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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

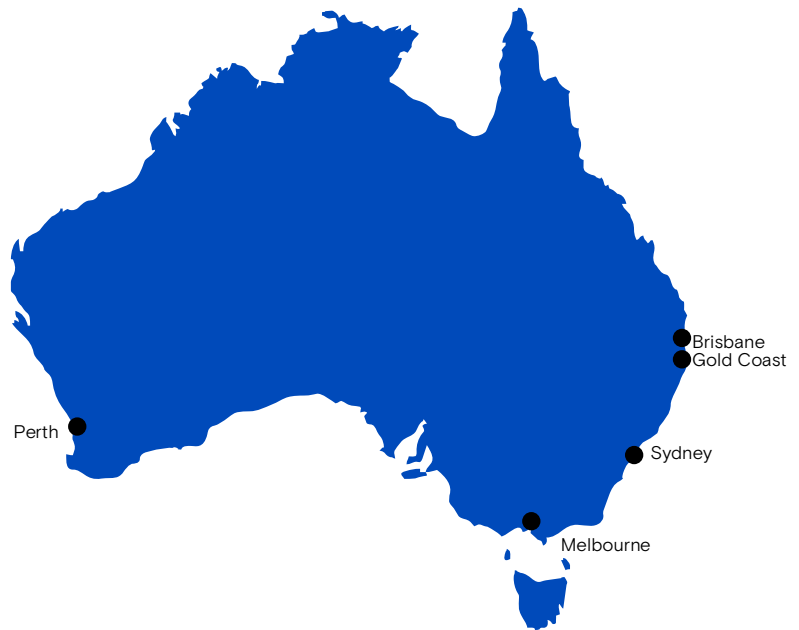
ADCO HAS A NATIONAL PRESENCE WITH OFFICES THROUGHOUT AUSTRALIA.

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 LEISURE & AQUATIC CREDENTIALS

PEOPLE WHO BUILD AQUATIC AND SPORTING INFRASTRUCTURE. ADCO IS AN INDUSTRY LEADER IN AQUATIC AND LEISURE CENTRE DELIVERY. OUR TEAMS HAVE SUCCESSFULLY COMPLETED OVER 40 LARGE-SCALE AQUATIC AND COMMUNITY LEISURE DEVELOPMENTS IN THE LAST FEW YEARS.



25+

FINA-certified pools delivered



8+

suspended sports fields projects



40+

specialist sporting projects



WE HAVE BUILT CENTRES OF SPORTING EXCELLENCE, TRAINING AND REHABILITATION, AND COMMUNITY AQUATIC AND RECREATION FACILITIES FOR STATE AND LOCAL GOVERNMENT ORGANISATIONS, PROFESSIONAL SPORTING TEAMS, AND PRIVATE SCHOOLS ALIKE.

OUR LEISURE & AQUATIC CLIENTS

WE ARE PROUD TO HAVE PROVIDED LEISURE FACILITIES FOR MANY GOVERNMENT AND PRIVATE ORGANISATIONS AROUND THE COUNTRY. TESTAMENT TO OUR SUCCESS IS OUR SIGNIFICANT REPEAT CLIENTELE. OUR LEISURE AND AQUATIC CLIENTS INCLUDE:

CITY OF
GOLDCOAST.



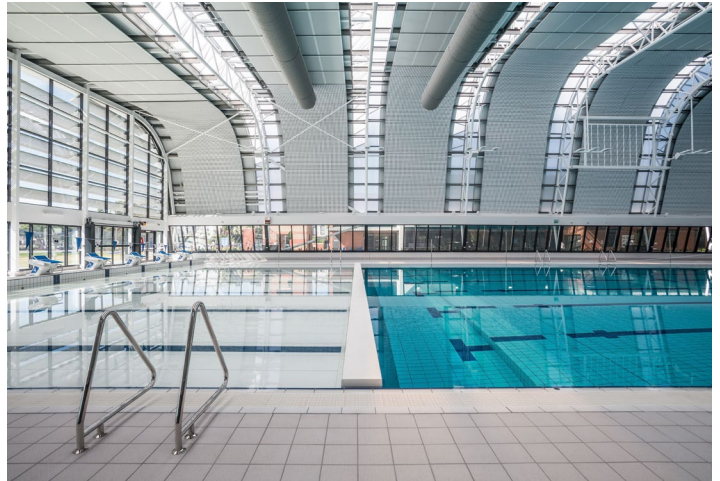


“THE PROJECT HAD ITS FAIR SHARE OF CHALLENGES AND YOU AND YOUR TEAM DEALT WITH EACH OF THEM WITH A SPIRIT OF COOPERATION, FAIRNESS AND DILIGENCE. AGAIN OUR THANKS ON MAKING THIS PROJECT A SUCCESS AND BEING SUCH A PLEASURE TO WORK WITH.”

Carlo Corallo, Director, Peddle Thorp Melbourne

“WE ENJOYED WORKING WITH ADCO AND WE WERE PARTICULARLY IMPRESSED WITH THE SITE TEAM AND THEIR ABILITY TO WORK WITH OUR BUSINESS AND ITS OPERATIONAL REQUIREMENTS WHILST ALWAYS PUTTING THE STUDENTS AND STAFF’S SAFETY FIRST.”

Anna Hakman, Head of Strategic Infrastructure, Caulfield Grammar School



“I WOULD HIGHLY RECOMMEND ADCO TO PERFORM ANY WORK BUT PARTICULARLY THAT WHICH INVOLVES COMPLEXITY, REQUIRES STRONG COMMUNICATION BETWEEN THE PRINCIPAL AND CONTRACTOR, OR IS UNDERTAKEN WITHIN A LIVE ENVIRONMENT.”

Jon Couston, Head of Infrastructure and Major Projects, St Kilda Football Club

OUR WORK



CAULFIELD GRAMMAR SCHOOL

CAULFIELD GRAMMAR SCHOOL AQUATIC AND WELLBEING CENTRE

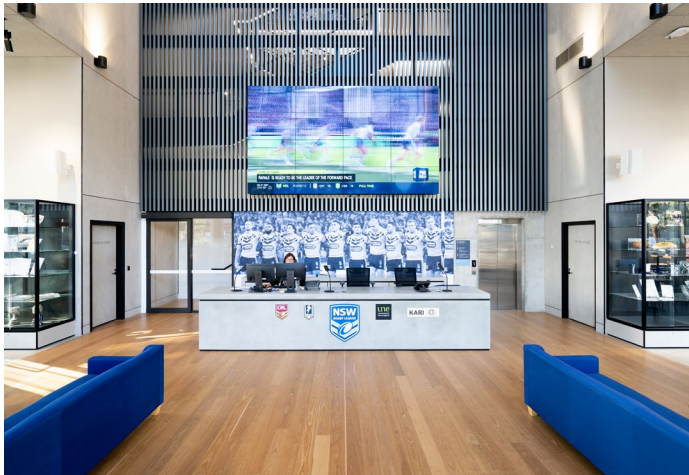
ADCO was Builder of Choice for Caulfield Grammar's \$25 million Aquatic and Wellbeing Centre at the school's St Kilda East campus.

The project involved construction of a 50-metre, Olympic sized competition pool with spectator seating, amenities, changing room facilities, a spin class room and the refurbishment of existing function spaces.

The state-of-the-art facility incorporates a multitude of innovative aquatic sports technologies, including a moveable floor that can be lowered and raised to adjust the water depth to cater for different aquatic programs such as competition swimming, water polo, diving and learn-to-swim. It also has an integrated movable boom and pop-up pool wall which allows for various configurations, increasing the flexibility and capacity of use at any one time.

TYPE	CONSTRUCT ONLY
VALUE	\$25 MILLION
DURATION	18 MONTHS
COMPLETION	NOVEMBER 2019





NSW RUGBY LEAGUE
NSW RUGBY LEAGUE CENTRE OF EXCELLENCE

The \$35 million NSW Rugby League Centre of Excellence in Sydney Olympic Park is the state's new Rugby League headquarters, also housing Country Rugby League, University of New England, KARI and Men of League.

Situated directly across the road from the iconic ANZ Stadium, the NSWRL COE is a state-of-the-art facility that provides representative sides a place to train, prepare and manage their sporting ambitions.

NSWRL's new home pays homage to the supporters and community in sharing this asset and providing incomparable access to the players.

The complex offers advanced facilities, including a huge open plan gymnasium providing direct access to the adjacent external training field, premium change rooms, hydrotherapy and recovery pools, rehabilitation rooms, a sports science laboratory, executive players kitchen and function area, press conference auditorium rooms, media-editing suite and administration offices.

A tunnel directly links the facility to ANZ Stadium, which will be used by players during the State of Origin game night providing supporters a glimpse of their team entering from their new clubhouse.

TYPE	DESIGN & CONSTRUCT
VALUE	\$35 MILLION
DURATION	14 MONTHS
COMPLETION	JANUARY 2019



QUEENSLAND UNIVERSITY OF TECHNOLOGY QUT SPORTSFIELD CAR PARK

QUT's \$30 million facility provides a multi-level car park for the campus with an enhanced sports facility for student recreational activities, and for the teaching and learning requirements of QUT's Faculty of Health.

The lower two floors can accommodate 800 cars and end-of-trip facilities, with the top floor sports facility providing a full-size, international FIFA-standard football field, sprint lanes, home and away seating, seminar rooms, a multi-purpose covered area, amenities and change rooms. Significant internal road and Herston Road infrastructure upgrades were included as part of the project to accommodate increased traffic volumes and movement.

The structure has been designed to take a future vertical expansion of two floors, with external appearance cleverly blended to disguise the car park and create a uniform aesthetic, as well as providing the required level of fenestration to provide natural ventilation.



TYPE	DESIGN & CONSTRUCT
VALUE	\$30 MILLION
DURATION	12 MONTHS
COMPLETION	MARCH 2017



CITY OF GOLD COAST PIMPAMA SPORTS HUB

In 2019, ADCO was awarded the contract to build Pimpama Sports Hub. Construction on the Gold Coast's \$80 million facility began in October that year, and is currently in progress over two separable portions, divided by a natural watercourse.

The sports hub includes an aquatic centre with five pools, café, a health and fitness centre, community centre, meeting and function rooms, multipurpose hall, eight tennis courts, a 12-court netball facility, community parks, carparking and a new signalised intersection on Rifle Range Road.

The aquatic centre will offer an Olympic standard, 10-lane outdoor swimming pool, indoor 25-metre pool, learn to swim and warm water therapy pools, outdoor children's leisure pool and a health and fitness centre. The first stage of construction will be finished in September 2020, with pools and other facilities finalised in August 2021.

TYPE	CONSTRUCT ONLY
VALUE	\$80 MILLION
DURATION	22 MONTHS
COMPLETION	AUGUST 2021





UNITED CHURCH IN AUSTRALIA PROPERTY TRUST
PYMBLE LADIES COLLEGE AQUATIC & SPORTS CENTRE

ADCO delivered the Centenary Sporting Precinct for renowned private school Pymble Ladies College, situated on Sydney's North Shore. A landmark in private school education development, this high-profile sports complex sets the new benchmark for athletic facilities for private schools.

The new \$40 million state-of-the-art sporting facility houses a new elite aquatic and fitness centre with high quality sporting amenities.

Incorporated is a 50-metre indoor Olympic standard swimming pool, an indoor learn to swim pool, multiple diving platforms, a gymnasium with high-tech sporting equipment such as various weight-types and rowing machines, and new outdoor hockey playing fields and tennis courts suspended over an underground two level car park.

Inside, the main reception allows visitors to become part of the experience with a huge LED television screen suspended on structural beams streaming live games and highlights.

The successful completion of the Centenary development combines ADCO's extensive experience in the private school education sector with our major aquatic project portfolio.

TYPE	DESIGN & CONSTRUCT
VALUE	\$40 MILLION
DURATION	20 MONTHS
COMPLETION	APRIL 2016



ST KILDA FOOTBALL CLUB
**ST KILDA FOOTBALL CLUB,
MOORABBIN RESERVE**

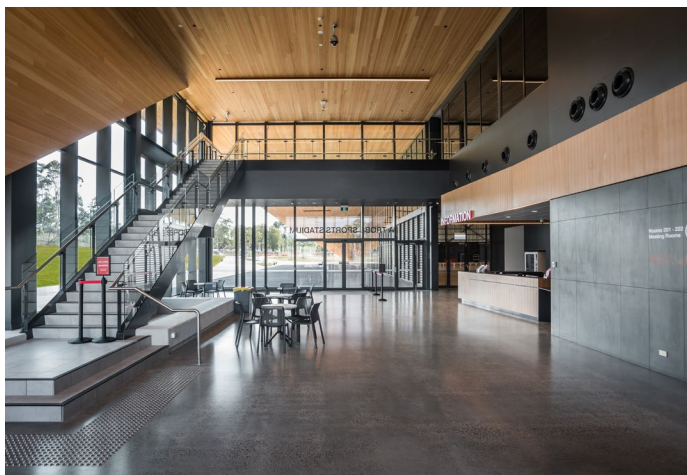
ADCO secured the \$27 million RSEA Park development for St Kilda Football Club through an early contract involvement (ECI) model before proceeding on to a design and construct contract for the main works.

Project work involved the construction of St Kilda FC’s new administrative and training facilities at their old grounds in Moorabbin. Stage 1 works included office facilities, breakout space, staff amenities, warm-up facilities, gym, basketball court, umpire facilities, amenities and an enhanced entertainment venue with public toilets, gaming machines, bistro and merchandise shop.

During the works, a temporary on-site relocation of the gaming machines was required followed by relocation into the new facility once works were complete. Stage 1 works were successfully completed well ahead of programme. Stage 2 works involved the construction of a new wing for the local community football department, including the Sandringham Dragons, SFL & SJFL organisations.

Part of the final works involved the addition of the AFLW office and training facilities.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$27 MILLION
DURATION	20 MONTHS
COMPLETION	NOVEMBER 2018



LA TROBE UNIVERSITY LA TROBE UNIVERSITY SPORTS PARK

This visually striking, \$50 million Sports Park development at La Trobe University's Bundoora campus was delivered through a design and construct method of procurement.

Project scope saw the delivery of a teaching and research building, including six community courts plus surrounding plaza with associated softscape and hardscape landscaping.

The teaching and research building (Levels 1 and 2) consists of a public lounge, reception desk, cafe, community courts, change room facilities, research teaching lab, biomechanics lab, strength and conditioning training zone, environmental chamber, meeting rooms and boardrooms, open offices, end-of-trip facilities and a back-of-house zone.

TYPE	DESIGN & CONSTRUCT
VALUE	\$50 MILLION
DURATION	14 MONTHS
COMPLETION	JANUARY 2020



CITY OF BOROONDARA

HAWTHORN AQUATIC & LEISURE CENTRE

ADCO constructed Hawthorn Aquatic and Leisure Centre for the City of Boroondara, with the YMCA as the facility's operator.

Located in the heart of Hawthorn's Glenferrie Road precinct, and adjacent to historic Glenferrie Oval, the Aquatic and Leisure Centre caters for people of all ages and all levels of fitness.

The high-quality community project provides a variety of facilities including an outdoor, nine-lane, 50-metre Olympic standard pool, and an indoor, 20-metre, warm-water pool.



TYPE	CONSTRUCTION MANAGEMENT
VALUE	\$25 MILLION
DURATION	24 MONTHS
COMPLETION	FEBRUARY 2014



HUME CITY COUNCIL
‘SPLASH’ CRAIGIEBURN LEISURE & AQUATIC CENTRE

Making waves in Craigieburn, the \$37 million Splash Aqua Park and Leisure Centre set new standards for health, fitness and leisure centres in Victoria.

As part of the ANZAC Park complex, the Splash Aqua Park and Leisure Centre offers a new, world-class landmark for Craigieburn.

Updated facilities include two waterslides—each over 100 metres long, an Olympic-size swimming pool, learn-to-swim pools, aqua play zones, a sauna and steam room, health and wellness treatment rooms, a gym, group fitness rooms and a café.

Striking architecture and a complex build served as an opportunity to showcase ADCO’s industry-leading capabilities and commitment to superior quality building.

TYPE	CONSTRUCT ONLY
VALUE	\$37 MILLION
DURATION	18 MONTHS
COMPLETION	AUGUST 2017



UNITED CHURCH IN AUSTRALIA PROPERTY TRUST **KNOX GRAMMAR GREAT HALL & AQUATIC CENTRE**

ADCO's \$30 million project for North Shore private school Knox Grammar saw completion of an integrated, multi-purpose facility providing a high-quality entertainment venue for special events while simultaneously catering for the day to day requirements of the school's aquatic and sporting activities.

The building provides an auditorium and grand hall with seating for 2,500 people which can also be used for basketball and indoor sports activities. The hall also has a fully functional stage complete with high-tech, audio/visual capabilities and automated retractable seating to accommodate additional capacity for performances.



TYPE	CONSTRUCT ONLY
VALUE	\$30 MILLION
DURATION	24 MONTHS
COMPLETION	AUGUST 2011

OTHER LEISURE & AQUATIC PROJECTS

CITY OF BRIMBANK ST ALBANS LEISURE CENTRE

Type	Design & Construct
Value	\$55 million
Location	Keilor Downs, VIC

LATROBE CITY COUNCIL GIPPSLAND REGIONAL AQUATIC CENTRE

Type	Design & Construct
Value	\$45 million
Location	Traralgon, VIC

BANYULE CITY COUNCIL GREENSBOROUGH REGIONAL AQUATIC

Type	GMP
Value	\$44 million
Location	Greensborough, VIC

ACT GOVERNMENT GUNGAHLIN AQUATIC AND LEISURE CENTRE

Type	Design & Construct
Value	\$25 million
Location	Gungahlin, ACT

ALL HALLOWS ALL HALLOWS SCHOOL, BRISBANE

Type	Construct Only
Value	\$19 million
Location	Brisbane, QLD

MARRICKVILLE COUNCIL ANNETTE KELLERMAN AQUATIC CENTRE

Type	Select Tender
Value	\$13 million
Location	Marrickville, NSW

CAMDEN COUNCIL MOUNT ANNAN LEISURE CENTRE

Type	Design & Construct
Value	\$12 million
Location	Mt Annan, NSW

WYNDHAM CITY COUNCIL WYNDHAM AQUATIC AND EVENTS CENTRE

Type	Construct Only
Value	\$47 million
Location	Hoppers Crossing, VIC

FRANKSTON CITY COUNCIL FRANKSTON REGIONAL AQUATIC CENTRE

Type	Design & Construct
Value	\$45 million
Location	Frankston, VIC

HORNSBY SHIRE COUNCIL HORNSBY AQUATIC CENTRE

Type	Construction Management
Value	\$25 million
Location	Hornsby, NSW

CAIRNS CITY COUNCIL TOBRUK MEMORIAL AQUATIC CENTRE

Type	Construct Only
Value	\$21 million
Location	Cairns, QLD

MARIBYRNONG CITY COUNCIL MARIBYRNONG AQUATIC CENTRE

Type	Select Tender
Value	\$16 million
Location	Maribyrnong, VIC

SHIRE OF TOODYAY TOODYAY SPORT AND RECREATION PRECINCT

Type	Construct Only
Value	\$13 million
Location	Toodyay, WA

BANYULE CITY COUNCIL IVANHOE AQUATIC AND LEISURE CENTRE

Type	Design & Construct
Value	\$5 million
Location	Ivanhoe, VIC

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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