



Could you prove psychosocial compliance if a regulator asked tomorrow?

Under Australian WHS law, you're required to proactively identify and control psychosocial hazards with the same rigour as physical safety. If you can't show what you found, what you did about it, and who was responsible, you're exposed.

- 1 The Stakes
- 4 ReFresh Features
- 2 Why you're exposed
- 5 Testimonials
- 3 What ReFresh Does
- 6 Find out where your gaps are

Trusted By

1 The Stakes

See what's at stake with psychosocial risk

Psychosocial risk drives claims, fines, lost productivity, and director exposure. The impact is financial, operational, and increasingly personal for leadership teams.

~\$380,000

Average Fine for Major Breach

Court Services Victoria case

5yrs

Max prison for offer due diligence failure

Model WHS Act, s.27 & s.52

3-4x

Higher claim costs when compared to Physical Injuries

Safe Work Australia

2 Why you're exposed

- ✗ Your Tools Weren't Built for This**

 - HR platforms manage people, WHS systems manage physical safety, but neither manages psychosocial risk end to end
 - Psychosocial compliance sits across both functions and needs a purpose-built system, not workarounds
- ✗ Regulators are already enforcing this**

 - \$127.7M in new enforcement funding in NSW alone, 51 new inspectors**, compliance visits up 25% year-on-year with mandatory psychosocial checks at workplaces.
 - Mental health claims cost 4x more** and take **5x longer** to recover than other injuries, up 161% in a decade. These aren't just WHS issues, they're balance sheet issues.
- ✗ The Burden of Proof Is on You**

 - A policy alone doesn't protect you. You need to show what you identified, what you did about it, when, and who was responsible
 - Most HR and safety teams can't produce this evidence quickly or completely

3 What ReFresh Does

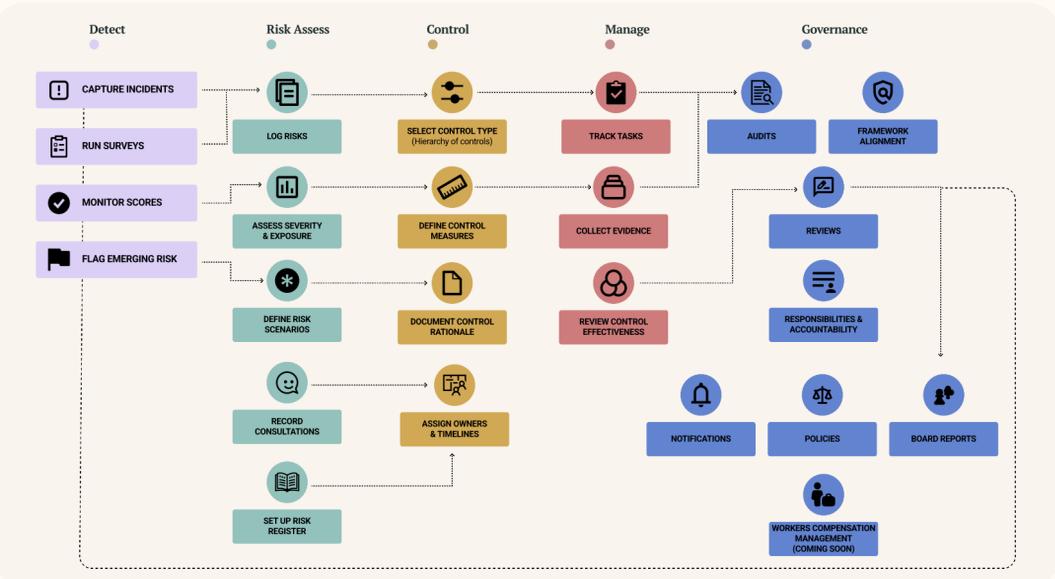
ReFresh gives HR and WHS teams one system to detect, control, and prove psychosocial compliance before it becomes a \$380,000 fine, a claim, or a prosecution.

Detect hazards before they become claims.

Prove compliance the moment you're asked.

Give your board a defensible audit trail.

4 ReFresh Features



No other platform does this end to end for psychosocial risk.

5 Testimonials

See why our customers love us



“ ”

ReFresh has been a game-changer. It gives us a real-time view of how our people are feeling across every platform, making it easier to act fast and build a stronger culture and handle our people compliance needs.

Josh Carder
CEO and Co-founder, Amped HQ

“ ”

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.

Seamus Dines Mutamer
Investments/Ops, Antler



6 Find out where your gaps are

Book a free 30 minute Demo

You don't know what a regulator would ask for until they ask. Book 30 minutes and we'll show you what a defensible system looks like and where you stand today.

[Book a free 30-minute demo](#)

