



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

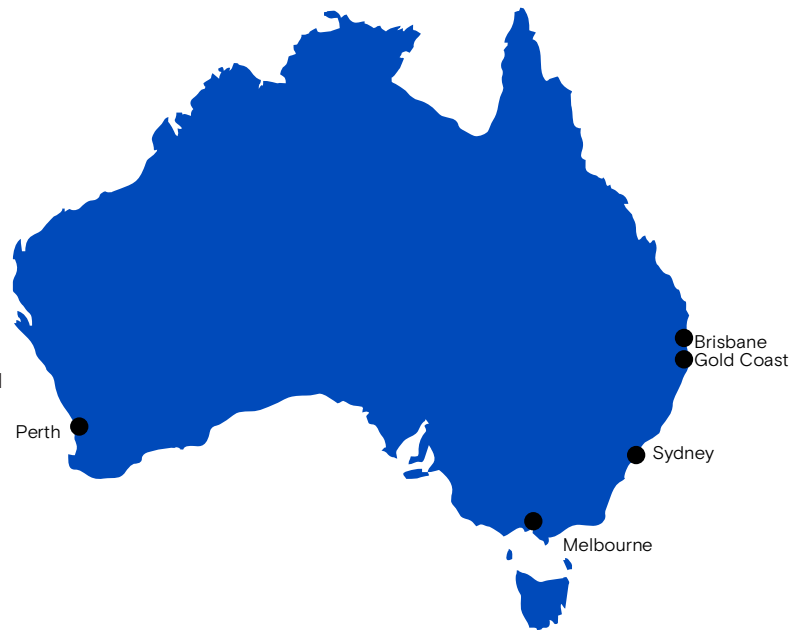
ADCO HAS A NATIONAL PRESENCE WITH OFFICES THROUGHOUT AUSTRALIA.

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 SHORT TERM ACCOMMODATION CREDENTIALS

PEOPLE WHO BUILD THE PLACES YOU STAY. FOR ALMOST 50 YEARS ADCO HAVE DELIVERED STRIKING CONTRIBUTIONS WITHIN THE HOTEL, HOSPITALITY, AND STUDENT ACCOMMODATION SECTORS. NEW GREENFIELD DEVELOPMENTS, MAJOR EXTENSIONS TO EXISTING FACILITIES, INTERNAL FIT-OUTS, ASSET REPOSITIONING AND DETAILED REDEVELOPMENTS WITHIN OPERATIONAL ENVIRONMENTS HAVE BEEN SUCCESSFULLY DELIVERED SINCE THE COMPANY'S INCEPTION IN 1972.



2600+

student accommodation beds



3000+

hotel beds



95+

short-term accommodation projects delivered



THESE PROJECTS HAVE BEEN COMPLETED IN BOTH METROPOLITAN LOCATIONS AND REGIONAL AREAS ACROSS AUSTRALIA, WITH MANY DELIVERED VIA DESIGN AND CONSTRUCT AND MANAGING CONTRACTOR CONTRACTS, OFTEN INCORPORATING ENVIRONMENTALLY SUSTAINABLE BUILDING BEST PRACTICE.

OUR SHORT TERM ACCOMMODATION CLIENTS

WE ARE PROUD TO HAVE BUILT PLACES TO SLEEP FOR SOME OF THE LARGEST UNIVERSITIES, HOTEL CHAINS AND HOUSING SERVICES IN THE COUNTRY. TESTAMENT TO OUR SUCCESS IS OUR SIGNIFICANT REPEAT CLIENTELE. OUR SHORT TERM ACCOMMODATION CLIENTS INCLUDE:



“IN MY EXPERIENCE ADCO ARE VERY UNIQUE IN TERMS OF CONTRACTORS. THEY’RE BLOODY GOOD IN THE OFFICE BUT ALSO EXCEPTIONALLY STRONG ON SITE. THEY ARE PROACTIVE, THEY ANSWER THE PHONE AND MAKE THEMSELVES AVAILABLE. THEY ARE ABLE TO TELL YOU WHAT IS HAPPENING AND WHEN, AND THEY ASK QUESTIONS OF US ALL THE TIME. THEY TRULY INVEST IN THE RELATIONSHIP WITH THEIR CLIENTS AND ARE IN IT FOR THE LONG HAUL. A GREAT COMPANY TO WORK WITH.”

Tim Sherlock, CEO Proinvest

“THE ADCO TEAM CONSISTENTLY DELIVERED CONSTRUCTION SERVICES WITH A HIGH LEVEL OF EXPERTISE, INTEGRITY & PROFESSIONALISM THROUGH ALL PHASES OF THE PROJECT. OF PARTICULAR NOTE WAS ADCO’S ATTENTION TO DETAIL AND THEIR COLLABORATIVE APPROACH TO WORKING IN AN OPERATING ENVIRONMENT. THEIR EXPERIENCE WITH HOTEL CONSTRUCTION GREATLY IMPROVED THE PROJECT OUTCOME FOR ALL PARTIES.”

Matthew Tripolone, IHG



“ADCO PROVED TIME AND TIME AGAIN THAT THEY BRING ENTHUSIASM, COMMITMENT AND ATTENTION TO DETAIL TO THEIR PROJECTS.”

Andrew Hogg, Savills



OUR WORK



UNILODGE
UNILODGE STUDENT
ACCOMMODATION, SOUTHBANK

ADCO delivered the design and construction of the major student accommodation development for UniLodge in the Brisbane CBD.

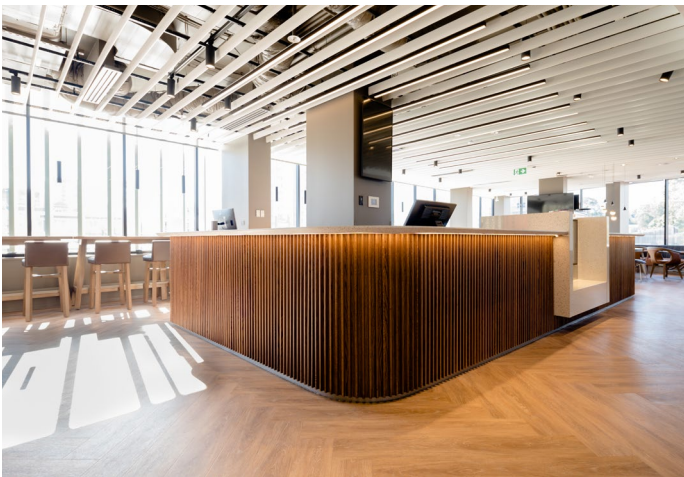
The \$100 million project includes a combination of single and shared room accommodation, with 870 beds, delivered over 16 levels.

ADCO managed the design and approvals process in an early contractor involvement (ECI) capacity, with the works designed to provide students with high-quality affordable housing within a collegiate lifestyle.

To enhance the student experience, the ground level includes residential common space with associated outdoor recreation areas and ancillary retail. Additional facilities within the building include a gymnasium, music and study rooms, a theatre, laundry facilities and courtyard gardens.

The building security is designed in accordance with 'crime prevention through environmental design' principles. This includes active access control and surveillance systems to ensure safety of residents and visitors.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$100 MILLION
DURATION	18 MONTHS
COMPLETION	JUNE 2017



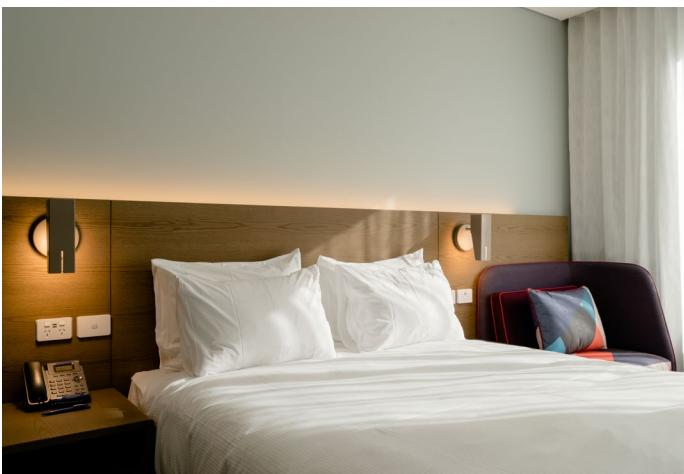
PRO-INVEST GROUP HOLIDAY INN EXPRESS

Holiday Inn Express (HIEX) Mascot is a mid-priced hotel chain within the InterContinental Hotels Group family of brands.

The \$55 million project spans nine levels (including one basement level) offering a total of 247 keys and 98 parking spaces available at basement, ground and first floor levels.

The surrounding area is heavily loaded with hotel and commercial buildings, due to proximity to Sydney's Kingsford Smith Airport

Construction included prefabricated façade and load-bearing structural panels (precast concrete) and bathroom pods, to accelerate program durations to meet the program timeline.



TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$55 MILLION
DURATION	18 MONTHS
COMPLETION	MARCH 2020

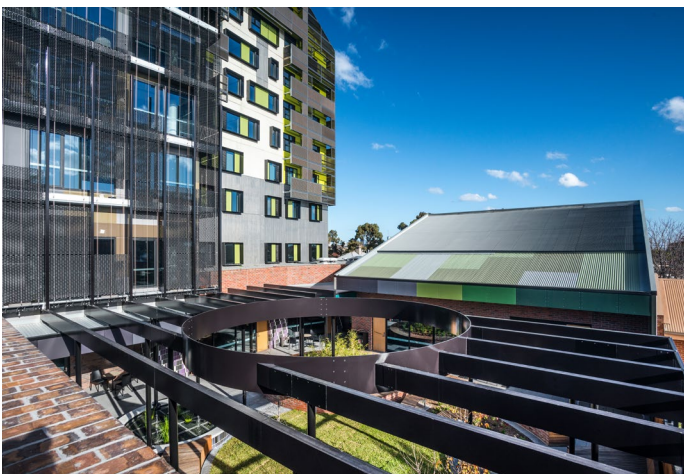


DEAKIN UNIVERSITY
DEAKIN UNIVERSITY BURWOOD
STUDENT ACCOMMODATION

ADCO's team completed the \$66 million student accommodation for Deakin University on their Burwood campus. The development provides 512 beds in a combination of two, four and six-bedroom apartments within three buildings, up to thirteen levels high.

The project features the latest in communal facilities for students, including a central common area with lounge, kitchen and dining zones, dedicated study rooms, laundrette facilities, open-plan recreation space with flexible furniture and a games area, landscaped outdoor entertainment area with BBQ, seating and lights, and rooftop solar panels.

TYPE	CONSTRUCT ONLY
VALUE	\$66 MILLION
DURATION	12 MONTHS
COMPLETION	MAY 2017



VINCENTCARE OZANAM HOUSE

Since 1953 Ozanam House has provided supported accommodation to single men over the age of 18 experiencing homelessness or housing crisis in inner Melbourne areas.

ADCO's involvement on the \$40 million project included the demolition of two existing buildings and the construction of the new Ozanam House.

ADCO was delighted to have delivered the unique, North Melbourne short-term accommodation facility for VincentCare. Ozanam House offers 134 rooms across 10 storeys, a medical clinic with dental care services, gym, café and a learning and tech hub with free wifi and cloud storage.

TYPE	CONSTRUCT ONLY
VALUE	\$40 MILLION
DURATION	16 MONTHS
COMPLETION	JUNE 2019



HAWAIIAN GROUP
PARMELIA HILTON REFURBISHMENT

Property group Hawaiian and hotel giant Hilton confirmed ADCO as Builder of Choice to undertake the \$35 million refurbishment of Perth CBD's Parmelia Hilton.

Designed to enhance guest experience, the project will include a revitalised exterior and lobby, modernised guestrooms, the addition of an executive lounge and a proposed connection to the neighbouring Brookfield Place precinct. Guestrooms were significantly renovated, including new bathrooms, air-conditioning upgrades, new flooring & furniture and improved in-room technology. The room count will also increase from 284 to 309 rooms and suites.

ADCO have considered the requirements of carrying out a major refurbishment in a live, operational hotel and undertook the work in seven stages. By sequencing the works in this way, maximum construction efficiency was achieved while also retaining a huge benefit to the end users and the hotel operator with the hotel floors being ready for occupancy at an expedited rate throughout the project.



TYPE	CONSTRUCT ONLY
VALUE	\$35 MILLION
DURATION	12 MONTHS
COMPLETION	DECEMBER 2020



JAMES COOK UNIVERSITY
JAMES COOK UNIVERSITY STUDENT ACCOMMODATION

ADCO delivered the design and construction of the student accommodation precinct for James Cook University (JCU) in Cairns.

JCU required a residential development which delivered a student experience, active living, quiet study/sleeping spaces, as well as meeting the design requirements for living in the tropics.

The Cairns development was a greenfield site, with design allowing for future expansion. The building provides 300 beds across seven storeys.

Twenty-five percent of the rooms are single occupancy apartments, with the remaining dwellings designed as six-bedroom communal living spaces, which include a shared lounge, kitchen, dining room, and bathrooms.

The ground floor internal landscape will be open to the public, with 24-hour accessibility. The student-exclusive recreation areas on other floors include communal lounges, study areas, a gymnasium, music rooms and roof terraces.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$35 MILLION
DURATION	16 MONTHS
COMPLETION	MARCH 2018



VICTORIA UNIVERSITY VICTORIA UNIVERSITY STUDENT ACCOMMODATION

ADCO constructed the \$50 million development as part of the Footscray University Town collaboration with Maribyrnong City Council. The partnership focuses on delivering a diverse, vibrant and creative arts precinct in the Footscray area.

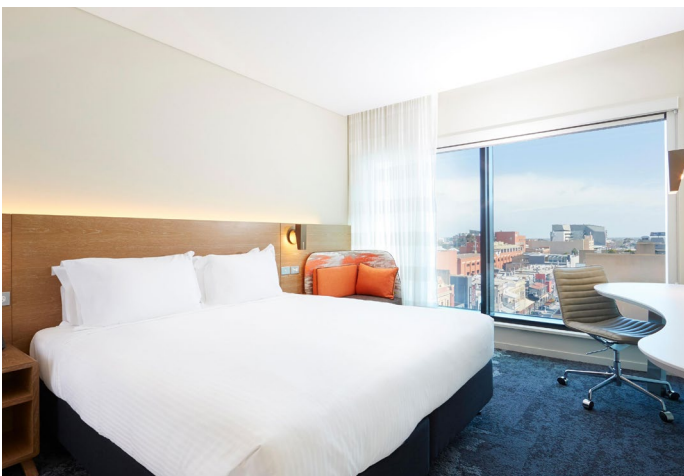
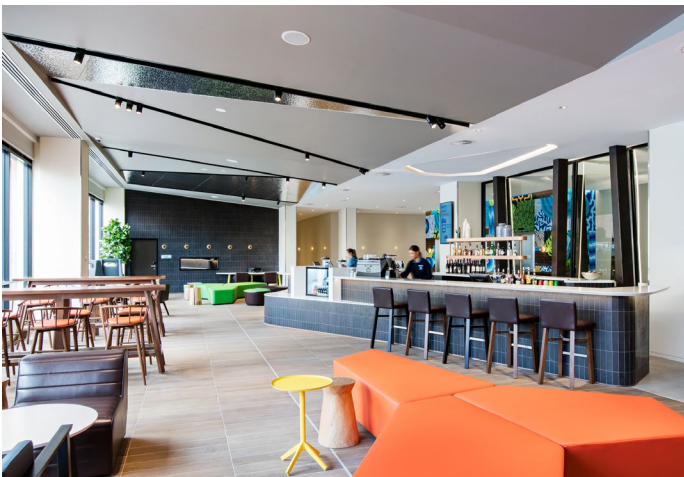
The 12-level student accommodation project now provides 508 beds in a combination of self-contained private studios and two or six-bed apartments. Residents are able to make use of a theatre with state-of-the-art audio and visual systems and sound proofing, a gymnasium, bike shed, games room, launderette and study areas.

The facility also features an outdoor courtyard complete with roof terrace with BBQ area, a café, convenience store, electronic swipe cards security systems to all rooms and the latest in CCTV camera surveillance.

With over 300 kitchens and bathrooms installed, flat pack pods were fully assembled off-site and factory-certified before being fitted to each separate apartment.



TYPE	DESIGN & CONSTRUCT
VALUE	\$50 MILLION
DURATION	17 MONTHS
COMPLETION	DECEMBER 2015



PRO-INVEST GROUP HOLIDAY INN EXPRESS, ADELAIDE

The \$40 million Holiday Inn Express (HIEX) project involved the demolition of three existing buildings followed by the design and construction of a 245-room hotel, in the north-west quarter of Adelaide's city centre.

The hotel spans 10 levels, accommodating guests on levels 2 to 9, with retail tenancies on Level 1 and ground floor.

Construction works also included the fit-out of guest rooms, back-of-house and front-of-house facilities, public spaces, meeting room, bar and a carpark on the ground floor.

TYPE	DESIGN & CONSTRUCT
VALUE	\$40 MILLION
DURATION	15 MONTHS
COMPLETION	AUGUST 2017



SCAPE AUSTRALIA
SCAPE STUDENT ACCOMODATION

ADCO completed Scape’s first student accommodation development in New South Wales.

The project involved the redevelopment of two existing terrace-style buildings to accommodate 56 new student rooms. Work also included a new central courtyard and surrounding landscaping.

To ensure the facility was completed in advance of the critical semester one deadline, ADCO’s design and construct team incorporated several innovations to expedite the delivery programme while maintaining the desired levels of quality.

The project was not only the first for Scape in NSW but the first of their roll-out to open in Australia. As such, it was delivered to an exacting level of detail in keeping with Scape’s desire to see this development set the benchmark for their organisation throughout Australia.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$7 MILLION
DURATION	12 MONTHS
COMPLETION	MAY 2017



FULLSHARE GROUP
SHERATON MIRAGE PORT DOUGLAS

ADCO was appointed by the owner of the iconic Sheraton Mirage Port Douglas Resort to complete a \$15 million renovation, resulting in a floor-to-ceiling revitalisation of the hotel's 294 guest rooms.

Bringing a fresh look to the Resort, the extensive works included existing guest room refurbishment, creation of new suites, new 'swim out' rooms where guests can directly access the lagoon pools from their private balconies, resort common areas, extensive upgrades of the 25-year old façade upgraded to match the sleek new interiors, redevelopment to the Mirage Country Golf Club, and redevelopment of the existing pools and landscape.

ADCO's design and delivery team worked closely with the resort's owner and the operators to ensure that the construction works did not impact on the amenity of the resort guests.

TYPE	CONSTRUCT ONLY
VALUE	\$15 MILLION
DURATION	12 MONTHS
COMPLETION	MAY 2016

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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