



# Welcome to the ReFresh Partner Program

You're now part of a network helping organisations manage psychosocial risk properly. This document covers what the program is, why we built it, and what's in it for you.

- 1 What is the Partner Program?
- 3 What's in it for you
- 2 Why we built it
- 4 What ReFresh does

## 1 What is the Partner Program?



### A referral program for professionals who work with growing organisations.

The ReFresh Partner Program is designed for consultants, advisors, and professionals who work closely with organisations that may need help managing psychosocial risk and compliance.

**Here's how it works:**

- You identify a fit. Using our ICP document and qualification checklist, you confirm the organisation is a good match for ReFresh.
- You make an introduction. A simple email introducing your contact to our team. No pitch deck required, we take it from there.
- We handle the rest. Our team manages the sales conversation, product demo, proposal, and negotiation.
- You earn when they sign. When the organisation becomes a paying customer, you receive a commission. Paid quarterly.

## 2 Why we built it

### We can't be in every room. But you already are.

Psychosocial risk is now a formal workplace safety obligation across Australia, the UK, and Canada. Regulations are tightening, and organisations are being held accountable for how they manage things like workload, bullying, harassment, and psychological safety.

The problem is most organisations know they need to do something but don't know where to start. They're managing risk with spreadsheets, running one-off surveys with no follow-up, or doing nothing at all and hoping for the best. You're already working with these organisations. You see the gaps firsthand:

- HR teams stretched thin and unsure how to approach compliance
- Leaders asking about psychosocial risk but not knowing what "good" looks like
- Businesses growing fast without the systems to support their people

We built the Partner Program because we know the best introductions come from trusted relationships. Consultants, accountants, lawyers, HR advisors, business coaches, and workplace safety professionals are already having these conversations.



## 3 What's in it for you

### Earn money by referring clients to use ReFresh



**Commission on every deal**

Earn a percentage of the contract value when your introduction converts. Paid quarterly.



**Dedicated support**

Your Partner Success Manager helps you identify opportunities and supports your introductions.



**We do the heavy lifting**

You make the intro. We run the demos, handle objections, close the deal, and implement the platform.



**Marketing resources**

Access product collateral, one-pagers, and co-branded materials through the Partner Portal.

## 4 What ReFresh does

### Manage psychosocial risk without the operational overhead

ReFresh helps organisations identify, assess, control and manage psychosocial risk without using fragmented tools. Save time, reduce regulatory exposure, and stay focused on running your organisation.



**Detect**

Surface psychosocial risk across teams, roles, and work patterns early, before issues escalate into incidents or claims.



**Assess**

Meet WHS requirements through structured hazard identification and risk assessment, evaluating severity, frequency, and contributing factors using regulator-aligned frameworks.



**Control**

Implement appropriate controls, policies, and interventions with clear ownership and timelines, replacing manual registers and ad-hoc reviews.



**Manage**

Monitor outcomes, review control effectiveness, and maintain time-stamped, regulator-ready evidence without last-minute scrambling.



**Governance**

Monitor outcomes, review control effectiveness, and maintain time-stamped, regulator-ready evidence without last-minute scrambling.

### Proactive psychosocial compliance, without the complexity



**Workforce risk visibility**

**Understand where psychosocial risk exists**

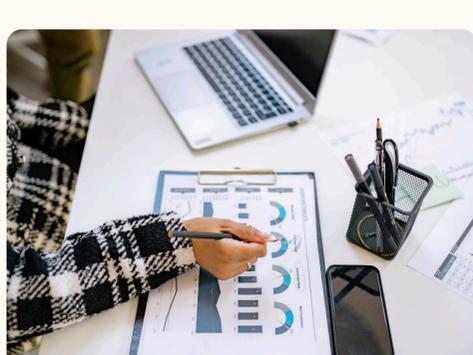
Use survey results, scores, and incident data to gain consistent visibility into psychosocial risk across teams, roles, and workgroups, instead of relying on anecdotal signals.



**Risk registers and assessment**

**Document risk clearly and consistently**

Record hazards in a central risk register, assess severity and exposure, document scenarios, and capture worker consultation in a structured format.



**Incident reporting**

**Respond fairly and consistently**

Provide workers with a confidential pathway to report psychosocial incidents and concerns, and track responses through a documented process.



**Evidence and documentation**

**Cut down on administrative work**

Store policies, documents, and supporting evidence alongside the risks and incidents they relate to, eliminating manual evidence gathering.



**Governance and review**

**Support ongoing due diligence**

Track reviews and audits over time to show psychosocial risk management is active, monitored, and continuously reviewed.