a client’s office post-event.

We have arrangements with our print supplier where none of our standard set graphics are sent to landfill post event.

We have switched to fully recyclable and cradle to cradle silver certified event carpet for all our events, without compromising quality.

Actions

- Create set designs with **re-use or disassembly** in mind.
- Minimise large format print wherever possible and opt for **digital or reusable** solutions instead.
- Make use of **commonly recycled** materials.
- Where print graphics are unavoidable, use our **preferred supplier** who collects waste. This is then either shredded for use as animal bedding or used to generate **green electricity** for the national grid.
- Work with event cycle to donate our **used event materials** to charities and community groups.
- For those items that we must dispose of, prioritise choosing waste suppliers with **strong sustainability credentials**.





supply chain

Context

Understanding our supply chain – i.e., where our goods come from, not just where they're stored – helps us build a picture of where we can shorten supply chains and increase logistics efficiencies.

- Is FsC wood coming from Canada or the UK?
- Are your staff t-shirts produced and shipped from China or the UK?

These sorts of questions help us to adapt the way we source our supplies – and our suppliers – and provide an insight into where our supply chain can be optimised.

Chameleon

We work with a wide range of suppliers to deliver events to our clients. Whilst it is important to cultivate trusted partner relationships, we also shouldn't shy away from reviewing our options from a sustainability angle. We also have robust inventory management, so we don't purchase more than we need.

We have recently reviewed our internal uniform and crew clothing supplier and switched to ethically sourced cotton t shirts, and recycled fleeces

Actions

- Consolidate purchases as far as possible to **reduce** the number of potential supplier and/or **transport miles**.
- Check for **ethical sourcing** certifications from suppliers and map where their supplies are coming from.
- Regularly **review** our suppliers to see if they still meet our standards and whether there are better options available to us.
- Use **recycled or organic** products within our staff uniforms wherever possible



good habits



Whilst it is important for us to have big plans, we shouldn't also ignore the small but mighty actions we can all individually take.

At Chameleon we:

- Switch off the plugs and the lights at the end of the day – every day.
- Always recycle, recycling bins are clearly marked.
- Use the search engine ecosia, who use their ad revenue to support tree-planting projects.
- Don't use single-use plastics.
- Encourage home-working where appropriate.
- Speak up if we see something that we can improve.



recognition and awards

Don't just take our word for it.

We are proud to say our team's efforts have
been recognised by industry bodies



We are delighted that our business policies
and procedures have been verified as **Gold**
by Safe Contractor's sustainability audit



In 2025, we also achieved **Better Stands**
Gold status for sustainability and
environmental consciousness when
producing client exhibition stands



our clients

At Chameleon we understand each project is unique. We've got the expertise, technology & passion to deliver – from 'concept to can-do'.

Our talented and experienced staff have the tools to assist our clients in establishing themselves as thought-leaders in sustainable events.

We don't settle for traditional events practices and each project is managed with dedicated care and attention, which means we can design bespoke solutions for each client that truly fulfil your sustainability commitments

Talk to us about your own sustainability goals and we will design a solution.

Ecologi

One of the best tools to tackle the climate crisis and keep our temperatures from rising above 1.5C is to plant trees. They are also crucial in protecting habitats. That is why we have partnered with Ecologi to grow a Chameleon forest together with our clients.



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