



**ADCO**

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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 COMMUNITY CREDENTIALS

### PEOPLE WHO BUILD COMMUNITIES.

**ADCO DELIVERS THE SOCIAL INFRASTRUCTURE WHERE WE CONGREGATE AND IN WHICH WE ARE ENTERTAINED, PERFORM, EXERCISE AND PLAY.**



**600+**

State, Local & Federal  
Government projects



**75+**

hospitality & club projects



**\$180m+**

largest project



**WE BUILD GOVERNMENT ORIENTATED DEVELOPMENTS ENCOMPASSING CULTURAL, PERFORMING ARTS AND ENTERTAINMENT PRECINCTS. PROUDLY AN ACCREDITED CONTRACTOR FOR ALL AUSTRALIAN STATES AND TERRITORIES, AS WELL AS THE FEDERAL GOVERNMENT, ADCO DELIVERS THE FACILITIES THAT SHAPE OUR NATION'S COMMUNITIES.**

# OUR COMMUNITY CLIENTS

**WE ARE PROUD TO HAVE PROVIDED COMMUNITY FACILITIES FOR SOME OF THE LARGEST GOVERNMENT AND PRIVATE ORGANISATIONS IN THE COUNTRY. TESTAMENT TO OUR SUCCESS IS OUR SIGNIFICANT REPEAT CLIENTELE. OUR COMMUNITY SECTOR CLIENTS INCLUDE:**







**“THE TEAM AT ADCO WERE ALWAYS WILLING TO WORK WITH US TO ACHIEVE OUR DESIRED GOALS IN RELATION TO THE NSW RUGBY LEAGUE CENTRE OF EXCELLENCE. AT ALL TIMES, THEIR TEAM HAVE BEEN FRIENDLY, HELPFUL AND RESPONSIVE TO OUR NEEDS AND REQUIREMENTS TO ENSURE DELIVERY OF THE CENTRE OF EXCELLENCE MET OUR EXPECTATIONS. I WOULD HAPPILY RECOMMEND ADCO TO OTHER PARTIES WHO REQUIRE A CONSTRUCTION COMPANY TO DELIVER THEIR DESIRED PROJECT. ”**

Stuart Clark, CEO, NSW Rugby League

**“ADCO ARE A WELL-ORGANISED AND PROFESSIONAL ORGANISATION. THEY PROVIDED RISK MITIGATION STRATEGIES TO ENSURE OUR PROJECT PROCEEDED SMOOTHLY AND THROUGH BEST PRACTICE COMMUNITY CONSULTATION THEY DEVELOPED EXCELLENT PARTNERSHIPS WITH THOSE AFFECTED BY THE PROJECT.”**

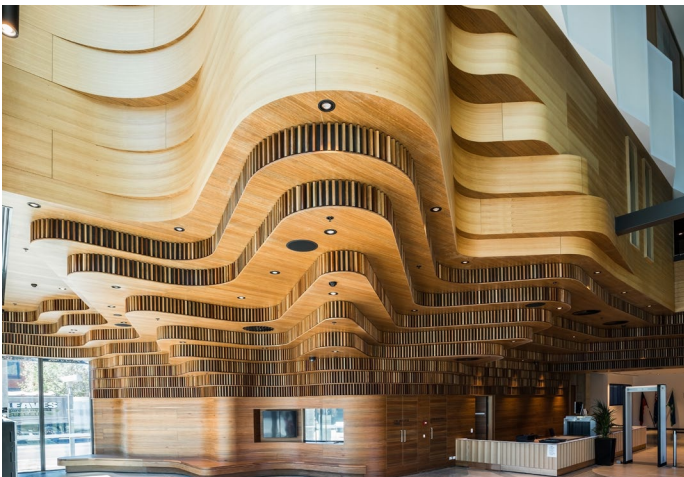
Craig Wrightson, General Manager, Lane Cove Council



**“I WISH TO COMMEND THE ADCO TEAM ON AN OUTSTANDING ACHIEVEMENT IN THE DELIVERY OF THE YONGAH HILL IMMIGRATION DETENTION CENTRE REDEVELOPMENT PROJECT. THEIR DEDICATION, HARD WORK AND COOPERATION WERE A KEY FACTOR IN DELIVERING WHAT HAS BEEN DESCRIBED AS THE HIGHEST STANDARD OF DETENTION FACILITIES IN THE NATIONAL NETWORK.”**

Darian Macey, Senior Project Manager, Turner and Townsend Thinc

**OUR WORK**



## COURT SERVICES VICTORIA SHEPPARTON LAW COURTS

ADCO secured the \$70 million Shepparton Law Courts Main Works redevelopment through an Early Contractor Involvement (ECI) method of procurement.

Stage 1 involved the construction of a new multi-jurisdictional courts facility capable of meeting current and future community demand. The new centre is comprised of a multi-level facility housing six court rooms, basement, custodial zone, security facilities, judicial chambers, and administrative areas, offices, meeting rooms, lobby and associated amenities.

The facilities reflect the most contemporary applications of courthouse design, information technology, environmental sustainability and changing justice delivery models. The design also ensures capability to accommodate future service demands in the region.

The entry lobby is inspired by the image of the ancient River Red Gum and the base of the new building founded on brick – a throwback of older country court houses. The new five-storey building engages with the older adjacent 1930s Court House by way of a generous landscaped public plaza that serves the Courts’ staff and visitors.

TYPE	ECI THEN CONSTRUCT ONLY
VALUE	\$70 MILLION
DURATION	21 MONTHS
COMPLETION	OCTOBER 2018



## CITY OF GOLD COAST GOLD COAST CULTURAL PRECINCT

This striking, world-class community facility includes a Versatile Outdoor Space (VOS) – a stage and event platform in a garden-style amphitheatre, catering for audiences of 5,000, and able to host a wide range of civic events and performances.

Within the VOS, the performance stage has full lighting and sound installations behind the retractable amphitheatre wall, allowing the multi-functional space to be used as a conference/event room. Included within the amphitheatre structure is a catering kitchen and dressing rooms.

Additional works included extensive landscaping, seating, toilet amenities, and pedestrian and cycle bridges.

TYPE	MANAGING CONTRACTOR
VALUE	\$35 MILLION
DURATION	14 MONTHS
COMPLETION	NOVEMBER 2017



**SHELLHARBOUR CITY COUNCIL**  
**SHELLHARBOUR CITY HUB**

This spectacular development on NSW's South Coast is fronted by an expansive plaza filled with trees and public art. Described as the cultural heart of Shellharbour, it includes new administration offices, Council chambers, a city library with interactive children's play area, museum, café, a 350-seat auditorium for public events, and multi-level parking for 170 cars.

Shellharbour City Council's vision was to create an iconic landmark that both stands out from its setting and enhances it. Integral to the design is the centre's iconic wave-like steel feature roof.

A significant accomplishment and major design feat, it is a shining example of ADCO's ability to work with challenging materials and deliver construction excellence without compromising on the architect's original vision.

The landmark development achieved a 5 Star Green Star As-Built Public Building Rating and won the Australian Library and Information Association's Library Design Award, the Public Works Australia Engineering Excellence for Local Government Award, and the NSW "Public Architecture Award" from the Australian Institute of Architects.



<b>TYPE</b>	<b>ECI THEN DESIGN &amp; CONSTRUCT</b>
<b>VALUE</b>	<b>\$65 MILLION</b>
<b>DURATION</b>	<b>22 MONTHS</b>
<b>COMPLETION</b>	<b>MARCH 2018</b>



**LANE COVE COUNCIL**  
**THE CANOPY**

Design defines ADCO, as much as construction quality. This \$85 million project involved the redevelopment of Lane Cove’s village parking into a dynamic, multi-purpose public space.

Construction saw Rosenthal Avenue car park become a new, centralised green space, supported by 500 improved underground car parking spaces and an additional retail precinct.

The meticulously landscaped green space offers the community a new amphitheatre, play equipment, space for seven restaurants with indoor and outdoor seating, BBQ facilities, amenities, extensive landscaping and a ‘green wall’ vertical garden and a footbridge providing pedestrian connectivity across Rosenthal Avenue. The space is complemented by eye-catching feature art, notably the large curved and raking canopy roof with mirror reflective shingles and skylight.

ALDI and Coles will become anchor tenants, with stores to be located one level below ground accessible from both park and car park levels.

<b>TYPE</b>	<b>ECI THEN DESIGN &amp; CONSTRUCT</b>
<b>VALUE</b>	<b>\$85 MILLION</b>
<b>DURATION</b>	<b>34 MONTHS</b>
<b>COMPLETION</b>	<b>JUNE 2020</b>



**MORETON BAY REGIONAL COUNCIL  
CABOOLTURE HUB & TOWN CENTRE**

Named the 'Caboolture Signature Project' during construction, the \$21 million Caboolture Hub and Town Centre was a landmark community initiative by Moreton Bay Regional Council.

The project scope included construction of a modern, high-quality library and learning facility, the new Caboolture Regional Art Gallery, and the town square, which includes a playground, landscaped areas, open paved spaces and facilities to hold outdoor events.

Facilities within the flagship development include an art gallery space with timber floating floors, conference, training and meeting room facilities, multimedia studios for contemporary arts, and retail and café facilities.

The project's design aims to provide the community with a contemporary and modern facility with flexible and efficient spaces and general circulation areas while retaining a feeling of space, openness and grandeur. The library is a large open space with breakout areas scattered around its perimeter designed to capture natural light and views of the Glass House Mountains and beyond.



<b>TYPE</b>	<b>CONSTRUCT ONLY</b>
<b>VALUE</b>	<b>\$21 MILLION</b>
<b>DURATION</b>	<b>15 MONTHS</b>
<b>COMPLETION</b>	<b>NOVEMBER 2011</b>



## MELTON SHIRE COUNCIL MELTON LIBRARY

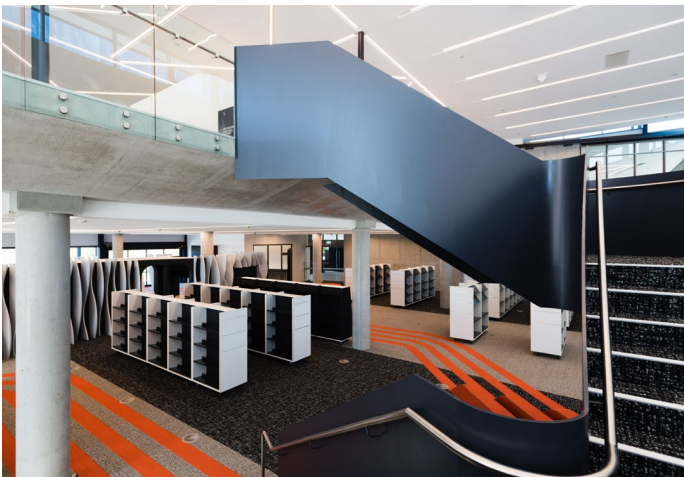
ADCO delivered this major community initiative for Melton Shire Council in Victoria. The prestigious building targeted a 5 Star Green Star Design and As Built rating under the public building tool of the GBCA.

ADCO managed the Green Star process – researching, developing and incorporating several products not previously awarded points under the public rating tool. This resulted in e-crete precast panels used in a structural setting being awarded innovation points for the first time in Australia. ADCO's commitment to the green star process ensured all targeted points were achieved, culminating in the project successfully attaining its targeted 5 Star As-Built rating.

Melton's new learning hub also caters for children's education and entertainment programs and provides dedicated facilities for community-based programs such as maternal and child health services. Specialist teaching spaces incorporate the latest in wireless connectivity and groundbreaking audio/visual and information technology management systems.

<b>TYPE</b>	<b>CONSTRUCT ONLY</b>
<b>VALUE</b>	<b>\$30 MILLION</b>
<b>DURATION</b>	<b>16 MONTHS</b>
<b>COMPLETION</b>	<b>MAY 2013</b>





**LANDCOM**  
**ORAN PARK LIBRARY**

Oran Park Library is the new heart of the Oran Park Civic Precinct and provides not only a place for community development, but as a space for information, education, and recreation.

Over a floor area of approximately 2500m<sup>2</sup>, the interior design has a unique theme reflecting the area's motor racing heritage and, as well as a new high-tech open library, includes a sessional services office for community support and a community centre to foster art, culture, community activities and needs at Oran Park. Externally, a landscaped area complements library activities, adjoining the civic plaza in front of the building used for outdoor public events.

Oran Park's new library has provided the town centre with a civic and cultural heart — it reflects the community's identity and the Council's commitment to the delivery of quality services, together with a commitment to sustainability and the environment.

In 2018, ADCO won a National Master Builders' Association (MBA) Award in the category 'Public Buildings: \$10 million- \$20 million' for building Oran Park Library.

<b>TYPE</b>	<b>DESIGN &amp; CONSTRUCT</b>
<b>VALUE</b>	<b>\$15 MILLION</b>
<b>DURATION</b>	<b>12 MONTHS</b>
<b>COMPLETION</b>	<b>FEBRUARY 2018</b>



**WENTY LEAGUES CLUB**  
**WENTY LEAGUES CLUB**

ADCO teamed with Wenty Leagues Club to upgrade their existing main facilities. The extensive works include the extension of the building over three levels, as well as the major refurbishment of the mezzanine.

The solution honours the Wenty Leagues Club masterplan, which was developed with the community’s needs in mind and focuses on providing a bustling dining, entertainment and function precinct.

ADCO was awarded the \$85 million project based on our ability to solve the logistical issues of working within an existing building and adjacent to an operational club. The first stage of the stunning extension is now complete and open to patrons, after just over a year of careful planning. This important milestone has delivered a unique and premium casual dining and entertainment precinct which includes a variety of food offerings, main bar, expansive kids’ play area, ample indoor seating and outdoor alfresco dining area – all supported by one of the largest kitchen fit-outs in Sydney.

A new 248-space basement and suspended carpark, grand entry, and the highly anticipated Char Steakhouse were also handed over during a busy 2019 with subsequent staged works ongoing including a new cocktail bar, pre-function bar space and function and meeting rooms.

TYPE	DESIGN & CONSTRUCT
VALUE	\$85 MILLION
DURATION	26 MONTHS
COMPLETION	AUGUST 2020



**BANYULE CITY COUNCIL**  
**BANYULE CITY COUNCIL AQUATIC CENTRE & COUNCIL CHAMBERS**

The 5 star green star office building project for Banyule City Council integrated a vertical extension to the existing WaterMarc Aquatic and Leisure Centre, previously constructed by ADCO.

The visually striking, three-level office building provides expanded customer service facilities, with a one-stop shop for payments and enquiries and offers more community meeting rooms and 2,200m<sup>2</sup> of commercially let office space.

An environmentally sustainable building, it was designed to a minimum 5 Star Green Star Rating.

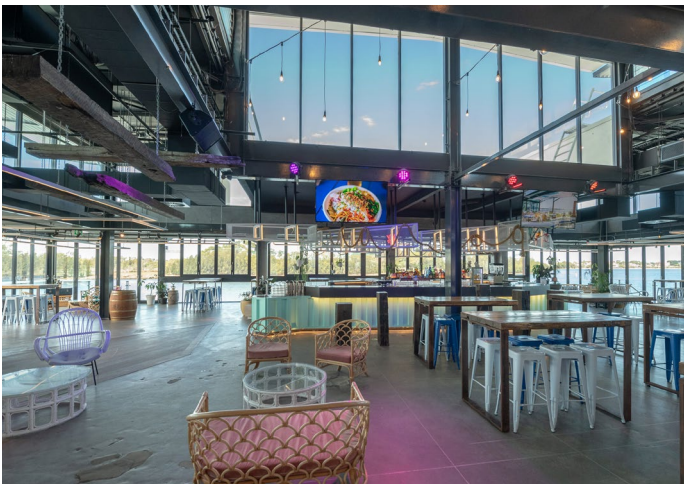
TYPE	DESIGN & CONSTRUCT
VALUE	\$77 MILLION
DURATION	17 MONTHS
COMPLETION	MARCH 2017



**CITY FORESHORE DEVELOPMENTS**  
**SWAN RIVER FORESHORE**

This acclaimed development takes the form of an entertainment precinct located on the picturesque Swan River foreshore at East Perth.

The ambitious contemporary tourism and hospitality project comprises three feature buildings, home to a premium mix of world-class attractions. Cafés and restaurants range in style from waterfront alfresco dining to a late-night supper club.



<b>TYPE</b>	<b>CONSTRUCT ONLY</b>
<b>VALUE</b>	<b>\$25 MILLION</b>
<b>DURATION</b>	<b>19 MONTHS</b>
<b>COMPLETION</b>	<b>AUGUST 2016</b>



## OTHER COMMUNITY PROJECTS

### GLADSTONE PORTS CORPORATION GLADSTONE ENTERTAINMENT CENTRE

Type	Design & Construct
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Value	\$31 million
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Location	Gladstone, QLD
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### COLLINGWOOD FOOTBALL CLUB OLYMPIC PARK COMMUNITY CENTRE

Type	GMP
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Value	\$24 million
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Location	Melbourne, VIC
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### MINISTER FOR FINANCE AND SERVICES NSW FIRE AND RESCUE

Type	Design & Construct
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Value	\$23 million
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Location	Greenacre, NSW
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### BLACKTOWN COUNCIL BLACKTOWN LIBRARY

Type	Select Tender
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Value	\$21 million
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Location	Blacktown, NSW
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### DEPARTMENT OF FINANCE WA BUNBURY PRISON

Type	Construct Only
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Value	\$19 million
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Location	Bunbury, WA
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### BAPTIST UNION OF QUEENSLAND KENMORE BAPTIST CHURCH

Type	Construct Only
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Value	\$14 million
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Location	Seventeen Mile Rocks, QLD
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### WA GOVERNMENT STATE ADMINISTRATIVE TRIBUNAL FIT OUT

Type	Construct Only
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Value	\$14 million
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Location	Perth, WA
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### WA GOVERNMENT YONGAH HILL IMMIGRATION DETENTION CENTRE

Type	Construct Only
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Value	\$24 million
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Location	Northam, WA
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### DEPARTMENT OF COMMERCE REIBY JUVENILE JUSTICE CENTRE

Type	Select Tender
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Value	\$22 million
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Location	Airds, NSW
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### VICTORIA POLICE CRAIGIEBURN OPERATIONAL TACTICS TRAINING FACILITY

Type	GMP
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Value	\$22 million
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Location	Craigieburn, VIC
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### WA GOVERNMENT MELALEUCA REMAND

Type	Construct Only
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Value	\$19 million
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Location	Canning Vale, WA
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### NSW DEPARTMENT OF COMMERCE BANKSTOWN COURTHOUSE

Type	Select Tender
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Value	\$16 million
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Location	Bankstown, NSW
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### SOUTHERN METROPOLITAN CEMETERIES TRUST SMCT NEW FUNCTION CENTRE

Type	Design & Construct
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Value	\$14 million
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Location	Springvale, VIC
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### ROYAL AGRICULTURAL SOCIETY SYDNEY SHOWGROUND NEW EXHIBITION PAVILLION

Type	Design & Construct
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Value	\$10 million
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Location	Sydney Olympic Park, NSW
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**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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## SYDNEY

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