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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

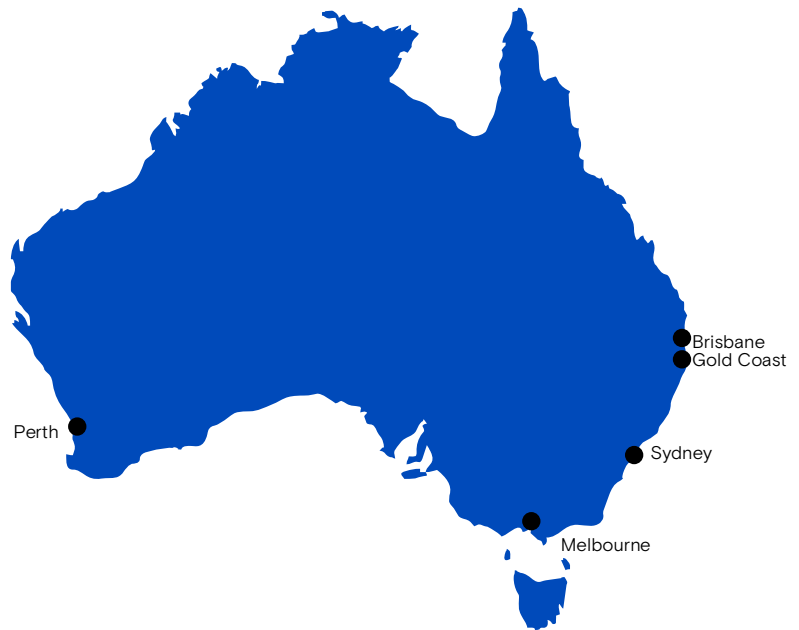
ADCO HAS A NATIONAL PRESENCE WITH OFFICES THROUGHOUT AUSTRALIA.

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 AGED CARE CREDENTIALS

PEOPLE WHO BUILD SURETY FOR AUSTRALIA'S AGING POPULATION. FOR OVER 25 YEARS ADCO HAS DELIVERED MAJOR AGED CARE DEVELOPMENTS THROUGHOUT AUSTRALIA. AN 80% REPEAT CLIENT BASE FOR THIS SECTOR IS SOURCED FROM INSTITUTIONAL CORPORATES, NOT FOR PROFIT ORGANISATIONS AND PRIVATE OPERATORS.



\$100m+

largest project



2

times won best RACF project in Australia



2500+

aged care beds



OUR AWARD-WINNING PROJECTS HAVE CATERED FOR LOW CARE, HIGH CARE AND DEMENTIA PATIENTS WITHIN THE LATEST RESIDENTIAL AGED CARE FACILITIES AS WELL AS OUR SIGNIFICANT PORTFOLIO OF INDEPENDENT LIVING UNITS OFTEN WITHIN LARGER INTEGRATED DEVELOPMENTS.

OUR AGED CARE CLIENTS

WE ARE PROUD TO HAVE BUILT FACILITIES FOR THE LARGEST AGED CARE PROVIDERS IN THE COUNTRY. TESTAMENT TO OUR SUCCESS IS OUR SIGNIFICANT REPEAT CLIENTELE. OUR AGED CARE CLIENTS INCLUDE:





“AS OUR FIRST PURPOSE BUILT FACILITY DESIGNED TO SUPPORT OUR BENETAS BEST LIFE MODEL OF CARE, IT WAS AN INCREDIBLY IMPORTANT BUILD FOR THE ORGANISATION AND ADCO WERE INSTRUMENTAL IN ENSURING IT DELIVERED ON ITS PROMISE.”

Sandra Hills OAM, CEO, Benetas Aged Care

“THE WORK AREA WAS LOCATED DIRECTLY ADJACENT TO A FULLY OPERATIONAL AGED CARE FACILITY, AND ADCO FROM THE OUTSET AND THROUGHOUT CONSTRUCTION EFFECTIVELY CARRIED OUT THE WORKS IN A SAFE MANNER. THEIR SENSITIVE APPROACH TO THE NEIGHBOURING INDEPENDENT LIVING PROPERTIES HAS LED TO MANY THANKFUL COMMENTS FROM RESIDENTS AND STAFF. THEIR FORWARD THINKING AND PLANNING ENSURED EXTREMELY MINIMAL DISRUPTION TO REGIS’ OPERATIONS.”

Ray Gurney, Development Manager, Regis Aged Care



“ADCO’S DEDICATION, SKILLS AND EXPERIENCE THROUGHOUT THE DESIGN, CONSTRUCTION AND COMMISSIONING PHASES ENSURED THE PROJECT WAS SUCCESSFUL ON ALL FRONTS - IT WAS DELIVERED WITHIN BUDGET, AHEAD OF PROGRAMME AND TO THE HIGHEST STANDARDS OF QUALITY.”

Kellie Miller, Stockland Retirement Living



OUR WORK



CRANBROOK CARE
BELLA VISTA GARDENS

ADCO was the design and construct contractor of this award-winning, purpose-built aged care facility at Kellyville in Sydney's north-west. The \$100 million project included a large-scale residential aged care facility catering for low, high and dementia care, and delivery of 55 Independent Living Units across three additional buildings.

Aesthetically, each one, two and three-bedroom apartment has been afforded high ceilings, floor-to-ceiling windows and living spaces boasting full-width oak timber flooring, quality calacutta-style benchtops, custom designed kitchen joinery and top-of-the-range appliances. Designer bathrooms showcase high-quality fittings, with custom built joinery, Caesarstone vanity tops, state-of-the-art stone tiles and walk-in showers.

The project represents the third major development ADCO has completed for boutique aged care operator Cranbrook Care.

ADCO took home two Master Builders Association Awards for this project: the NSW award for 'Aged Care Buildings over \$50 million', and the National award for 'Lifestyle Housing for Seniors'.

TYPE	DESIGN & CONSTRUCT
VALUE	\$100 MILLION
DURATION	21 MONTHS
COMPLETION	NOVEMBER 2017





REGIS AGED CARE REGIS PORT COOGEE AGED CARE FACILITY

ADCO were engaged by Regis Aged Care to deliver their new aged care facility within the Port Coogee marina complex.

The \$40 million six-storey facility was built on a greenfield site. Completed in mid-2018, the ground floor level incorporates retail and car parking with further parking and operational facilities on the first floor.

The building offers 140-bed accommodation as well as communal areas, activities rooms, dining rooms and a commercial kitchen. The centre provides a full range of services catering for low care, high care and dementia residents.

Delivered to ADCO's defect-free policy, the facility provides a high quality finish and has been well received by the client and residents.



TYPE	CONSTRUCT ONLY
VALUE	\$40 MILLION
DURATION	14 MONTHS
COMPLETION	JULY 2018



BENETAS AGED CARE BENETAS HEIDELBERG

This \$25 million facility offers 103 beds, a basement car park for 40 cars, 13 bike racks and three upper levels of premium residential aged care accommodation.

Back-of-house support services include kitchen, laundry, house-keeping, maintenance and gardening and the facility provides clinical and administration services, a retail presence on the ground floor with café, wellness centre spa and hairdresser plus a 360 degree site aspect with extensive views from upper floors, including balconies and outdoor terraces.

The project incorporated fully landscaped external areas with sensory gardens and mobility paths, an environmentally sustainable design, premium finishes, fitments and fixtures and minimal ongoing maintenance requirements.



TYPE	DESIGN & CONSTRUCT
VALUE	\$25 MILLION
DURATION	15 MONTHS
COMPLETION	AUGUST 2018



BUPA CARE SERVICES BUPA QUEENS PARK

ADCO was appointed by BUPA to deliver the design and construction of their 71-bed Residential Aged Care Facility at Queens Park in the Eastern Suburbs of Sydney. Works on the \$20 million project were completed within 14 months.

The project includes basement car parking and three levels of care facility. Each residential floor includes resident rooms with high level finishes, serveries, dining rooms, and communal terraces. Other amenities within the facility comprise function rooms, hairdressers, staff amenities and a commercial kitchen.

The basement car park required large excavation works cutting through eight metres of sandstone to achieve the required car parking for the facility.

TYPE	DESIGN & CONSTRUCT
VALUE	\$20 MILLION
DURATION	14 MONTHS
COMPLETION	FEBRUARY 2016



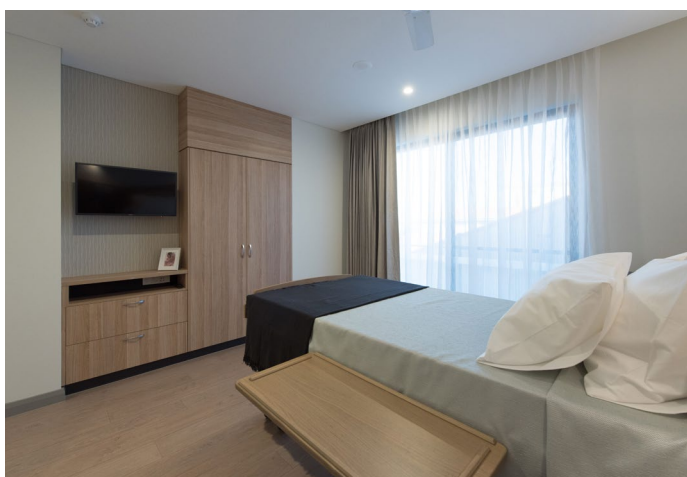


REGIS AGED CARE HOLLYWOOD AGED CARE FACILITY

ADCO was engaged by Regis Aged Care to build the first section of a staged development of the Hollywood Aged Care Facility in Nedlands. The \$43 million project consisted of a new 143-bed, five-storey facility based on the existing operational site.

Work included the demolition of existing accommodation buildings, subdivision works and upgrades to associated infrastructure. The project scope also included a basement carpark with a retained wall structure, external landscaping works and associated aged care facilities.

The facility was designed to provide the highest standard of amenities available for aged care facilities and was completed to the client's satisfaction.



TYPE	CONSTRUCT ONLY
VALUE	\$43 MILLION
DURATION	14 MONTHS
COMPLETION	MAY 2018



EMBRACIA EMBRACIA AGED CARE

ADCO constructed Embracia Aged Care's facility at Avondale Heights. The two-storey development is an elegantly styled care home with 161 beds, combining period style living with French provincial themes.

The facility includes community spaces, expansive common areas, cafe, theatre, chapel, hair & beauty salon, private formal dining, a library, dedicated men's club, a wellness centre and extensive landscaping.



TYPE	DESIGN & CONSTRUCT
VALUE	\$35 MILLION
DURATION	15 MONTHS
COMPLETION	MAY 2017



SWANCARE SWANCARE AGED CARE

ADCO was Builder of Choice for SwanCare's \$30 million development, consisting of a 120-bedroom aged care facility located on the Bentley Park campus at 1-3 Allen Court, approximately 10kms from Perth CBD.

As part of the redevelopment of their existing 1,000 resident Bentley Park campus, SwanCare's new aged care facility provides a new standard in aged care living. This industry-leading \$30m complex delivers modern living spaces and integrated centralised services over 4 storeys, allowing SwanCare to also service their wider precinct while offering the best quality of life for their residents.

The project also includes a new basement visitor parking space and a separate delivery area together with external works, hard and soft landscaping and a new cafe facility linked to the existing building.



TYPE	DESIGN & CONSTRUCT
VALUE	\$30 MILLION
DURATION	12 MONTHS
COMPLETION	SEPTEMBER 2019



ST VINCENTS AGED AND HEALTH CARE SERVICES
CARITAS CHRISTI

ADCO was awarded the design and construct contract to redevelop the existing Caritas Christi Hospice in Kew, in Melbourne's eastern suburbs, which will see the creation of Caritas Christi Hospice and St Vincent's Care Services, Kew.

Redevelopment includes demolition of the existing hospital and subsequent construction of a new 26-bed palliative care hospice and 122-room/135-bed residential aged care facility, with several shared use and back-of-house areas such as carparking, kitchen and loading facilities.

The development also includes a chapel, function room, administrative areas and support services for both facilities.

The palliative care hospice will also provide administration areas for palliative care staff and meeting rooms for the Order of Malta. Other allied services areas also remain for artists in residence and day respite services.

TYPE	DESIGN & CONSTRUCT
VALUE	\$55 MILLION
DURATION	18 MONTHS
COMPLETION	JULY 2021



SWANCARE LEISURE PRECINCT

This high-end development was completed within an existing aged care and specialised services precinct in the central portion of Swancare Bentley Park estate.

Development consisted of communal facilities for the existing aged or dependent persons use including a leisure centre, cultural centre, multi-storey carpark, residencies, administrative spaces and landscaping.

Core to Swancare's vision of providing the highest level of care is an emphasis on activities and stimulation. A new, high-quality leisure precinct will surround the existing bowling green and create a focal point for the community that connects living spaces to recreation. Incorporating a pool and club-house area, this precinct will add vibrancy and a welcoming village atmosphere for residents.

TYPE	DESIGN & CONSTRUCT
VALUE	\$20 MILLION
DURATION	14 MONTHS
COMPLETION	OCTOBER 2019



RAMSAY HEALTH CARE BUPA RUNAWAY BAY

ADCO was appointed to deliver the design and construction of the 108-bed residential aged care facility at Runaway Bay on the Gold Coast. The completed project provides all levels of care including low, high and dementia care services.

In addition to accommodation, the facility provides personal care service, a hair salon, café and terrace seating area, a sports bar, parlour room, private dining, landscaped gardens and courtyards all fully supported by 24-hour nurse call system and electronic care plan.

The construction required careful planning and implementation due to the highly constricted site. ADCO's project team adopted alternate sequencing to enable multiple work fronts to be delivered concurrently. This greatly assisted the project being completed six weeks ahead of schedule. Since completion, BUPA adopted the facility as their new benchmark for all future projects in Queensland.



TYPE	DESIGN & CONSTRUCT
VALUE	\$15 MILLION
DURATION	14 MONTHS
COMPLETION	AUGUST 2014

OTHER AGED CARE PROJECTS

BLUECROSS BLUE CROSS AGED CARE

Type	Construct Only
Value	\$47 million
Location	Ivanhoe, VIC

ST VINCENTS AGED AND HEALTH CARE SERVICES ST VINCENTS CARE SERVICES

Type	Design & Construct
Value	\$30 million
Location	Bronte, NSW

ST VINCENTS AGED AND HEALTH CARE SERVICES ST VINCENTS HEALTH AND COMMUNITY SERVICES

Type	Design & Construct
Value	\$19 million
Location	Bathurst, NSW

ANGLICAN RETIREMENT VILLAGES (DIOCESE OF SYDNEY) ARV - DONINGTON

Type	Design & Construct
Value	\$15 million
Location	Castle Hill, NSW

S. ANTONIO DA PADOVA LTD SAN ANTONIO DA PADOVA AGED CARE

Type	Design & Construct
Value	\$14 million
Location	Ryde, NSW

VASEY RSL CARE VASEY HOUSE AGED CARE

Type	Select Tender
Value	\$6 million
Location	Bundoora, VIC

LYNDEN AGED CARE LYNDEN NURSING HOME

Type	Select Tender
Value	\$5 million
Location	Camberwell, VIC

AEVUM LIMITED THE WILLOWS AGED CARE

Type	Design and Construct
Value	\$45 million
Location	Northmead, NSW

UNITING AGED CARE AMARCO AGED CARE

Type	Select Tender
Value	\$28 million
Location	Kingsville, VIC

CRANBROOK CARE LANSDOWNE GARDENS AGED CARE

Type	Design & Construct
Value	\$15 million
Location	Neutral Bay, NSW

HAYMARKET PROPERTIES MAGNOLIA GARDENS AGED CARE

Type	Select Tender
Value	\$14 million
Location	Newcastle, NSW

CRANBROOK CARE WILLIAM CAPE GARDENS AGED CARE

Type	Select Tender
Value	\$12 million
Location	Kanwal, NSW

UNITING CHURCH IN AUSTRALIA UNITING AGEWELL MANOR LAKES AGED CARE FACILITY

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

BUPA AGED CARE AUSTRALIA BUPA AGED CARE CAIRNS

Type	Design & Construct
Value	\$2 million
Location	Cairns, QLD

OUR PEOPLE

OUR PEOPLE

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

WE ARE PEOPLE WHO BUILD.

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



**CHAIRMAN****JUDY BRINSMEAD**

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

NATIONAL TEAM



CHIEF EXECUTIVE OFFICER

NEIL HARDING

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



CHIEF STRATEGY OFFICER

BRAD MCCARTHY

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



CHIEF COMMERCIAL OFFICER

CAMERON MCBURNIE

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



CHIEF FINANCIAL OFFICER

GARETH ADAMS

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

STATE MANAGERS



NSW STATE MANAGER

JOHN BASILISCO

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



QLD STATE MANAGER

BRAD EATHORNE

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



VIC STATE MANAGER

LAKSHU ADAIKALAVAN

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



WA STATE MANAGER

JAMES PRATTENT

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

FINANCIAL STRENGTH

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

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

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



ACCREDITATIONS, MEMBERSHIPS & AFFILIATIONS



Safety Management

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



Environmental Management

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



Quality Management

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



Federal Safety Accreditation

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



Green Buildings

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



Master Builders Association

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



Supply Nation

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



Diversity Council Australia

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



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