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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

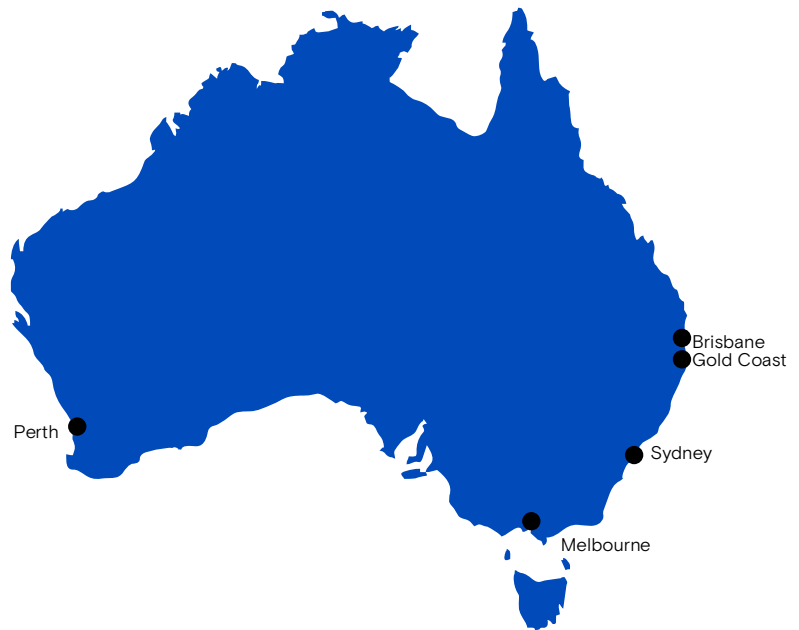
ADCO HAS A NATIONAL PRESENCE WITH OFFICES THROUGHOUT AUSTRALIA.

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 INDUSTRIAL CREDENTIALS

PEOPLE WHO BUILD AUSTRALIA'S DISTRIBUTION NETWORK. ADCO HAS EXTENSIVE PROJECT EXPERIENCE IN THE INDUSTRIAL SECTOR. FROM PURPOSE-BUILT FACILITIES INCORPORATING HIGH LEVELS OF MANUFACTURING MACHINERY, SPECIALIST EQUIPMENT AND COMPLICATED SERVICES TO LARGE CLEAR SPAN WAREHOUSES AND HIGH-TECH DISTRIBUTION CENTRES WITH SIGNIFICANT COMMERCIAL OFFICE COMPONENTS ATTACHED.



\$120m+

largest development



110m

largest clear span



13

multi-storey warehouses



FREIGHT LOGISTICS, FMCG, CROSS DOCK DISTRIBUTION, PARCEL SORTATION DISTRIBUTION CENTRES ALL FORM PART OF OUR CONTRIBUTION TO AUSTRALIA'S EVER EVOLVING INDUSTRIAL, LOGISTICS AND DISTRIBUTION SECTOR.

OUR INDUSTRIAL CLIENTS

WE ARE PROUD TO HAVE PROVIDED FACILITIES FOR SOME OF THE MOST IMPORTANT DISTRIBUTORS, MANUFACTURERS AND SPECIALIST SERVICES IN THE COUNTRY. TESTAMENT TO OUR SUCCESS IS OUR SIGNIFICANT REPEAT CLIENTELE. OUR INDUSTRIAL CLIENTS INCLUDE:



“WORKING WITH THE ADCO TEAM ON THIS PROJECT HAS BEEN A PLEASURABLE EXPERIENCE. THERE WAS A HIGH FOCUS AND COMMITMENT TO SAFETY AND CUSTOMER SATISFACTION. THROUGHOUT THE PROJECT THERE WAS A HIGH LEVEL OF COMMUNICATION AND THE DELIVERY OF THE PROJECT WAS TO A HIGH STANDARD. I WOULD RECOMMEND USING THIS TEAM AS THEIR WORK ETHIC AND STANDARD IS VERY PROFESSIONAL.”

James Craig, Hitachi

“THIS PROJECT REALLY WAS A PLEASURE FOR ME. I KNEW IT WOULD BE HAPPENING WHILE I HAD TWO OTHER PROJECTS TAKING MUCH OF MY FOCUS. IT WAS GOOD TO KNOW THAT THE ADCO TEAM COULD WORK AWAY WITH OUR CONSULTANTS AND SORT OUT ANY PROBLEMS WITHOUT TOO MUCH INPUT FROM ME. OVERALL, I LIKED THE HANDS-OFF APPROACH MADE POSSIBLE BY THE CAN-DO ATTITUDE OF THE ADCO TEAM. THIS ATTITUDE WAS REFLECTED THROUGH THEIR SUBCONTRACTORS AS WELL. HAVING PEOPLE AROUND YOU THAT ARE LOOKING FOR SOLUTIONS RATHER THAN ALWAYS RAISING PROBLEMS THEN SITTING BACK WAITING FOR SOMEONE ELSE TO CREATE THE FIXES MADE A BIG DIFFERENCE FOR ME.”

Timothy Hill, Costco



“THE ADCO TEAM WERE FANTASTIC TO WORK WITH ON THE AMART WAREHOUSE DEVELOPMENT AND HAVE DELIVERED A GREAT PRODUCT. I LOOK FORWARD TO WORKING WITH THEM IN THE FUTURE.”

Mason Arkell, SPG, Blueprint



OUR WORK



COSTCO
COSTCO NATIONAL DISTRIBUTION CENTRE

ADCO was appointed head contractor for Costco’s National Distribution Centre at Oakdale, a \$120 million investment by the American retailer.

Our team assisted Costco with cost planning and programming early in the project life cycle to support Costco in acquisition decisions and capex sign off.

Costco utilised a number of preferred international subcontractors and ADCO’s team assisted in managing these relationships in the Australian market. Located at Oakdale Industrial Estate, adjacent to the new Western Sydney Airport site, Costco has consolidated its offices and distribution facilities into the one cross dock FMCG hub.

The total site covers 138,000m2, consisting of 139 loading docks, a gate house, 237 staff parking spaces and a 2,500m2 freezer. The site also uses 2500 solar panels, which can produce 3.2MW in a single day.

TYPE	ECI, THEN DESIGN & CONSTRUCT
VALUE	\$120 MILLION
DURATION	12 MONTHS
COMPLETION	JUNE 2019



HITACHI CONSTRUCTION MACHINERY AUSTRALIA HITACHI REMANUFACTURING FACILITY

ADCO proudly delivered Hitachi Construction Machinery Australia’s re-manufacturing facility in Perth, after 12 months of construction.

The \$13 million project was undertaken at Hitachi’s existing Forrestdale facility, and saw the establishment of a steel structure building with concrete tilt panel façade and external PT slabs.

The warehouse, which will be used for the refurbishing of large scale Hitachi mining equipment, was extensively fitted out with gantry cranes, hydraulic and oil reticulated lines, spray booths and wheel testing facilities.

All essential services were integrated with the existing facility, with all rainwater and stormwater to be captured and reused as part of the overall facility operations.

TYPE	CONSTRUCT ONLY
VALUE	\$13 MILLION
DURATION	12 MONTHS
COMPLETION	AUGUST 2019



DEXUS
DEXUS DRIVE RICHLANDS INDUSTRIAL ESTATE

The \$42 million DEXUS industrial development at Richlands' Drive Industrial Estate comprised of the concurrent delivery of a 38,500m² and an 18,000m² warehouse via a design and construct contract.

ADCO coordinated the integration of DEXUS' three tenants, DHL, Target and Steinhoff, completing the specialist fit-out and racking requirements for each respective operator.

The finished project provides the market with a premium industrial development consisting of high specification, sustainable, flexible buildings in one of Brisbane's leading industrial locations.

TYPE	DESIGN & CONSTRUCT
VALUE	\$42 MILLION
DURATION	14 MONTHS
COMPLETION	DECEMBER 2014



AUSTRALIA POST
AUSTRALIA POST PARCEL SORTING FACILITY

The Australia Post parcel sorting project at Chullora incorporated a major extension of the existing facility to accommodate the increased volume of parcel postage resulting from the online shopping boom. The project was completed under a fast track program of 28 weeks.

The \$40 million extension includes the design and construction of an additional 15,000m² warehouse space which was connected to the existing operational facility.

The warehouse is a steel structure with low height pre-cast concrete walls, full height insulated wall panels with and an insulated panel roof. The warehouse floor is a mesh and fibre combination slab with a high-quality burnished finish.

Building services include air-conditioning to the entire warehouse space with all major plant installed on platforms underneath the roof. ADCO's team also managed the integration of the specialist sortation equipment contract.

TYPE	DESIGN & CONSTRUCT
VALUE	\$40 MILLION
DURATION	7 MONTHS
COMPLETION	FEBRUARY 2014



BRISBANE CITY COUNCIL TRADE COAST BUS DEPOT

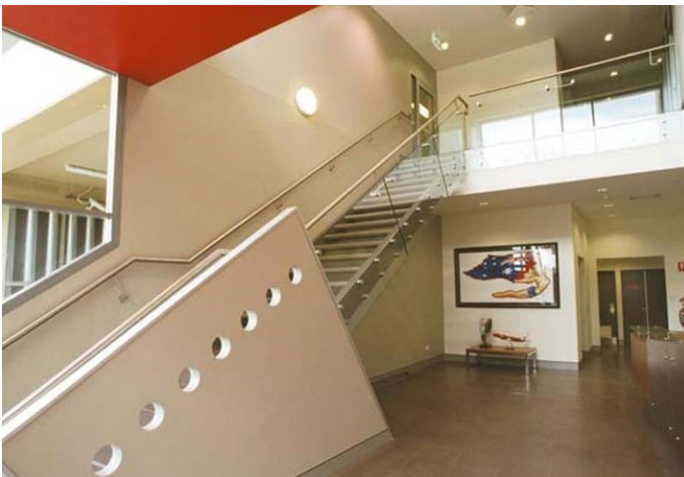
Construction of the Trade Coast Bus Depot was a major local government infrastructure project which would service the growth in demand for public transportation in the Brisbane City Council municipality.

The council relocated Toowong's bus facility to this purpose-built centre at Eagle Farm, in conjunction with council's bus body manufacturing partner, Volgren Australia.

ADCO managed the Green Star process from early in the design stage, throughout construction to detailed submission. This resulted in the Green Building Council of Australia awarding the project a 5 Star Green Star Design and As Built Rating under Version 1 of the Industrial Rating Tool. This was the first project in Queensland to achieve this rating.

The project combined large scale industrial construction with in excess of 25,000m² of hard stand pavement area over the sites large 8.8 hectares.

TYPE	DESIGN & CONSTRUCT
VALUE	\$35 MILLION
DURATION	16 MONTHS
COMPLETION	OCTOBER 2013



**VIRGIN BLUE
VIRGIN AUSTRALIA MAINTENANCE
FACILITY**

ADCO was engaged by Virgin Australia to construct the airline's first hangar at Brisbane Domestic Airport.

The hangar was designed to service Virgin's Brisbane-based aircraft fleet. With a height of 24 metres and a clear span of 100 metres, the hangar is large enough to accommodate two Boeing 737-700 aircraft side-by-side or one of the larger airbus A340s. 5,000m² of office and storage space is located at the rear of the facility accommodating 240 office and maintenance staff.

The airside pavement works required adherence to aviation security protocols including workforce management, tool control registers, and security chaperones for site visitors.

The \$20 million project, completed over 12 months, presented many challenges particularly in relation to the site. As a large percentage of Brisbane Airport is founded on reclaimed land from Moreton Bay, the marine clay soils and high water table required the use of precast piles which were driven 30 metres below ground level. A 50-tonne macro roller was used to compact the sub-grade and a temporary bridging layer was utilised to ensure crane traffic did not disturb the sub-grade prior to the pouring of the concrete slabs.

TYPE	CONSTRUCT ONLY
VALUE	\$20 MILLION
DURATION	12 MONTHS
COMPLETION	DECEMBER 2005



**FOODBANK
FOODBANK WAREHOUSE**

The Foodbank Distribution Warehouse and office facility provides food relief to families through 800 welfare organisations by sourcing surplus food from businesses and redistributing it to those in need.

Located within the industrial estate at Perth Airport, the project comprised of a 5,000sqm warehouse and refrigerated cool store facility complete with a two-level office building.

The works were delivered via a fast track delivery program with the objective set very early on for Foodbank to be operating from the premises as soon as possible.



TYPE	CONSTRUCT ONLY
VALUE	\$12 MILLION
DURATION	9 MONTHS
COMPLETION	DECEMBER 2015



**ART GALLERY OF NSW
ART GALLERY OF NSW STORAGE
FACILITY**

With existing galleries overflowing and limited capacity to safely accommodate excess works of art, the Art Gallery of New South Wales required a purpose-built facility to house, catalogue and preserve valuable art works not currently on display. The result was the construction of a multi-storey, 6,500m², modern day 'Fort Knox'.

The building combines the highest-level security systems with sophisticated mechanical services components and building management systems. These services represent approximately 50% of the contract value and are designed to unique tolerances to maintain constant air temperature, control internal humidity levels and monitor the atmospheric conditions of all independent storage compartments within the facility.

TYPE	CONSTRUCTION MANAGEMENT
VALUE	\$15 MILLION
DURATION	12 MONTHS
COMPLETION	NOVEMBER 2009



COSTCO COSTCO ROLLOUT

Applying our extensive large format retail expertise, ADCO has been instrumental in Costco's entry into the Australian market.

Our teams have completed four stores nationally for the group: North Lakes and Bundamba in Queensland, Islington in South Australia and Epping in Victoria. Our success across their portfolio also saw ADCO selected to complete their first national distribution centre, the cross dock facility at the Oakdale Industrial Estate in New South Wales.

Providing the ingenuity of a dedicated onsite team to manage Costco's extensive list of nominated contractors and suppliers proved absolutely critical. Fast-track programs have been innovatively designed to be aligned with Costco's delivery methodology.

Recognised by Costco as a resounding success, the projects demonstrate how ADCO successfully manages the concurrent delivery of assets for one client across multiple geographic locations.

TYPE	ECI, THEN DESIGN & CONSTRUCT
VALUE	CUMULATIVELY \$118 MILLION
DURATION	VARIOUS



BUNNINGS GROUP BUNNINGS WAREHOUSE NATIONAL ROLLOUT

ADCO has successfully built over 40 stores for the Bunnings Group at various locations in Queensland, New South Wales, Victoria, South Australia and Western Australia.

Delivered under a design and construct model, we have worked closely with the Bunnings Group to develop new construction methodologies and techniques to ensure that these projects continue to be delivered to their program requirements without sacrificing Bunnings' high standards of quality. In recent years, our NSW team delivered the largest hardware store in Australia at Alexandria, a project comprising 22,000m² of trading floor suspended over two levels of car parking.

Our teams have also aided in the development of Bunnings' design brief and construction techniques for their multi-storey warehouses. These range between 2 and 4 levels and incorporate structural slab tolerances for enhanced loading to cater for suspended loading docks and the like. ADCO had delivered 13 multi-level warehouses for the group.

TYPE	DESIGN & CONSTRUCT
VALUE	OVER \$750 MILLION IN TOTAL
DURATION	VARIOUS
COMPLETION	VARIOUS

OTHER INDUSTRIAL PROJECTS

BORAL AUSTRALIA GYPSUM LTD BORAL PLASTERBOARD FACTORY

Type	Construct Only
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Value	\$24 million
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Location	Pinkenba, QLD
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NESTLE NESTLE FREEZER CENTRE

Type	Select Tender
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Value	\$17 million
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Location	Melbourne, VIC
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PLASSER AUSTRALIA PLASSER RAIL

Type	Construction Management
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Value	\$8 million
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Location	St Marys, NSW
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FORD MOTORS FORD STAMPING PLANT

Type	Select Tender
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Value	\$7 million
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Location	Geelong, VIC
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CHARTER HALL CHARTER HALL WAREHOUSE RECONFIGURATION

Type	Design & Construct
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Value	\$7 million
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Location	Canningvale, WA
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ORIENTAL MERCHANT HOLDINGS ORIENTAL MERCHANT DISTRIBUTION CENTRE

Type	Construct Only
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Value	\$6 million
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Location	Carole Park, QLD
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PORTERBILT PORTERBILT INDUSTRIAL WAREHOUSE

Type	Design & Construct
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Value	\$5 million
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Location	Richlands, QLD
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JUBILEE AVENUE CONSTRUCTIONS PHARMACARE WAREHOUSE AND HEAD OFFICE

Type	Design & Construct
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Value	\$17 million
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Location	Warriewood, NSW
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MGR PTY LTD GRAND MOTORS ROBINA

Type	Construct Only
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Value	\$8 million
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Location	Robina, QLD
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ABIGROUP & LEIGHTON CONTRACTORS M7 PRECAST FACILITY

Type	Select Tender
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Value	\$7 million
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Location	Eastern Creek, NSW
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BORAL AUSTRALIA GYPSUM LTD BORAL GYPSUM

Type	Construct Only
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Value	\$6 million
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Location	Pinkenba, QLD
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AUSTRALIA POST AUSTRALIA POST, MITCHELL

Type	Select Tender
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Value	\$6 million
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Location	Mitchell, ACT
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TNT AUSTRALIA TNT DISTRIBUTION CENTRE HUME

Type	Design & Construct
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Value	\$6 million
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Location	Hume, ACT
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SWINBURNE UNIVERSITY OF TECHNOLOGY SWINBURNE UNIVERSITY INDUSTRY 4.0 TESTLAB

Type	Construct Only
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Value	\$3 million
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Location	Clayton, VIC
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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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