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WHO WE ARE

PEOPLE WHO BUILD



WITH NEARLY 50 YEARS' EXPERIENCE, ADCO IS ONE OF THE OLDEST AND MOST ESTABLISHED CONSTRUCTION COMPANIES IN AUSTRALIA. WE ARE AUSTRALIAN OWNED AND ARE HUGELY PROUD OF OUR HERITAGE.

From day one we have been committed to quality delivery, to our clients and to our people. These foundations have built our legacy – over 3,500 projects valued in excess of \$14 billion. Our people are now 500 strong and growing as they deliver annual revenues approaching \$1 billion. We are proud to be one of the top 100 private companies in Australia.

Everything we do is underpinned by our core values of responsibility, dynamism and teamwork. We are responsible and deliver on our promises, we are dynamic and bring energy to our projects and we work as a team to achieve shared goals. This means your project gets finished on time, on budget and to the highest standards possible. Always.

The ADCO Way is the name we give to the fusion of our values with market-leading client service and high-quality project delivery. The ADCO Way is embedded in our DNA. It's the way 'people who build' go to work.

EXPERTISE & REACH

ADCO HAS A NATIONAL PRESENCE WITH OFFICES THROUGHOUT AUSTRALIA.

The scope of our service, depth of experience and the quality of our people has positioned us at the front of the pack.

Our continued success lies in the strength of our client base and the diversity of the sectors we work in. We retain high levels of repeat business from long-established client relationships amongst key private and institutional corporates, as well as federal, state and local government agencies.

Our award-winning capabilities extend across the retail, education, commercial, government, health and aged care, leisure, aquatic and community markets. Our projects are delivered via early contractor involvement, design and construct, managing contractor, and traditional construction methods of procurement.

Our national presence ensures we can deliver projects from \$1 million to \$200+ million anywhere in Australia. ADCO offers a holistic solution tailored to the exact needs of our clients.



IT IS OUR COMMITMENT TO ALWAYS ASK 'IS IT SAFE, OR IS THERE A SAFER CHOICE?'

'Safer by Choice' is the philosophy of taking personal responsibility, careful safe decision-making, and being aware that each person can improve safety, by choice.

At the core of Safer by Choice is a recognition that each person involved in the design and delivery of a project is a decision maker, from the design consultant and estimator through to the landscape worker putting the final touches in place.

Establishing a successful safety culture takes a commitment to the long term. Protecting it is the role of all ADCO employees, guided by the leadership team.

Additionally, ADCO does not set zero targets for Lost Time Injuries – our leadership looks at safety differently. Safer by Choice targets attitude change towards safety.

We believe that fewer incidents, fewer injuries, lower LTI's and early return to work are positive outcomes. But we also recognise that too heavy an emphasis on statistical frequency rates and zero targets can lead to reduced incident reporting.

OUR COMMERCIAL CREDENTIALS

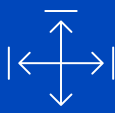
PEOPLE WHO BUILD AUSTRALIA'S SUSTAINABLE WORKPLACES.

WE DESIGN, CONSTRUCT AND FIT-OUT THE BUILDINGS IN WHICH YOU GO TO WORK, FROM ARCHITECTURALLY DESIGNED, GREEN STAR AND NABERS-RATED OFFICE TOWERS, TO LARGE SCALE AVIATION PROJECTS, EXTENSIVE REFURBISHMENTS AND NEW FIT-OUTS OF EXISTING OFFICE BUILDINGS.



35+

Green Star rated projects



300,000m²+

NLA delivered



350+

projects completed



YOUR WORKPLACE IS OUR WORKPLACE.

ADCO'S VAST COMMERCIAL PORTFOLIO COMPRISES MAJOR DEVELOPMENTS COMPLETED FOR GOVERNMENT, THE AREIT MARKET AND KEY INSTITUTIONAL PRIVATE CLIENTS.

OUR COMMERCIAL CLIENTS

WE ARE PROUD TO HAVE PROVIDED OFFICE SPACE FOR A DIVERSE RANGE OF CLIENTS AROUND AUSTRALIA. TESTAMENT TO OUR SUCCESS IS OUR SIGNIFICANT REPEAT CLIENTELE. OUR COMMERCIAL CLIENTS INCLUDE:



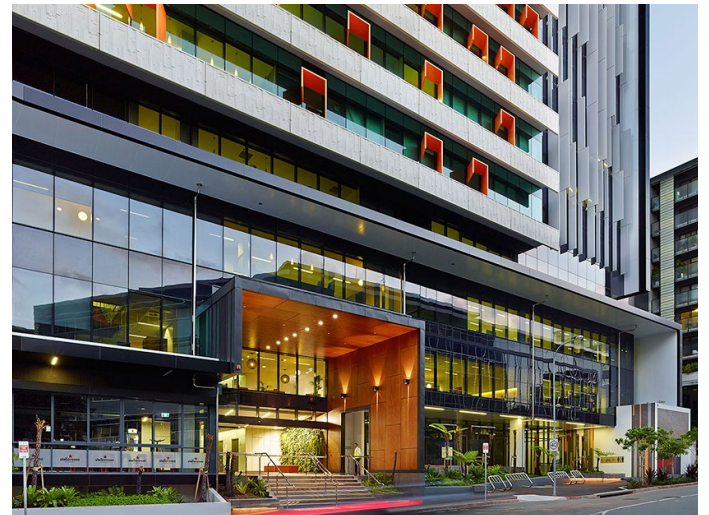


“A REALLY GREAT PROJECT, DELIVERED FANTASTICALLY WELL BY ADCO. THEIR WHOLE TEAM IS A PLEASURE TO DEAL WITH.”

Jorrit Muller, Senior Development Manager – Primewest

“I WAS IMPRESSED WITH ADCO’S ABILITY TO DELIVER A HIGHLY COMPLEX PROJECT OF THIS SCALE WITHIN THE CONFINES OF THE BRISBANE CBD. THEIR TEAM DISPLAYED SUPERIOR LEVELS OF KEY STAKEHOLDER MANAGEMENT - THEY REALLY VALUED US A CLIENT AND WHAT WE WANTED TO ACHIEVE. THE END RESULT IS ONE WE ARE ALL PROUD OF.”

Scott Hyndman, Senior Development Manager (then) CBIC

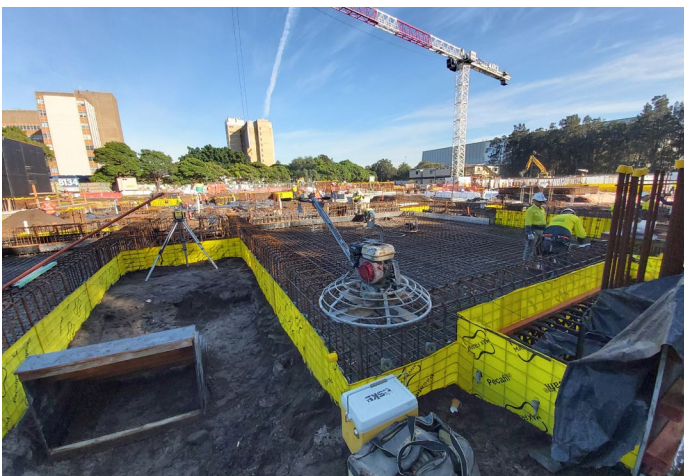


“ADCO MANAGED THE ENTIRE PROJECT FROM EARLY PLANNING, THROUGH DESIGN AND ULTIMATELY CONSTRUCTION WITH APLOMB. THEY ARE A GREAT COMPANY TO WORK WITH AND THEIR DEDICATION AND CONSISTENCY OF PERFORMANCE HAS UNDERPINNED OUR RELATIONSHIP THAT EXTENDS OVER 20 YEARS.”

Stephen Gosling, Director, Verde Property



OUR WORK



QANTAS GROUP QANTAS GROUP FLIGHT TRAINING FACILITY

ADCO is delighted to have secured the contract for Qantas' \$100 million Group Flight Training Facility.

Qantas Group announced that ADCO Constructions will head the project, which will be one of the largest of its kind in the Southern Hemisphere when complete in mid-2021. The facility will be located just outside Sydney Kingsford Smith Airport at Qantas' Mascot headquarters.

Construction will include the development of a simulator building that will house 14 flight simulators, ten static cockpit devices, and an emergency procedures hall containing a pool for water landing training, aircraft cabin mock-ups, and classroom facilities. Project work will provide approximately 2,000 jobs during construction.

TYPE	DESIGN & CONSTRUCT
VALUE	\$100 MILLION
DURATION	18 MONTHS
COMPLETION	MARCH 2021



PRIMEWEST SRG STRATHPINE DEVELOPMENT

SRG Strathpine is part of Primewest's \$75 million development, Strathpine Central Precinct. ADCO completed the \$40 million construct-only phase, which saw the completion of Super Retail Group's head offices – a major build within the new precinct at Strathpine.

The eye-catching commercial block comprises of a three-storey, A Grade office block offering 7,000m² net lettable area with a 586-space staff car park with associated driveways and landscaping integrated in with the campus-style office premises.

The building also incorporates staff amenities such as a gym, pool and childcare centre. ADCO delivered the construction of the base building, designed by architects Cottee Parker and fit-out works designed by Woods Bagot.

TYPE	CONSTRUCT ONLY
VALUE	\$40 MILLION
DURATION	12 MONTHS
COMPLETION	OCTOBER 2019

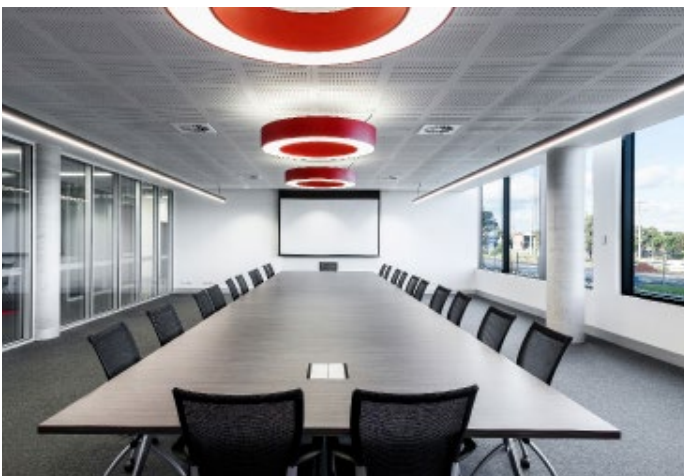


BOSCH
ROBERT BOSCH GROUP
HEADQUARTERS

ADCO was named Builder of Choice and completed Robert Bosch’s new Australasian Head Office in Clayton, in Melbourne’s South.

The \$40 million commercial development saw construction of a 11,800m² multi-functional building incorporating offices, workshops, test facilities, training rooms, a cafeteria, an auditorium and employee amenities over four levels.

The building achieved an extremely high air permeability rating of 2.3m³/hr.m², which falls just short of the Air Tightness Testing & Measurement Association’s (ATTMA) world best practice for office buildings score of 2.0. This result was achieved by using air barrier materials and excellent attention to detail by the project team.



TYPE	CONSTRUCT ONLY
VALUE	\$40 MILLION
DURATION	18 MONTHS
COMPLETION	MAY 2016



**VERDE PROPERTY
DPIE ORANGE**

ADCO was awarded the design and construct contract by Verde Property which sees new office space accommodating NSW Government's Department of Planning, Industry & Environment as its anchor tenant.

The \$75 million project includes an 8,500m² commercial base build with integrated fit-out and a multi-storey car park component, which will be completed concurrently. Rated as a 5 Star Green Star Design project, and 4.5 Star NABERS rating, the building is at the forefront of sustainable design and construction.

In an early contractor involvement (ECI) role, ADCO's design team progressed the project from early feasibility to full development approval.

Work is scheduled for completion mid-2020.

TYPE	ECI, DESIGN & CONSTRUCT
VALUE	\$75 MILLION
DURATION	20 MONTHS
COMPLETION	AUGUST 2020



QUEENSLAND AIRPORTS
AUSTRALIAN FEDERAL POLICE, GOLD COAST AIRPORT

Following ADCO's successful delivery of the Cairns and Melbourne Airport office developments for the Australian Federal Police, our Gold Coast team were awarded the contract to facilitate the new office accommodation for the AFP at Gold Coast Airport.

The scope of works for the \$10 million base build project included the design and construct a three-storey high commercial office building, a secure compound area, access roads, car park, a new substation, and a significant retaining wall along the adjoining creek.

As well as maintaining a high quality of finish throughout the building, in order to adhere to the Australian Federal Police security requirements, the build had to be of an extremely durable standard to withstand high impact and life cycle costings for enhanced security and rapid emergency deployment.

TYPE	DESIGN & CONSTRUCT
VALUE	\$10 MILLION
DURATION	11 MONTHS
COMPLETION	APRIL 2015



CAMDEN COUNCIL
CAMDEN COUNCIL ADMINISTRATION CENTRE

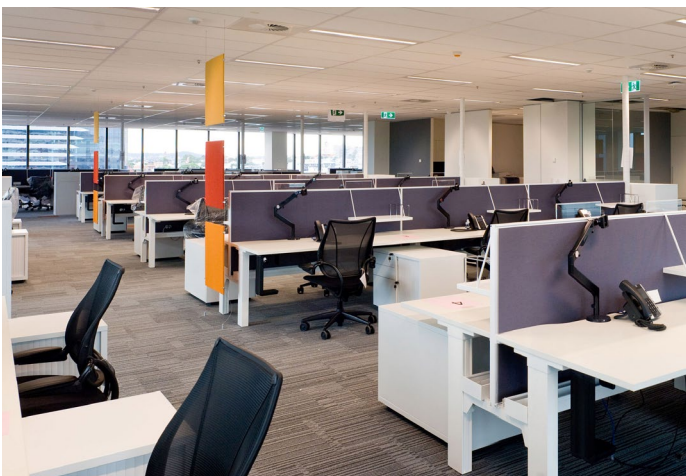
The Camden Council Administration Centre project continues ADCO's proud involvement in the establishment of the Oran Park town centre.

Having completed the \$45 million first stage of the town centre in late 2014, ADCO soon commenced the delivery of this \$30 million, 5 Star Green Star-rated office building in the heart of the precinct, purpose-built for Camden Council.

The Council's centralised administration building included accommodation for staff, an open plan customer service centre with meeting booths, multi-purpose rooms for Council meetings, events and public amenities.

The new facilities allow the Council to service the needs of the growing LGA more effectively and efficiently. The Council is committed to providing the best services, facilities and outcomes for the community through facilities such as the new administration building.

TYPE	DESIGN & CONSTRUCT
VALUE	\$30 MILLION
DURATION	12 MONTHS
COMPLETION	JUNE 2016



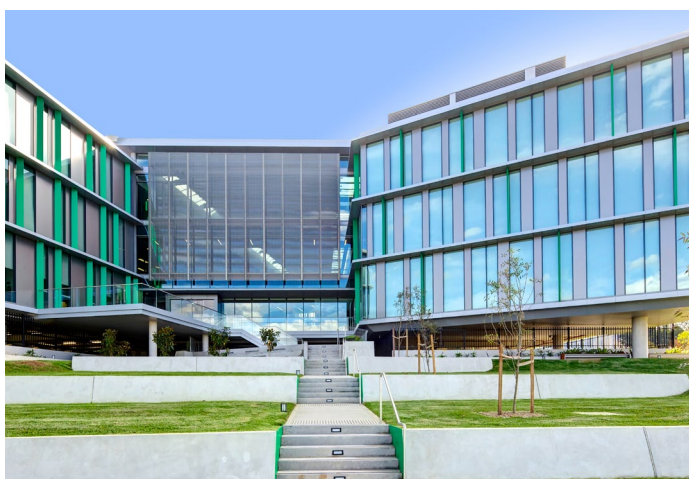
CITY OF BRISBANE INVESTMENT CORPORATION GREEN SQUARE CLOSE

The City of Brisbane Investment Corporation (CBIC) engaged ADCO to undertake the design and construction of this highly complex, commercial office tower in Brisbane’s CBD. The \$55 million build incorporated 16,5000m² of A-grade quality net lettable area across 12 floors.

The project was located on a challenging site, with restricted access for materials handling and limited area for storage and provision of site amenities. As part of the project, a 7,500m² integrated fit-out for Queensland Utilities was finalised incorporating double glazing, ultra-efficient building services and building management system, 154 car parking spaces, 172 bike parks, and significant end-of-trip cycle facilities.

The Green Square commercial development was awarded the Brisbane MBA award for best Commercial project (Office Accommodation over \$5 million).

TYPE	ECI, THEN DESIGN & CONSTRUCT
VALUE	\$55 MILLION
DURATION	20 MONTHS
COMPLETION	JULY 2013



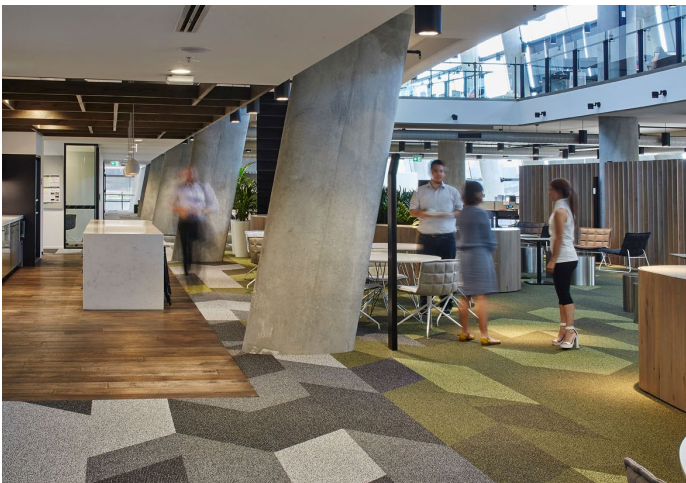
UNIVERSITY OF WESTERN SYDNEY
WERRINGTON CORPORATE PARK CENTRE

The \$35 million, three-storey Werrington Corporate Park Centre is part of a high-tech development of leased office accommodation, car parking and support facilities for corporate business entities provided by Western Sydney University, Werrington.

The development was delivered under a fast-tracked program, while still achieving a 5 star Green Star rating and highest quality of finishes.

The building's design takes advantage of its leafy, parkland context, with notable use of glass. This is continued internally with tenancies located either side of an open, central daylight atrium flooding the interior with light. An atrium café, terraces, gardens and entry forecourt all double as collaborative and informal meeting spaces while environmentally friendly and high-quality materials reinforce the sense of contemporary workplace.

TYPE	CONSTRUCT ONLY
VALUE	\$35 MILLION
DURATION	15 MONTHS
COMPLETION	APRIL 2015



MINISTER FOR FINANCE AND SERVICES
NSW FIRE AND RESCUE

The \$30 million design and construct development involved the construction of a new, three-storey building at Greenacre, including integrated fit-out and additional under-croft car parking for 132 vehicles.

The project displays a high level of design aesthetic in terms of form and function and a contemporary open plan workspace.

Key architectural features include the concrete 'off-form' elliptical columns and curtain wall façade system. Each of these design elements has allowed for large open areas and state-of-the-art collaborative facilities incorporated into the new building design. The raked angles of the elliptical columns were inspired by a fire fighter's ladder as it rests adjacent to a building during a rescue operation.

TYPE	DESIGN & CONSTRUCT
VALUE	\$30 MILLION
DURATION	15 MONTHS
COMPLETION	NOVEMBER 2016



NSW DEPT OF PUBLIC WORKS
CENTRAL GOVERNMENT RELOCATION
TO 52 MARTIN PLACE

The \$54 million project was delivered over six separable portions and included significant fit-out works with base building and services upgrades, new IT, AV, server and data facilities, which were meticulously planned during the 2.5-month ECI period.

The level of key stakeholder management applied on the project was significant. Proving ADCO's ability to work effectively within the client's parameters, the project was delivered under a fast-track programme of nine calendar months.

The project was delivered within an occupied office building with works staged and coordinated to minimise disruption to other tenants within and near the development's multiple workfronts.

TYPE	ECI, THEN DESIGN & CONSTRUCT
VALUE	\$54 MILLION
DURATION	9 MONTHS
COMPLETION	AUGUST 2015

OTHER COMMERCIAL PROJECTS

AMP CAPITAL CORONATION DRIVE OFFICE PARK BUILDING 4

Type	GMP
Value	\$60 million
Location	Milton, QLD

TOYOTA TOYOTA POWERTRAIN

Type	Construct Only
Value	\$34 million
Location	Altona North, VIC

NELSON STREET PROPERTIES 44 NELSON ST, MACKAY

Type	Design & Construct
Value	\$34 million
Location	Mackay, QLD

ESSENDON FIELDS 15 VAUGHAN STREET

Type	Design & Construct
Value	\$20 million
Location	Essendon Fields, VIC

CITY OF BRISBANE INVESTMENT CORPORATION SOUTH REGIONAL BUSINESS CENTRE

Type	Design & Construct
Value	\$17 million
Location	Yeerongpilly, QLD

AUSTRALIA PACIFIC AIRPORTS (MELBOURNE) AFP BUILDING, MELBOURNE AIRPORT

Type	Design & Construct
Value	\$11 million
Location	Tullamarine, VIC

WOODS BAGOT WOODS BAGOT OFFICE FIT OUT

Type	Construction Management
Value	\$3 million
Location	Melbourne, VIC

GREENFIELDS DEVELOPMENT COMPANY THE PODIUM - ORAN PARK TOWN CENTRE

Type	Design & Construct
Value	\$41 million
Location	Oran Park, NSW

BRISBANE CITY COUNCIL TRADE COAST BUS DEPOT

Type	Design & Construct
Value	\$34 million
Location	Eagle Farm, QLD

QANTAS QANTAS LOUNGE EXPANSION, BRISBANE AIRPORT

Type	Design & Construct
Value	\$34 million
Location	Brisbane Airport, QLD

COLLINGWOOD FOOTBALL CLUB OLYMPIC PARK COMMUNITY CENTRE

Type	GMP
Value	\$24 million
Location	Melbourne, VIC

WA GOVERNMENT STATE ADMINISTRATIVE TRIBUNAL FIT OUT

Type	Construct Only
Value	\$14 million
Location	Perth, WA

WA GOVERNMENT LEGAL AID COMMISSION FITOUT

Type	Construct Only
Value	\$6 million
Location	Perth, WA

MURARRIE DEVELOPMENTS AFP K9 FACILITY

Type	Negotiated
Value	\$3 million
Location	Cairns, QLD

OUR PEOPLE

OUR PEOPLE

OUR PEOPLE ARE OUR POINT OF DIFFERENCE. THEY ARE ADCO.

WE ARE PEOPLE WHO BUILD.

ADCO recognises that our people, and everyone we work with all unite to form the core of our business. Our success and reputation have been achieved because of the abilities and expertise these people bring to our projects.





CHAIRMAN

JUDY BRINSMEAD

Judy is Chairman of the Board and is integral to the strategic management of ADCO. Previously a partner at Morris Fletcher & Cross (now MinterEllison), her focused leadership style is backed by formal education holding a Bachelor of Laws with Honours. Beyond being recognised as both a solicitor and barrister, Judy has a wealth of experience in construction and property, joining ADCO as an executive director in 1989. She has a detailed understanding of the business having been instrumental in ADCO's success and growth over the years. Strong on community, Judy is also a member of the Board of Trustees of Bond University and was on the Joint Marketing Committee for the 2018 Commonwealth Games.

NATIONAL TEAM



CHIEF EXECUTIVE OFFICER

NEIL HARDING

With over 25 years' experience in the construction industry, Neil has held executive roles in Australia and internationally. He is a strong, strategic leader who is passionate about building a performance-driven, supportive culture and developing meaningful industry-wide relationships. He holds a Bachelor of Science with Honours (Sheffield Hallam University) and is a Fellow of the Royal Institution of Chartered Surveyors. Neil has a proven track record of driving change and delivering results and cares about developing people and improving the construction industry.



CHIEF STRATEGY OFFICER

BRAD MCCARTHY

Brad is responsible for ADCO's pre-construction, business development and marketing initiatives. With a Bachelor of Arts in Media and Communication (Massey University) and over 18 years' industry experience, Brad has held senior management positions in Australia and New Zealand. For the last 10 years, Brad's strong commercial acumen has helped to ensure that the quality of ADCO's project pipeline is sustained; that is, by managing national client relationships, and targeting key growth sectors and geographic expansion.



CHIEF COMMERCIAL OFFICER

CAMERON MCBURNIE

Cameron has over 15 years' experience in construction and property development. Bringing a direct approach to ADCO's risk management and commercial processes, Cameron was previously a senior property lawyer at Deacons (now Norton Rose)—experience that serves him well as both Director and Chief Commercial Officer of ADCO. Cameron is a Fellow of the Australian Institute of Company Directors and holds a Bachelor of Science (University of NSW) and a Bachelor of Laws with Honours (QUT).



CHIEF FINANCIAL OFFICER

GARETH ADAMS

Gareth is a highly qualified CFO with 15 years' experience in construction finance in Australia and the UK. As CFO, Gareth is responsible for the group's accounting, treasury and financial operations. His diligence is underpinned with a Bachelor of Science (Economics) with Honours (University of Bath) and a Post Graduate Diploma in Finance and Strategy (University of Oxford). Gareth is a Chartered Accountant (ACA) with The Institute of Chartered Accountants in England and Wales.

STATE MANAGERS



NSW STATE MANAGER

JOHN BASILISCO

John is responsible for ADCO's NSW business and brings more than 25 years' experience in design, construction and development, predominantly within large complex schemes in Australia and in Europe and the UK. After graduating from the University of Canberra with a Bachelor of Applied Science in Environmental Design and a Bachelor of Architecture, John's career saw him take on projects both internationally and locally. Having delivered major projects across a range of sectors he understands the complexity associated within these sectors and is passionate about finding the best way to achieve successful results for our clients.



QLD STATE MANAGER

BRAD EATHORNE

Brad leads ADCO's Queensland operations with 25 years of building and infrastructure experience. With a wealth of experience in the defence, commercial, retail, aviation, power and mining sectors nationally, his career has spanned projects ranging in scale and complexity at both Executive and Project Leadership levels. Recognised for his collaborative, proactive and innovative leadership style, Brad demonstrates a consistent client focus and an ability to harness the capabilities of his teams as well as ADCO's design and trade partners to deliver increased value to our projects.



VIC STATE MANAGER

LAKSHU ADAIKALAVAN

Lakshu is responsible for ADCO's Victorian, Tasmanian and ACT operations. Strong on stakeholder management, he prides himself on steering delivery teams to consistently achieve best-practice standards in quality, safety and environmental performance. Lakshu's architecture and design management background further adds significant value to every project, ensuring designs translate to construction in the most practical and cost-effective manner.



WA STATE MANAGER

JAMES PRATTENT

James has significant experience in the Western Australian construction market. After graduating from Curtin University with a Bachelor of Applied Science, Construction Management and Economics with Honours he has worked in Perth for his entire career. He commenced his career at a prominent client side project management firm before moving into the contracting space where he has held senior positions in construction and operational management. James' track record in the Perth market, combined with his strong leadership and communication skills are key to ADCO's success in Western Australia.

FINANCIAL STRENGTH

FINANCIAL SECURITY IS ONE OF THE MOST CRITICAL ELEMENTS TO CONSIDER WHEN APPOINTING A CONSTRUCTION PARTNER.

ADCO provides financial surety for our clients and their financiers. We maintain a policy of profit reinvestment and working capital management to ensure our balance sheet remains commensurate with the size of our business. ADCO exceeds the financial requirements for licensing in each state and territory, for private and government projects.

We have strong cash and liquid asset reserves and a blue-chip client base, which translate into consistent cash flow and profitability. Our audited financial statements are available on request.



ACCREDITATIONS, MEMBERSHIPS & AFFILIATIONS



Safety Management

Our safety management system is independently certified to AS4801:2018 (Occupational Health and Safety Management Systems)



Environmental Management

Ensuring compliance with legislative requirements and industry practices, this system is certified to ISO 14001:2018 (Environmental Management Systems).



Quality Management

ADCO's quality management system complies to AS/NZS ISO 9001:2015 and has third party endorsement through NCS.



Federal Safety Accreditation

ADCO complies with the Australian Government's National Code of Practice for the Construction Industry and is accredited with the Office of the Federal Safety Commissioner.



Green Buildings

ADCO is a proud member of the Green Building Council of Australia and committed to the success and increased adoption of sustainable construction practices.



Master Builders Association

As a Master Builders Association Member, ADCO is a trusted organisation of a community of builders who meet regularly at a local and national level.



Supply Nation

ADCO is committed to increasing Indigenous Participation in our projects both through direct employment and procurement of goods and services.



Diversity Council Australia

ADCO is committed to providing an inclusive and diverse workplace where employees and others in the workplace are treated equitably, fairly and with respect.



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