



PSYCHOSOCIAL SAFETY



Commercial-in-Confidence

humn Founders



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**Co-Founder
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Welcome to humn



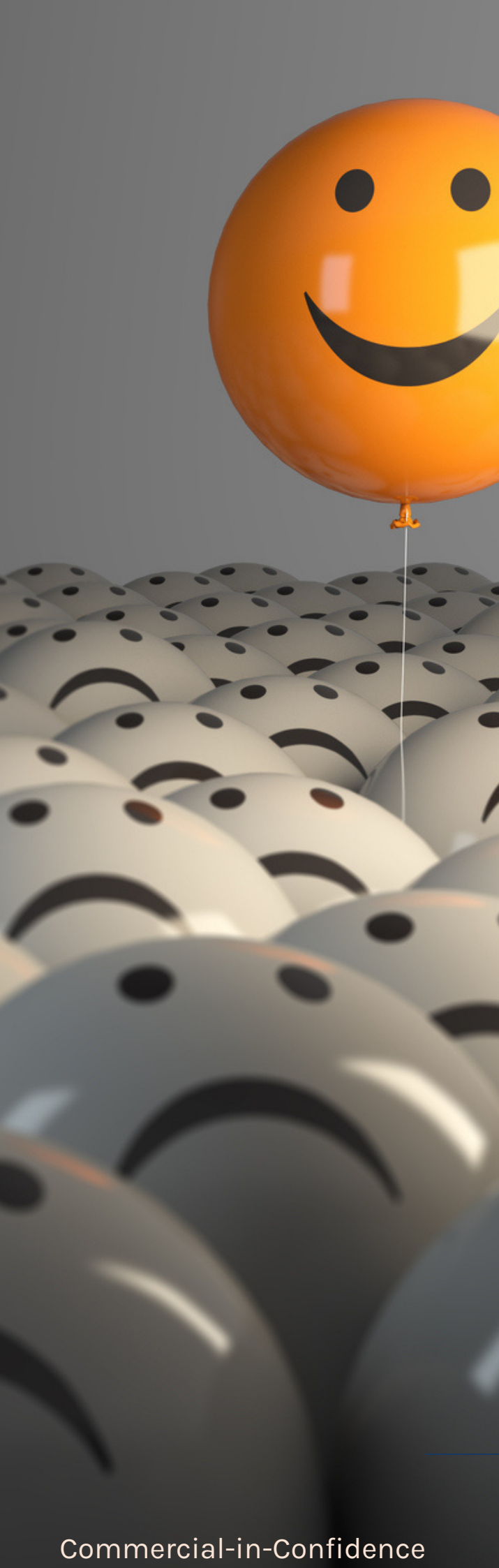
Our Vision

Minimise Risk.

Maximise Human.

Our Mission

Safeguarding workplace wellbeing



What we do.

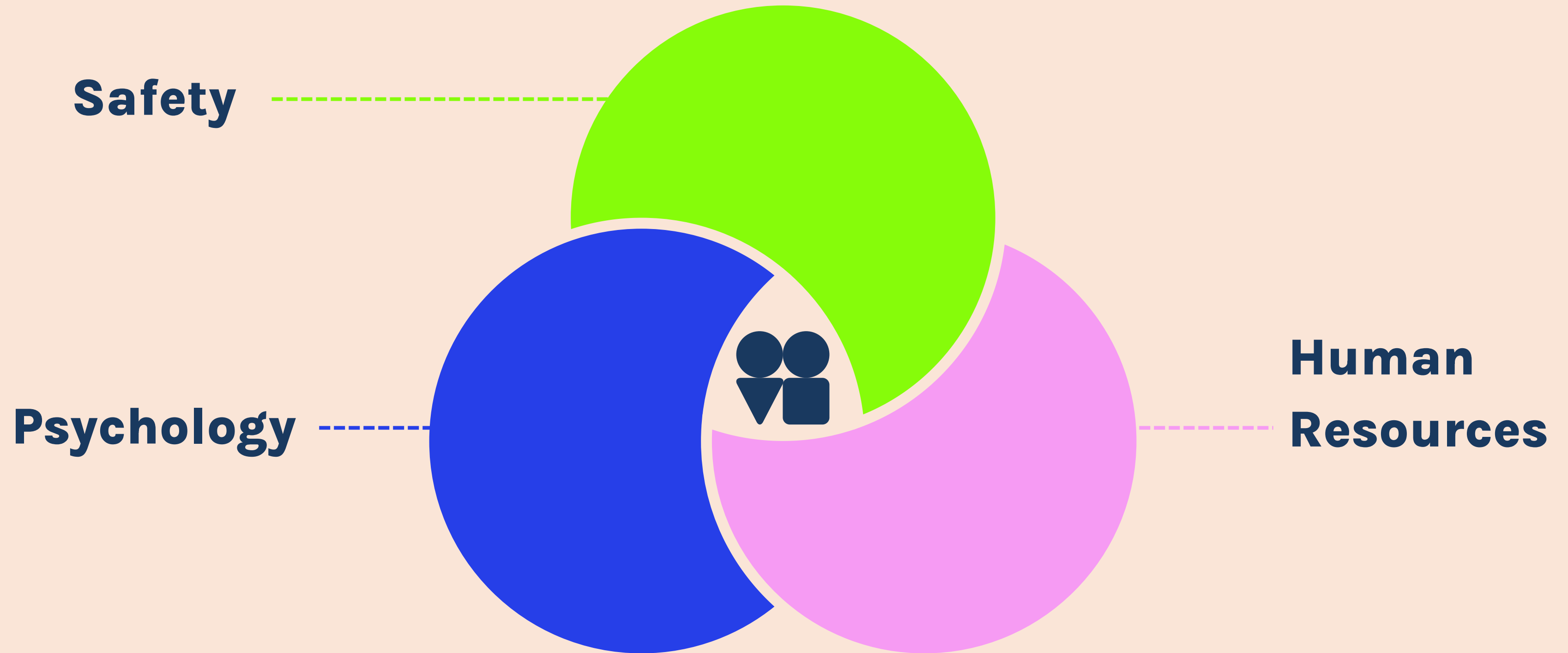
Humn (Pronounced Human) prepares and equips organisations with the skills, frameworks and support they need to align with the Australian Model Code of Practice – Managing Psychosocial Hazards at Work, underpinned by ISO 45003 and other leading, evidence-based standards.

Our work is guided by an Advisory Board of global experts across safety, psychology, HR, law, business and academia.

Whether your organisation is just starting or already on the journey, we offer tailored psychosocial safety solutions to help you meet your legal obligations, create healthier workplaces, and build a culture where people can thrive.

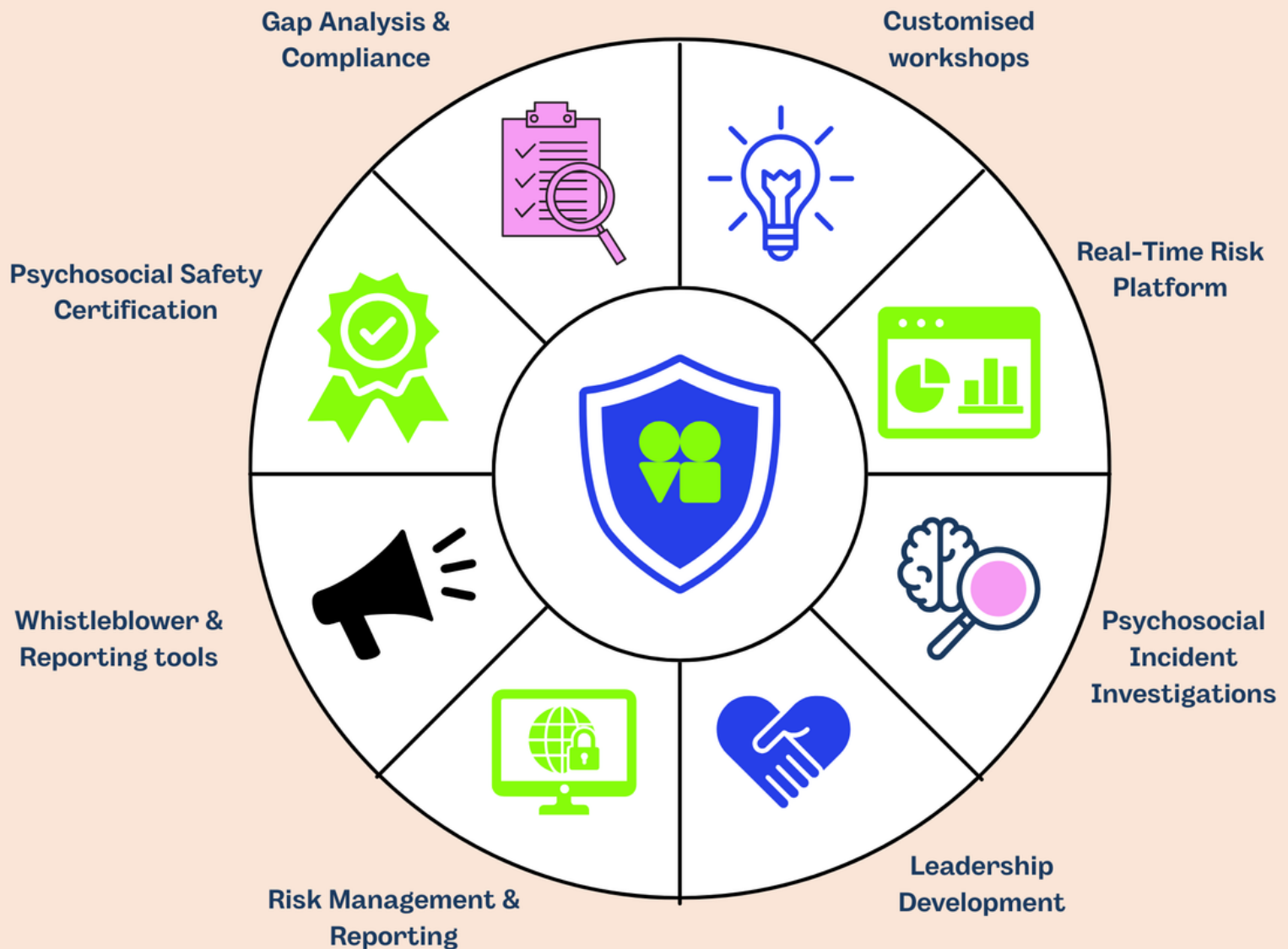


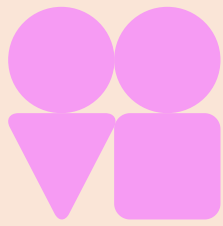
Psychosocial Safety = humn



When HR, Psychology and Safety work together

The humn psychosocial safety ecosystem.



humn 

Humn services.

- Psychosocial safety gap analysis against ISO45003, the Australian Work Health & Safety legislation and Code of Practice on Managing Psychosocial Hazards at Work.
- Board, Executive and Leadership Development Programs.
- Digital, real-time psychosocial safety risk platform.
- Worker whistleblower reporting platform.
- Psychosocial Safety Risk Management Reporting.
- Conflict Management & Resolution Support and Training.
- Psychosocial Safety Incident Investigation Training.
- Undertaking Psychosocial Event Investigations.
- Customised tailored workshops on wellbeing, leadership and safety.
- Humn Movement corporate membership (optional)



What we offer.



- Tools, Community of Practice, Thought Leadership, Research, Webinars and Discounts to events targeted around building a global psychosocially safe community.
- Implement our electronic platform to identify and manage psychosocial risks, assess safety and culture.
- Review of existing Safety Management System.
- A series of 90-minute Workshops to identify organisational legal duties, individual Officer duties, and exercising due diligence.
- Develop and implement a tailored safety leadership program that aligns all levels of workers safety culture, values and deliverables.

Deliverables:

- A clear, current view of safety values and culture.
- An electronic platform to raise and manage psychosocial risks.
- Tailored workshops for Board, Executives, Leaders and Workers to outline legal compliance, what good looks like, what happens when things go wrong.
- A new view of safety leadership, delivered through a safety leadership program to all levels of the business.
- A holistic psychosocial safety framework to aid compliance to legislation, due diligence and WHS duties.

Humnn Options & Tailored Strategies

Board / Executive Psychosocial Safety Awareness Sessions	• Designed for Board and Executives • Covers Due Diligence & Psychosocial Workplace Safety reporting, measurement & oversight. • Provides Executives with the tools and support to move beyond legal compliance—towards a way of working that truly embeds wellbeing and a strong safety culture.
LeadHumnn Program™ Psychosocial Safety Leadership Program	• Bespoke leadership program that will give leaders the skills to identify, manage and resolve psychosocial safety issues. • Built for Adults. Built for Impact. Leaders don't want theory - they want tools. Our program respects time, experience and intelligence. • We ditch the lectures. Instead, leaders come prepared so live sessions spark conversation and ideas, not boredom using flipped classroom techniques and adult learning principles.
Tailored Training Workshops	• Customised sessions designed to meet your leaders and teams where they are at and take them further. • Whether it's building confidence to manage psychosocial hazards, leading through complexity, managing mental health at work or shifting culture from the top - we design workshops that are sharp, practical and built for impact. • We don't waste time on fluff or theory overload. Leaders arrive prepared so we can focus on what matters - real conversations, shared challenges, and actionable solutions. • No lectures. No boredom. Just leadership done better.
Consulting Services	• Bespoke consulting solutions to support psychosocial safety initiatives. • Gap analysis, risk matrix and framework development, culture audits, policy and procedure review.



Humn Tailored Strategies

Micro-pods leadership coaching©	• 3 x 90-minute micro-coaching sessions for people leaders in high-risk areas. • Led by expert facilitators—these can be positioned as "early intervention boosters" and a signature of the Humn process.
Humn360 Psychosocial Culture Assessment©	• The Humn360 Psychosocial Culture Assessment provides a clear, evidence-based approach to understanding the psychosocial culture of an organization. By assessing key dimensions such as leadership support, organizational culture, and mental health resources, the assessment helps organizations identify areas for improvement, develop targeted interventions, and create a more supportive, healthy, and mentally safe workplace.
Humn Health Score©	• Provides a quantifiable, data-driven measure of an organisation's psychosocial health and wellbeing. • Uses a composite score based on various psychosocial risk factors and organizational wellbeing initiatives to create a holistic view of an employee's mental health and workplace environment.
Manager Readiness Radar ©	• A practical assessment tool to evaluate how ready your managers are to foster psychologically safe environments. • Evaluate manager competence in key behaviours that align with Humn Certification standard ISO 45003. • Identify areas for leadership coaching or development. • Provide a snapshot across teams or departments to prioritise support.



Example of Tailored Leadership Workshop Topics



Psychosocial Safety 101

Understanding the what, why and how of psychological safety in today's workplace.

From Compliance to Culture

How leaders move beyond legal obligations to create environments where people thrive.

Leadership Behaviours That Build (or Break) Safety

Recognising the subtle signs of unsafe cultures and how to lead with intention.

Leading Under Pressure

Tools for managing stress, uncertainty and decision-making in high-stakes environments

Courageous Conversations

How to speak up, step in and create space for others to do the same.

Failings, Fallout and Fixes

Case studies of what went wrong – and how great leadership could have changed everything.

Creating Humn-Centred Workplaces

Designing environments where wellbeing, inclusion and performance go hand in hand.

Leader as Coach, Not Taskmaster

Shifting from control to connection in modern leadership.

Responding to Psychosocial Hazards

What to do when issues arise – and how to lead through it with integrity.

Leadership Blind Spots

What gets in the way of creating safe, effective, human-centred teams – and how to fix it.

- 5-minute survey aligned to Australian regulatory Code of Practice on Managing Psychosocial Hazards at Work.
- Ability to trigger reminders for workers to support participation.
- Automated risk visualisation at organisation and department levels including volunteers.
- Staff input on control measures to reduce or eliminate risks captured.
- Export-ready reporting for executive and board review.
- Simple review process as required to ensure up to date and verifiable processes.

Deliverables:

- Implementation support to configure staff and volunteer groupings, provide communication templates, and guide rollout to ensure smooth adoption.
- Deployment of prevalence and severity check for all staff to keep your risk assessment up to date.
- Compliance documentation, including risk assessment and radar graph for board reports and WHS inspections.
- Prevention plan support to identify controls based on survey outputs.
- Simple review process and tools to maintain compliance.



Hazard map.

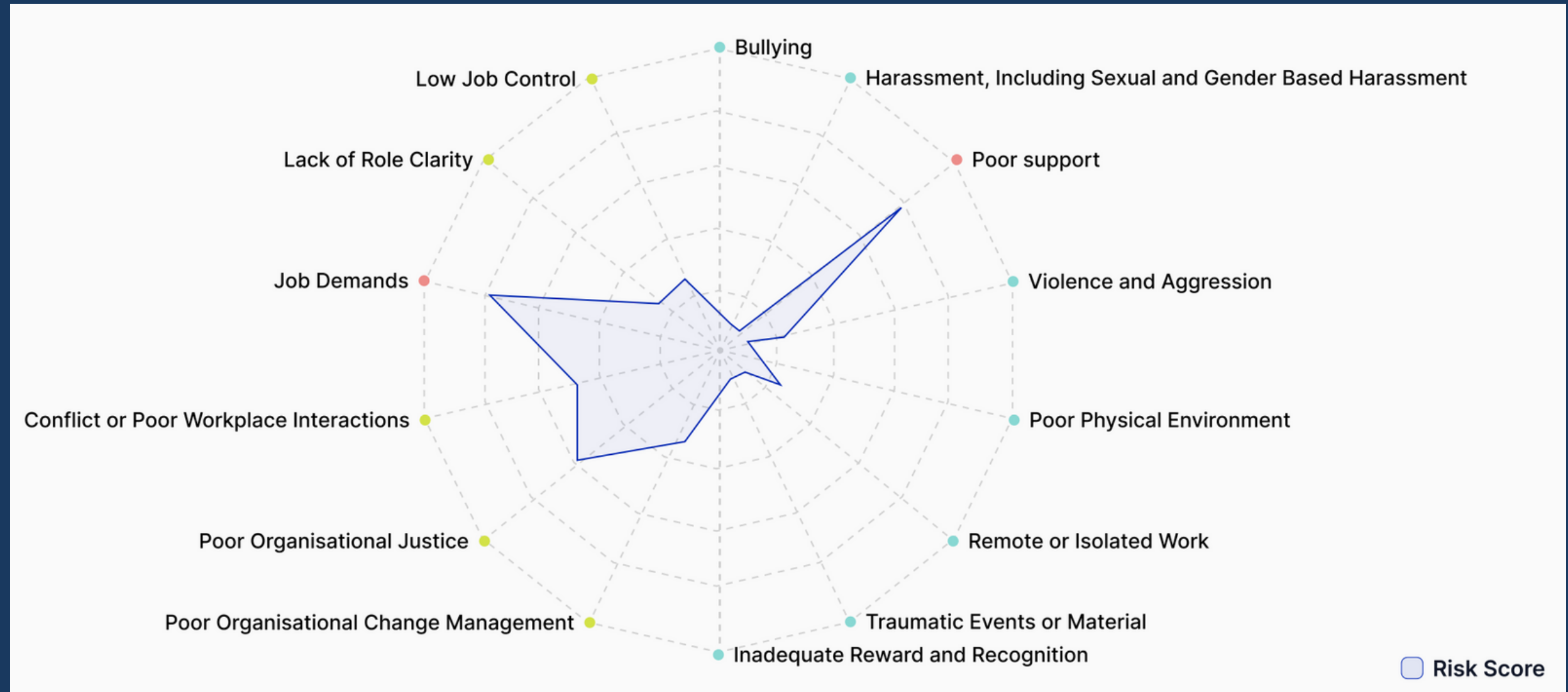
The Hazard Map is a real-time visual tool that shows how employees experience the 17 psychosocial hazards outlined in the Safe Work Australia Code of Practice and Comcare Guidelines. It uses brief, conversational pulse surveys to gather staff feedback and maps results to each hazard.

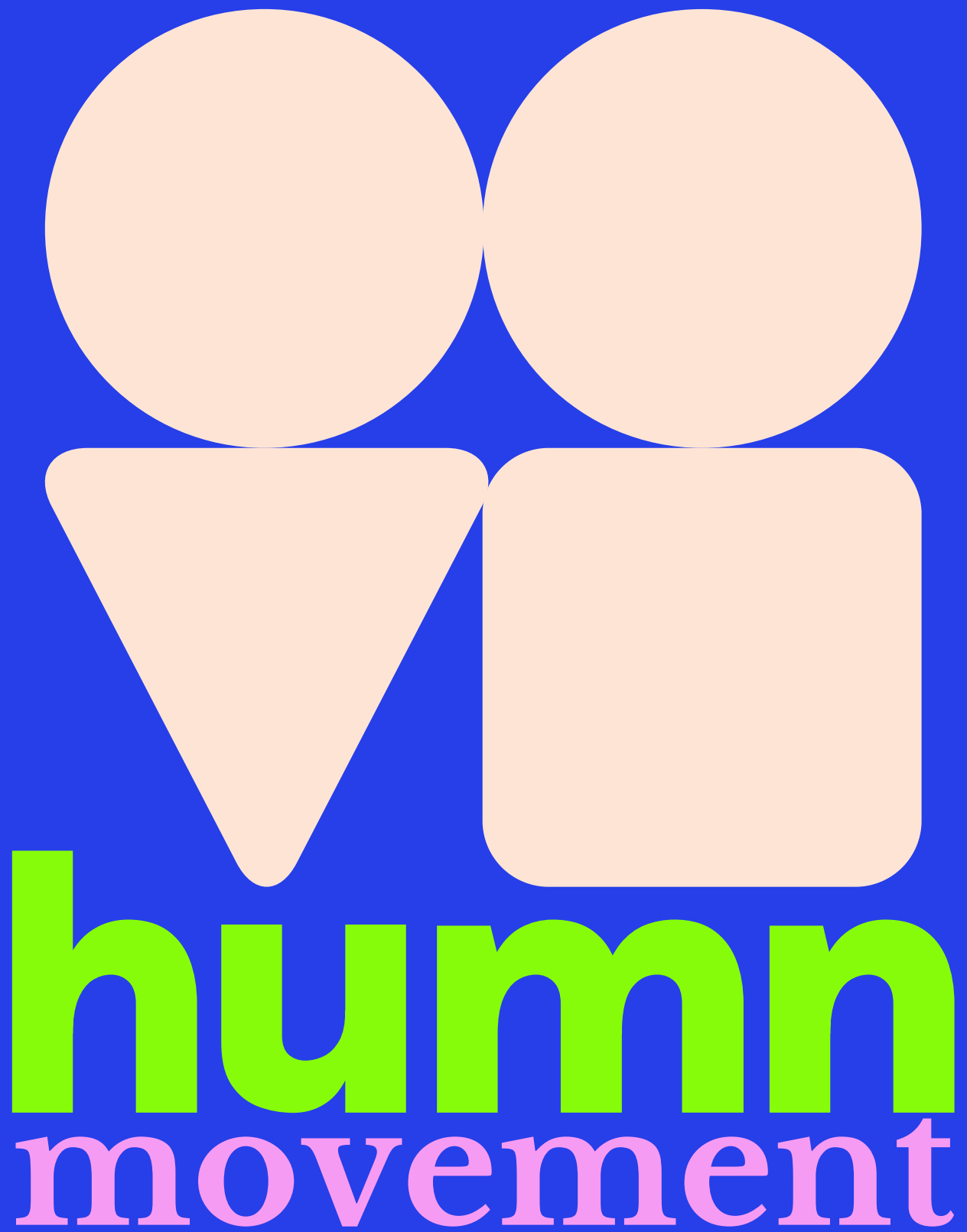
How it works:

- Workers complete short, anonymous check-ins.
- Responses are auto-tagged to hazards (e.g. job demands, poor support).
- A live, colour-coded heatmap shows emerging risks.
- Trends help leaders prioritise actions.

Why it's useful:

- Translates complex regulation into practical insights.
- Flags psychosocial risks before they escalate.
- Helps Boards and leaders demonstrate due diligence.





What You Get as a Humn Movement Member

Access to Free Tools and Resources, including:

- Leading evidence based research from global Academics
- Quick Reference: A Guide to Understanding Legislation & Standards
- Psychosocial Safety Self-Assessment Tool
- Data-Driven Insights & Thought Leadership Articles
- ‘Poor Psychosocial Safety’ Reference Resource.

Humn Movement Digital Badge & Logo Pack:

- Showcase to the world you are part of the Humn Movement that values people and has psychosocial safety at the core of business
- Perfect for socials, websites, and email signatures
- Includes a Logo Pack & Usage Guidelines (PDF)

Exclusive Invites to Humn-Led Events:

- Webinars, expert panels, and interactive sessions on leadership and culture
- Access to the Members-Only Lounge to connect with other purpose-driven leaders

Be Part of a Global Community:

- Be publicly recognised as a member of the Humn Movement
- Join a global community of practice to improve workplace mental health & wellbeing
- Opportunity to be featured on the Humn website and within the Humn network

**Let's build safer workplaces,
together.**



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