

# How Amped HQ strengthened psychosocial compliance with ReFresh



## Challenge

For Amped, managing a fast-growing, globally distributed workforce was critical to the business. However, overseeing psychosocial risk across employees and contractors in New Zealand, the Philippines, and other regions using fragmented tools and manual processes had become unsustainable and difficult to evidence against legislation.

## Solution

ReFresh gave Amped a centralised, legislation-aligned system to manage psychosocial risk across its entire workforce. By standardising processes, improving visibility, and aligning operations to local compliance requirements, Amped gained a scalable foundation to support growth with confidence.



**Josh Carder**  
CEO and Co-founder, Amped HQ

“For us, ReFresh has been a game-changer. It gives us a real-time view of what’s happening across our workforce, making it easier to act fast, build a stronger culture, and meet our people compliance obligations.”



INDUSTRY	Outsourcing and Offshoring Consulting
LOCATION	Taupo, New Zealand
SIZE	50-200

**100%** Workforce coverage across employees and contractors

**70%+** Reduction in time spent tracking psychosocial risks and actions

**3×** Improved visibility into workforce psychosocial risk indicators