

# Competitive Landscape

Head-to-head positioning against key competitors in the psychosocial risk and workplace compliance space.

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## 1 ReFresh Core Positioning



One platform for psychosocial compliance. Built to protect your organisation. ReFresh helps organisations manage psychosocial risk and meet their workplace safety obligations.

- Everything in one system:**
- **Surveys + Incident Reporting** to detect and measure psychosocial hazards
  - **Risk registers** to track and document issues
  - **Controls and actions** to show you're addressing risks
  - **Audit-ready evidence** to demonstrate compliance if something goes wrong

Designed for regulatory requirements across Australia, the UK, Canada, and Singapore.

## 2 ReFresh VS Skodel



### End-to-end compliance lifecycle management

ReFresh provides complete psychosocial compliance infrastructure—from initial risk detection through to board-level governance reporting. Unlike point solutions focused solely on surveys, ReFresh covers incident management, control tracking, audits, and multi-region regulatory alignment in one unified platform.

	ReFresh	Others
Full compliance lifecycle coverage (detect, assess, control, manage, govern)	✓	✗
Integrated incident reporting and case management workflows	✓	✗
30+ native HRIS integrations for seamless data sync	✓	✗
Multi-region regulatory support (AU, UK, Canada, Singapore)	✓	✗
Board-ready governance reporting for director due diligence	✓	✗
Quick psychosocial risk assessment surveys	✓	✓

"Skodel is simpler and faster to implement"

ReFresh can also be deployed quickly with structured onboarding, but provides the complete compliance infrastructure organisations need long-term. Starting with a simple tool often means migrating later when compliance requirements grow.

"Skodel is more affordable"

When you factor in the cost of separate incident management, control tracking, and governance tools, ReFresh's unified platform is more cost-effective. Plus, the cost of non-compliance far exceeds the platform investment.

## 3 ReFresh VS Culture Amp

### Purpose-built WHS compliance, not engagement add-ons

ReFresh is architected from the ground up for workplace health and safety compliance—not retrofitted from an engagement platform. This means structured risk registers, defensible audit trails, regulatory framework alignment, and coverage of all 17 recognised psychosocial hazards.

	ReFresh	Others
Built specifically for WHS psychosocial compliance requirements	✓	✗
Structured audit trails that satisfy regulator evidence requirements	✓	✗
Risk registers with control tracking and incident management	✓	✗
Native mapping to ISO 45003, SafeWork Australia, UK HSE codes	✓	✗
Comprehensive assessment of all 17 psychosocial hazard categories	✓	✗
Employee engagement and sentiment measurement	✓	✓



"We already have Culture Amp for engagement"

Engagement surveys and psychosocial compliance are different requirements. Culture Amp measures how people feel; ReFresh provides the evidence you need to demonstrate you're managing psychosocial risks as required by WHS legislation. Many organisations run both.

"Culture Amp has a psychosocial template"

A survey template is just one step. Compliance requires risk registers, controls, incident management, worker consultation records, and audit trails. Culture Amp's template doesn't provide the end-to-end compliance infrastructure.

## 4 ReFresh VS Sonder



### Proactive risk prevention, not reactive support

ReFresh focuses on preventing psychosocial harm through systematic risk identification and control—the proactive approach regulators require. While employee support services address issues after they arise, ReFresh helps organisations meet their legal obligation to eliminate or minimise risks before harm occurs.

	ReFresh	Others
Proactive hazard identification and risk prevention system	✓	✗
Formal risk registers with documented controls and assessments	✓	✗
Defensible audit trails demonstrating systematic management	✓	✗
WHS compliance platform for organisational obligations	✓	✗
Board-level evidence of psychosocial risk governance	✓	✗
24/7 employee mental health and wellbeing support services	✗	✓

"Sonder helps with psychosocial risk through their reporting"

Sonder's reporting shows usage patterns and wellbeing trends, which is valuable. But compliance requires you to proactively identify hazards, assess risks, implement controls, and document everything. Sonder and ReFresh are complementary—many organisations use both.

"Sonder has higher engagement than traditional EAPs"

Sonder excels at getting employees to use support services. That's different from psychosocial compliance, which requires you to demonstrate systematic risk management regardless of whether employees use support services.

## 5 ReFresh VS ecoPortal

### Deep psychosocial specialisation, not a generic module

ReFresh is purpose-built exclusively for psychosocial compliance, providing the depth and specialisation this complex risk area demands. Rather than treating psychosocial as one checkbox among many safety concerns, ReFresh delivers dedicated workflows, comprehensive hazard coverage, and specialist reporting.

	ReFresh	Others
Purpose-built exclusively for psychosocial compliance	✓	✗
Comprehensive surveys covering all 17 hazard categories	✓	✗
Structured psychosocial case management workflows	✓	✗
Board-ready psychosocial-specific reports and dashboards	✓	✗
Deep expertise across AU, UK, Canada, Singapore regulations	✓	✗
Broad HSEQ management (physical safety, environment, quality)	✗	✓



"ecoPortal covers all our safety needs in one platform"

If psychosocial is a checkbox in a broader safety system, you may not get the depth needed for defensible compliance. Many organisations use a general safety platform alongside ReFresh specifically for psychosocial, just as they might use specialist tools for other complex risk areas.

"We already use ecoPortal for safety"

ReFresh can complement ecoPortal. Use ecoPortal for physical safety and ReFresh for psychosocial. This ensures you have the depth needed for psychosocial compliance while maintaining your existing safety infrastructure.

## 5 Where ReFresh Wins

Scenario	Why ReFresh Wins
Regulatory compliance is the driver	Purpose-built for WHS compliance, not engagement or wellbeing
Need end-to-end system	Only platform covering detect -- assess -- control -- manage -- govern
Multi-region operations	Native support for AU, UK, Canada, Singapore regulations
Board/governance focus	Board-ready reporting and officer due diligence support
Integrated incident management	Surveys + incidents + cases in one compliance system
HRIS integration required	30+ integrations for seamless HR data sync
Self-service preference	Designed for organisations to operate independently
Already have engagement tools	Complements Culture Amp, supplements EAPs