



# DELIVERING SUSTAINABILITY TRANSFORMATION

## NEW PARTNERSHIP DELIVERING SUSTAINABILITY TRANSFORMATION

JA Consulting and Cala Sustain are delighted to announce our new strategic partnership. This partnership blends our complementary strengths to transform our clients' businesses. Combining cultural insight with technical expertise enabling organisations to operate sustainably and add value to the bottom line.

### Moving Beyond 'Just' Compliance

To us, sustainability transformation is both a technical and human journey. This partnership empowers the businesses we work with to go further than regulatory checkboxes. Together, we help clients:

- Benchmark progress and performance across strategy, operations, culture and behaviours
- Engage leadership and employees in authentic people-centred change
- Prioritise investment based on strategic value – balancing environmental impact with cultural readiness

- Align with globally recognised and evolving frameworks including **TCFD, CSRD, SBTi, and ESG** expectations
- Embed sustainability into everyday decision-making and organisation culture

### Combining Cultural Insight with Technical Expertise

We deliver practical science-based solutions that embed real change.

JA Consulting are specialists in employee engagement and change management.

Cala Sustain are technical experts in climate strategy, net zero pathways, resource efficiency, and ESG reporting.

This collaboration brings the best of both skill sets to our clients.

We have a shared ethos, choosing to bring senior experienced consultants to our projects. All of our people have deep experience in their fields.

## Our Framework Goes Deeper

We've developed a unique Sustainability Maturity Framework. A diagnostic tool that efficiently identifies how our clients can move from 'box ticking' and 'compliance costs' to unlocking opportunity and value.

Our assessment diagnoses both the systems in place and the underlying mindsets that shape behaviour. This approach ensures that sustainability initiatives take off and deliver long-lasting value.

Embedding lasting change.

**Mark Hedges Managing Director of Cala Sustain** said of the collaboration,

*"I'm delighted to be collaborating with JA Consulting. After more than 25 years delivering sustainable business solutions, I've seen that true, long-term success comes from effective change management. I'm genuinely excited about the impact this partnership will have - for us, and for our clients."*

**John Moss Managing Director of JA Consulting** said,

*"Partnering with Cala Sustain is a natural fit for JA Consulting. JA brings deep expertise in culture and behaviour change - the human side of transformation. With*

*Cala's technical strengths and our shared values, this collaboration is an exciting opportunity to support organisations with a joined-up, thoughtful and lasting approach to sustainability."*

Together, JA Consulting and Cala Sustain are redefining what sustainability transformation looks like. Making lasting change.

## Why JA Consulting and Cala Sustain?

Because together, we offer more:

- **Integrated expertise** – Strategy, culture, and sustainability together in one team
- **Pragmatic delivery** – Relevance, proportionality, and hands-on implementation
- **Credibility** – Senior consultants with real-world experience
- **Flexibility** – Scalable solutions tailored to your needs
- **Impact** – Change that sticks, not just initiatives that start

Together Cala Sustain x JA Consulting help organisations translate sustainability into measurable value and competitive differentiation.

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## Make Sustainability Transformation a Reality

If you're ready to unlock the full value of sustainability, we'd love to talk. Whether you're a CSO seeking strategic clarity, a CEO looking to drive long-term value and commercial advantage, or a procurement lead navigating ESG criteria, our partnership brings the tools, insight, and support to make it happen.

Get in touch.

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**<sup>1</sup> TCFD (Task Force on Climate-related Financial Disclosures)**

A global framework that helps organisations disclose climate-related financial risks and opportunities in a consistent and transparent way. It's designed to inform investors and stakeholders about how climate change could impact a business.

**<sup>2</sup> CSRD (Corporate Sustainability Reporting Directive)**

An EU regulation that requires large companies to report detailed information on environmental, social, and governance (ESG) factors. It aims to improve transparency and standardise sustainability reporting across Europe.

**<sup>3</sup> SBTi (Science Based Targets initiative)**

A global initiative that helps companies set greenhouse gas reduction targets aligned with climate science and the goals of the Paris Agreement. It ensures that corporate climate goals are credible and measurable.

**<sup>4</sup> ESG (Environmental, Social, and Governance)**

A broad set of criteria used to evaluate a company's ethical impact and sustainability practices. ESG factors are increasingly used by investors, regulators, and customers to assess long-term value and risk.