

SustainOS AI Lab

Employer support letter and program summary for manager or HR approval

SustainOS AI Lab is a six-week live cohort in which a sustainability professional takes a task they currently perform manually and turns it into a working software tool their team uses, with Claude Code as the developer and no coding background required. Weeks 1 and 2 are ideation and design, Weeks 3 to 6 are build, test and deploy. By Week 6 the participant has a full-stack tool with a database, login, user roles and security, live, documented and handed over in a package IT can evaluate. This document summarises the program so it can be attached to a professional development or training-budget request.

Applicant

Name: _____ Role / department: _____

Manager: _____ Date: _____

Program at a glance

6 weeks

LIVE ONLINE · NOVEMBER 2026

2.5 hoursLIVE PER WEEK · PLUS BUILD
TIME**EUR 2,000**

PER SEAT · INVOICE AVAILABLE

Program	SustainOS AI Lab, Cohort 3
Provider	SustainOS, Frankfurt am Main, Germany, sustainos.io. Training delivered by the founder, Zyad Hatquai, corporate sustainability manager turned software architect. Two cohorts completed: over twenty sustainability professionals trained, more than thirty tools built
Format	Small-group live cohort, maximum 16 seats, admission by application and a 30-minute fit call. Mondays: 60-minute teaching session with a live build. Thursdays: optional 60-minute office hour, drop in when something is stuck. Fridays: 90-minute review in which each participant shows what they built and gets direct feedback
Between sessions	A closed online community of current cohort and alumni only, with questions answered within one working day. A full library of self-paced material covers the details, so live sessions stay focused on building. Live sessions are the program; there is no recorded-only track
Dates and times	Next cohort starts in November 2026 and runs six consecutive weeks (exact dates confirmed at enrolment). Mondays 16:00 to 17:00, an optional Thursday office hour (time confirmed at enrolment) and Fridays 16:00 to 17:30 Central European Time
Time commitment	2.5 hours live per week, plus the optional Thursday office hour. Guided Path: about 4 hours per week in total (2.5 live plus 1 to 2 hours of independent build time). Open Path, building the participant's own tool from Week 2: 6 to 8 hours per week. One to two hours of onboarding before Week 1
COHORT 3 Investment	EUR 2,000 per seat. Invoice formatted for reimbursement available; payment by bank transfer or card

The six weeks: from a manual task to a tool the team runs on

Weeks 1 and 2 are ideation and design, Weeks 3 to 6 are build, test and deploy. Each week adds one capability to the same tool. Both paths follow the same week-by-week steps; the difference is what gets built.

WEEK	MILESTONE	WHAT THE PARTICIPANT LEARNS AND BUILDS
Week 1	Scope and first MVP	Everyone builds a first MVP, a materiality matrix, with Claude Code and learns the workflow. Ideation of the participant's own tool starts the same week: pick the manual task, scope the tool, map the data it needs and write the first product spec.
Week 2	Design and iteration	The design is refined against what the early version showed: change the spec, rebuild only the difference, test again. The project gets a home in version control, so every change is saved and can be undone. The scope is locked at the end of the week.
Week 3	Database	Build begins in earnest. The tool gets a database that stores what users enter, designed from the spec without writing database code. From here on the tool handles structured, persistent data.
Week 4	Login and second screen	One tool serves different people: a login, a second screen (for example a dashboard for the lead), and the rules for who may see and change what, written as plain user stories and a simple access table.
Week 5	Secure	The access rules are enforced rather than just displayed: user roles and permissions move into the database itself, so one user cannot open another user's data. Tested live.
Week 6	Deploy and hand over	The tool goes to production with a handover package (spec, access rules, repository, deployment steps, running cost, data protection note) and a walkthrough clear enough that a colleague can maintain it or IT can host or rebuild it. Demo day closes the cohort.

Open Path

The participant's own tool, for the participant's own workflow, from Week 2, after the Week 1 materiality matrix everyone builds. The idea is scoped in Week 1, tested in Week 2, then built through Weeks 3 to 6 with weekly written guidance. This is the path for anyone who already knows which task they want to take off their desk. Chosen on the fit call.

Guided Path

The same six steps applied to an assigned case: the Week 1 materiality matrix, then a Supplier Engagement Portal for a fictional manufacturer, where suppliers submit sustainability data and an ESG lead tracks it on a dashboard. For participants who want to learn the method on a known problem before building their own.

Who it is for

Minimum two years of experience in sustainability. In-house sustainability and ESG managers, reporting leads and consultants with a concrete manual task or workflow to turn into a tool. No technical background required: the participant designs and directs, Claude Code writes the code

What the participant needs

A laptop the participant can install software on, a paid Claude subscription (Pro, about EUR 20 per month, held by the participant) and free GitHub, Supabase and Netlify accounts

What the organisation gets back

- **A working tool, not a prototype.** A deployed tool for a real task, tested and documented well enough that the team is allowed to use it, day after day.
- **The architecture, not just a script.** Database, login, access rules and verification designed so the tool can be handed over and does not depend on one laptop.
- **A package IT can say yes to.** Week 6 produces the documentation IT needs to evaluate, host or rebuild the tool, so it is adopted, not blocked as shadow IT.
- **The method, kept in-house.** Design first, build against the design, take it to production: the same loop applies to the next workflow. Plus a peer network with lifetime community access.
- **Someone who can specify, prototype and evaluate tools** instead of buying blind or waiting in the IT queue. That capability moves with the participant to every future project.

Why build rather than wait for IT or buy software

- **Software costs a fortune and stays generic.** Licences are priced for enterprises and built for the average company, so the team's real pain points stay in spreadsheets.
- **AI has changed the development path.** A small, personalised tool that used to need a developer, a budget line and a long wait can now be built by the person who owns the problem, for a fraction of the price.
- **Sustainability teams sit at the bottom of the IT and budget priority lists.** Having a working, documented tool moves the team from the queue to the decision.

Completion guarantee

If the participant attends the live sessions and by Week 6 the tool still does not meet the scope locked in Week 2, SustainOS keeps working with them in the Thursday office hours until it does. No extra cost, no re-enrolling. The guarantee asks for attendance, not talent or a technical background, and it is backed by the Thursday office hour and the community so that no one gets stuck and quietly drops off.

Who has done this

Two cohorts completed. Over twenty in-house managers, consultants and researchers from Germany, the Netherlands, the UK, Spain, Belgium, Italy, Denmark, the US, India and the UAE, roughly half in-house and half running their own consultancies. Between them they built more than thirty tools: environmental reporting, emissions accounting for aviation, materiality assessments, supplier and supply chain transparency, PPWR, EUDR and CBAM compliance, and an early-stage life cycle design tool.

"In six weeks I moved our environmental reporting from Excel and PowerBI into a tool I built myself. I'm not a programmer, and I didn't want the full technical stuff. I searched for someone who combines AI with a real sustainability background, and the AI Lab was a perfect match."

Dr. Christian Kaiser

Environmental & ESG Lead, TEW Services company mbH

"A client-ready materiality visual used to take me two to three days, and it still would not have been interactive. This week: one focused afternoon. The AI didn't do the work. It made the thinking faster, the decisions cleaner, and the build almost inevitable."

Jorge Aragon Infantes

Sustainability & ESG professional, 20+ years, UK

"I turned a carbon emissions dashboard from an idea into a working tool. AI Lab took AI from something useful but abstract to something I actually build with, and gave me the confidence to keep creating solutions that improve how we work and serve our clients."

Sami Homsy

Co-founder, Climate Balanced

Data, IT and tooling safeguards

- The Guided Path uses a fully synthetic case company supplied by SustainOS: fictional suppliers, data and documents. No company, client or supplier data is needed at any point.
- Open Path participants build for their own workflow and are asked to use anonymised or sample data during the cohort. The tool is designed for real data from day one; the organisation decides when and where it runs on real data, with the Week 6 handover package in hand.
- Everything runs on the participant's own accounts: Claude, GitHub, Supabase and Netlify, on free or individual plans. No installation on a company computer is required; a personal device works, and if the participant prefers a work device, the tools are installed only with the company's approval.
- Week 6 covers hosting, data protection and the handover to IT explicitly, so the tool is documented for the organisation's own governance before it touches real data.

Documentation available on request

Invoice formatted for reimbursement, enrolment confirmation, this program summary, and a confirmation of participation after Week 6. Questions from managers, HR or L&D teams are welcome at support@sustainos.io. Program details: ailab.sustainos.io

Your knowledge is the product. The AI Lab turns it into a tool.