

# Capability Statement

Your Trusted Partner in Workplace Integrity



## Company Overview

CoElevate Integrity Group, with offices in Brisbane and Perth, delivers end-to-end integrity solutions across Australia. Our services are designed to support people, protect businesses, and promote sustainable cultural change. We partner with clients to co-elevate the integrity of their organisations through a tailored, people-centric approach.

The concept of CoElevate reflects our belief that we grow together. We combine our expertise with your deep knowledge of your people, culture and operations to drive meaningful change.

# Our Integrity Solutions



## Corporate and Workplace Investigations:

Expert-led and people-centric investigations into organisational issues, including inappropriate behaviours, workplace misconduct, and conflicts of interest.



## Response, Reviews & Risk Assessments:

Organisational responses to Psychosocial Hazards, Culture Reviews, Workplace Assessments and proactive compliance-based Risk Evaluations.



## Mediation:

Conflict resolution through facilitated mediation, repairing relationships and rebuilding trust.



## Framework Development and Compliance Management:

Design or assessment of workplace frameworks, processes and policies, including but not limited to those addressing psychosocial hazards, grievance resolution, and regulatory compliance.



## Learning and Growth:

Training programs to equip employees with the skills, awareness, and confidence to navigate complex workplace issues. Specialised areas include: investigation skills, advanced interviewing techniques, psychosocial safety and workplace behaviours.

# Why Clients Choose Us

## The Difference

- **Fully independent and impartial**, backed by decades of experience and supported with formal qualifications.
- **Trauma-informed**, confidential processes that enhance psychological safety.
- **Comprehensive array of solutions** from investigations and mediation to training and compliance frameworks.
- **Unwavering commitment** to elevating integrity across people, processes, and culture.

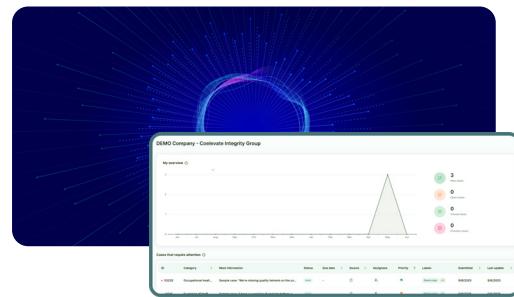




# IntegrityXchange - Managed Reporting Service

## 'Speak Freely. Report Safely. Be Heard'

IntegrityXchange is our fully managed reporting solution, powered by our global technology partner. More than a whistleblowing tool, it integrates secure technology (ISO 27001 :2013 certified) with expert-led services tailored to your operational needs.



With the ability to capture whistleblowing disclosures, personal grievances, psychosocial safety hazards and any other issues or disclosures it promotes trust, ensures legal compliance, and fosters a positive reporting culture that supports workplace harmony and excellence.

The portal is able to be customised to your needs, we can handle the platform's implementation, integration, and ongoing management as needed, to maximise the benefits for you.

## Our Leadership Team

### Jason Landers CoFounder/Managing Director

Jason has over 23 years of experience in investigations across government and corporate sectors, including leadership positions in the Energy and Resource sectors.

He has led cross-border investigations and whistleblower programs throughout the Asia-Pacific, addressing issues such as harassment, discrimination, fraud, and corruption.

Known for this ethical and people-focused approach, Jason has implemented whistleblower systems and delivered a range of training for HR, Legal, ER, and Safety teams. He holds an MBA and qualifications in investigations, interviewing, OH&S, and public safety.

### Dan Grace CoFounder/Managing Director

Dan has over 13 years' experience in investigations, intelligence and integrity advisory services across government and corporate sectors. He has led complex investigations both as a consultant and internal specialist in leadership positions, supporting some of the largest organisations in Australia and internationally across a range of high-risk industries, including oil and gas, retail and education.

A Nationally Accredited Mediator, Dan supports organisations to build psychologically safe cultures through conflict resolution, training, and systems design. He holds a Bachelor of Commerce, as well as qualifications in investigations, digital forensics, and postgraduate accreditations in leadership, among others.





## Our Experience and Past Engagements

We bring decades of experience across industries, including but not limited to **construction, mining, oil and gas, aviation, manufacturing, education, government, shipping and marine, retail, and health and medical**. Some examples of our past engagements include:

- **Led investigations of varied complexity, including cross-jurisdictional and in high-risk sectors**, addressing issues including bullying, harassment, corruption, and financial misconduct.
- **Delivered psychosocial responses to identified hazards**, developing training and measures to support compliance with Australian legislation, including Positive Duty obligations under Australian workplace laws.
- **Designed and implemented reporting programs** for a range of corporate clients, including policy development and cross-functional training.

## We Support Your Organisation When:



Internal teams require our specialist expertise or lack capacity



Sensitive complaints require a trauma-informed, people-centric approach.



Leadership seeks guidance on culture, compliance, or risk.



There's a need to proactively prevent future harm.



Our mission is not just to provide expert solutions, but to elevate entire organisations to a higher standard of

## Trust, Accountability, And Resilience.

### Contact Information

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### Leadership Team

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