

# How Antler strengthened psychosocial compliance with ReFresh



## Challenge

Antler operates a global startup ecosystem, supporting founders, staff, and portfolio companies across multiple regions. Managing psychosocial risk across such a diverse, fast-paced environment was difficult to do consistently. Without a structured approach, there were gaps in how risks were identified, documented, and addressed across the ecosystem.

## Solution

ReFresh gave Antler a centralised system to capture relevant information, surface emerging risks, and track actions over time. By providing a structured and consistent approach to psychosocial risk management, Antler gained greater confidence in their compliance, governance, and due diligence processes.



**Seamus Dines Mutamer**  
Investments/Ops, Antler

"ReFresh has supported us in building a more structured and consistent approach to psychosocial risk management. The platform helps capture relevant information, surface emerging risks, and track actions taken over time, giving us greater confidence in our compliance, governance, and due diligence processes. It has become a practical tool for supporting safer, more sustainable ways of working across our ecosystem."



INDUSTRY	Venture Capital
LOCATION	Global (HQ Singapore)
SIZE	200-500

- 6+** Regions aligned under a single psychosocial risk framework
- 90%** Of emerging risks now captured and tracked in a centralised system
- 2x** Faster due diligence completion with structured risk documentation