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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

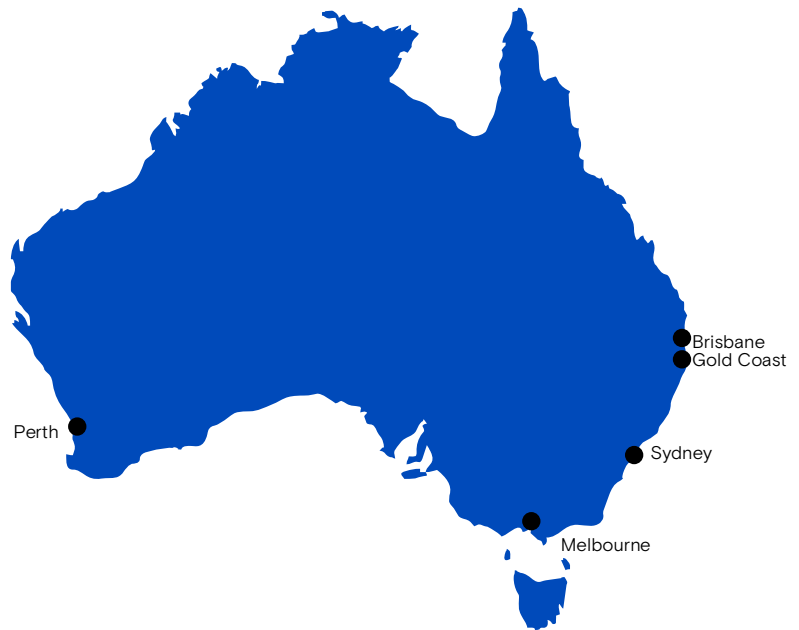
### ADCO HAS A NATIONAL PRESENCE WITH OFFICES THROUGHOUT AUSTRALIA.

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 EDUCATION CREDENTIALS

### PEOPLE WHO BUILD SCHOOLS AND UNIVERSITIES.

For close to half a century, ADCO has been providing the facilities that teach the nation. Primary and secondary schools - in the public, private and independent sectors - complement our extensive tertiary experience with TAFEs and universities built across Australia.



# 180m+

Largest project



# 1st

6 star Green Star education project in Australia



# 350+

education projects completed



**PREQUALIFIED WITH ALL RELEVANT STATE AND TERRITORY GOVERNMENT WORKS SCHEMES, ADCO IS DELIVERING THE LATEST IN TEACHING FACILITIES ACROSS AUSTRALIA.**

## OUR EDUCATION CLIENTS

**WE ARE PROUD TO HAVE PROVIDED EDUCATIONAL FACILITIES FOR A DIVERSE RANGE OF CLIENTS AROUND AUSTRALIA. TESTAMENT TO OUR SUCCESS IS OUR SIGNIFICANT REPEAT CLIENTELE. OUR EDUCATION CLIENTS INCLUDE:**







**“ADCO DELIVERED ALL WORKS ON OR AHEAD OF SCHEDULE AND IMPORTANTLY THE FINISHED PRODUCT IS OF THE HIGHEST QUALITY. ADCO WORKED COLLABORATIVELY AND HAVE BEEN PROACTIVE IN MITIGATING SIGNIFICANT PROJECT RISKS AND ISSUES SUCH AS DELAYED SITE ACCESS DUE TO CULTURAL HERITAGE AND ENVIRONMENTAL ISSUES.”**

Sam Lister, Senior Project Manager Victorian School Building Authority (VSBA)

**“AN EXCELLENT TEAM, WELL LED. ADCO FOCUSES ON SOLUTIONS AND ON KEEPING MOMENTUM ON THE PROJECT – RESULTING IN AN ON TIME AND ON BUDGET OUTCOME. EACH TEAM MEMBER DISPLAYED LEADERSHIP IN THEIR RESPECTIVE ROLES.”**

Tony Inglis, Executive Director Infrastructure and Operations, La Trobe University



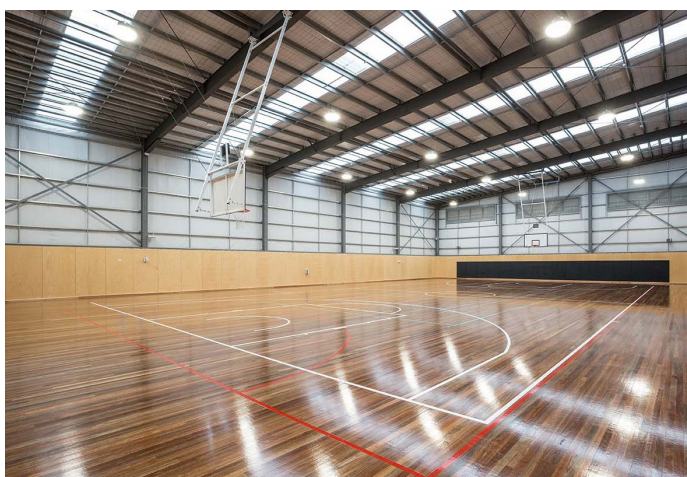
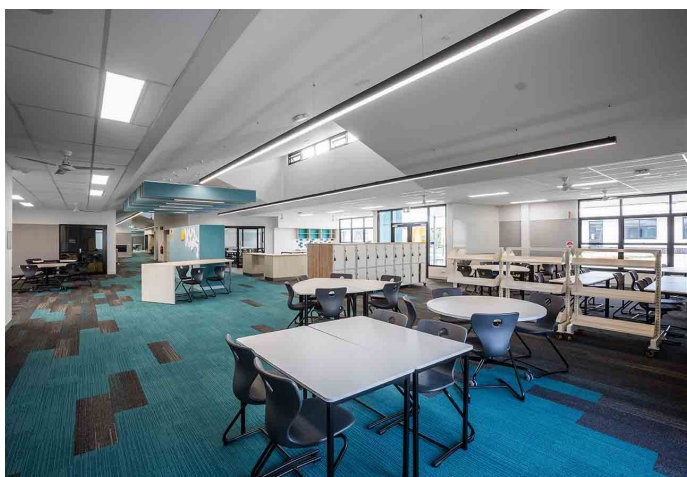
**“THE UNIVERSITY RECOGNISES THE OUTSTANDING CONTRIBUTION MADE BY ADCO CONSTRUCTIONS IN THE DELIVERY OF BUILT STRUCTURES THAT EXEMPLIFY OUR POINT OF DIFFERENCE, IN THE PROVISION OF THE HIGHEST QUALITY STUDENT EXPERIENCE.”**

Professor Tim Brailsford, Vice Chancellor and President, Bond University



**OUR WORK**





## VICTORIAN SCHOOL BUILDING AUTHORITY (VSBA) VSBA 2020 SCHOOLS

ADCO was appointed to deliver VSBA's package of new schools as part of the 2020 Program of Works. The project involved the design and construction of eight new primary schools located in growth areas of Victoria.

The scope comprised of eight primary schools, some with Early Learning Centres. ADCO also delivered the design and construction of the Botanic Ridge Primary School which incorporated a full modular, off-site, prefabricated delivery methodology.

Schools delivered under this contract included: Craigieburn South (renamed Elevation Secondary College), Wyndham South, Davis Creek, Botanic Ridge, Casey Fields, Clyde North East, Beveridge and Lucas.

The \$150 million Stage 1 was completed on program in late 2019, and the \$30 million Stage 2 was completed in May 2020.

ADCO has since been selected to undertake a similar 2022 package of five new schools for VSBA.

TYPE	DESIGN & CONSTRUCT
VALUE	\$180 MILLION
DURATION	12 MONTHS
COMPLETION	MAY 2020





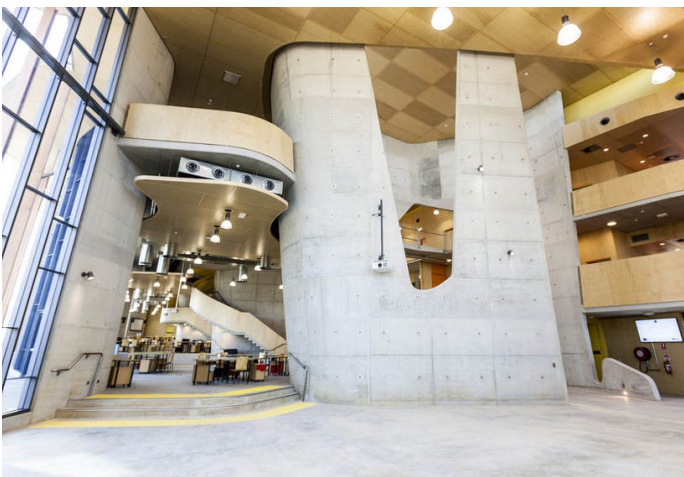
## BOND UNIVERSITY BOND UNIVERSITY PROJECTS

ADCO's proud association with Bond University spans 18 years and 20 projects. The relationship has been a true partnership in the rollout of their capital works program across the Gold Coast campus.

Key project highlights include the multi-award-winning Mirvac School of Sustainable Development, the first 6 Star Green Star Education project in Australia, the Bond Institute of Health and Sport (BIHS), and the Abedian School of Architecture. This incredibly challenging project, designed by UK architect Sir Peter Cook, and its complex 'scoop' structure demanded many Australian construction firsts. The School of Architecture has been recognised locally and internationally for its stunning design and build quality.

ADCO's relationship with Bond is ongoing and we are currently working on an extension to Bond's 6 Star Green Star Sustainability Building.

TYPE	ECI, THEN DESIGN AND CONSTRUCT
VALUE	CUMULATIVELY IN EXCESS OF \$250 MILLION







## CHISHOLM INSTITUTE CHISHOLM INSTITUTE FRANKSTON

The \$60 million redevelopment for Chisholm Institute in Frankston involved the construction of one of the most advanced, innovative and contemporary teaching facilities in Victoria.

The finalised state-of-the-art complex now provides a consolidated student hub, flexible learning hubs and contemporary teaching facilities over four storeys.

Building A is now home to nursing, allied health, early childhood education and hair and beauty.

Building B is a two-level collaborative training space that reflects real-world construction projects. Purpose-built and flexible, the integrated design combines student learning in plumbing, construction, electrical, and electrotechnology from certificate to degree level qualifications.



<b>TYPE</b>	<b>CONSTRUCT ONLY</b>
<b>VALUE</b>	<b>\$60 MILLION</b>
<b>DURATION</b>	<b>20 MONTHS</b>
<b>COMPLETION</b>	<b>MAY 2019</b>





## WA DEPARTMENT OF EDUCATION **BALDIVIS SOUTH SECONDARY SCHOOL**

The Baldvis Secondary School project comprised of the new school's construction on a greenfield site in the outer suburbs of Perth.

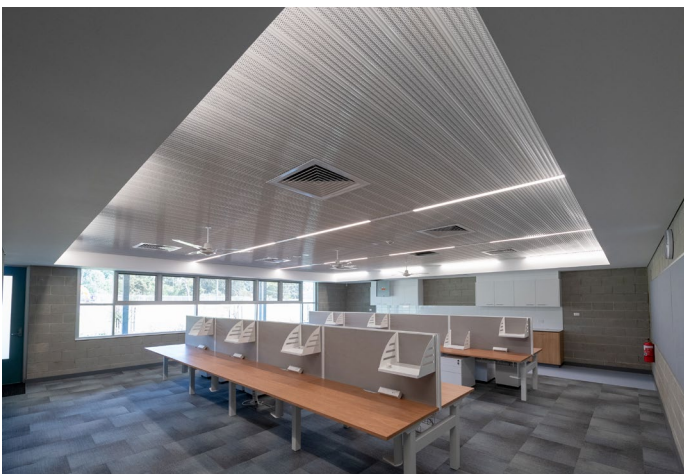
Resulting works now accommodate 725 students from Years 7 to 12, completed in time for the 2019 school year. Buildings included administration, Information Resource Centre, staff centre and cafeteria, Student Services, Technologies Learning Area, Health and Physical Education building, storage and bin area and fire pump and irrigation pump rooms.

Buildings have been designed with simple-yet-strong forms based on the proportion, scale and rhythm of their component parts. Exposed structure, mono pitch roofs, contrast of solid to glazed walls and clear articulation at ground and roof level provide dynamic views around the buildings.

Construction incorporated everything, from the staff centre and cafe to the high-tech learning areas and health and physical education building.

The external elements of the school incorporate full sports facilities including multi-purpose hardcourts football oval and soccer pitch and hard and soft landscape areas, parking and drop-off facilities, and a transportable unit zone.

TYPE	CONSTRUCT ONLY
VALUE	<b>\$35 MILLION</b>
DURATION	<b>16 MONTHS</b>
COMPLETION	<b>DECEMBER 2018</b>



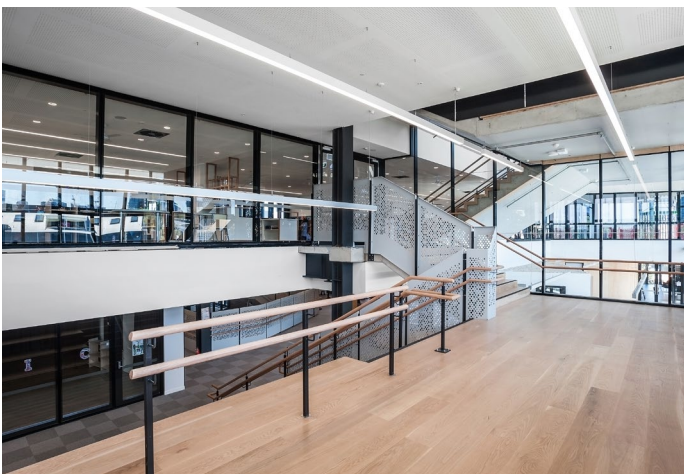




## VICTORIAN SCHOOL BUILDING AUTHORITY SOUTH MELBOURNE VERTICAL SCHOOL

ADCO completed the \$40 million South Melbourne Primary School, a new state-of-the-art building completed in just over 12 months. As the first vertical school to be rolled out under the Victorian Government, it was imperative that this project was handed over on time and delivered to a high standard.

The works involved a detailed excavation of the site and the construction of a new vertical school over six levels. The shared school and community facility caters for 525 students with an early learning centre, multi-purpose community rooms and indoor and outdoor multi-purpose sports courts.



TYPE	CONSTRUCT ONLY
VALUE	\$40 MILLION
DURATION	12 MONTHS
COMPLETION	JANUARY 2018





## QUEENSLAND DEPARTMENT OF EDUCATION INDOOROOPILLY STATE HIGH SCHOOL 6FC SECONDARY LEARNING CENTRE

ADCO completed the new, 6FC Learning Centre building at Indooroopilly State High School in Brisbane's inner suburbs.

The facility provides a mix of learning spaces including general and flexible learning areas, design studios, multimedia rooms and science labs, staff room, ancillary areas, amenities, a new transformer and mains switchboard, and hard and soft landscaping.

The 6FC building is a three-level concrete structure with steel frames and roof trusses, incorporating two elevated links from the adjacent R Block, facilitating pedestrian movement to and from the new building.

The project team's exceptional management of trades and procurement as well as management of the construction program resulted in completion of the project ahead of schedule.

ADCO additionally completed the next stage of the school's development, which included a new sports hall, classrooms, amenities and tennis courts.

<b>TYPE</b>	<b>CONSTRUCT ONLY</b>
<b>VALUE</b>	<b>\$15 MILLION</b>
<b>DURATION</b>	<b>15 MONTHS</b>
<b>COMPLETION</b>	<b>DECEMBER 2019</b>







## NSW DEPARTMENT OF EDUCATION KELLYVILLE NORTH PUBLIC SCHOOL

ADCO was awarded the design and construct contract for a new school on Hezlett Road, Kellyville for NSW Schools Infrastructure, to meet the education needs of the growing local community.

New facilities include 40 state-of-the-art, future-focused classrooms, a hall and library. The landscaped outdoor spaces feature covered outdoor learning areas (COLA), and a range of play spaces and sporting facilities.

The completed school opened in two stages, accommodating up to 500 students when the first students commenced in Term 1, 2019. The new school can now host up to 1,000 students, more than a third of the area's student population.



TYPE	DESIGN & CONSTRUCT
VALUE	\$40 MILLION
DURATION	12 MONTHS
COMPLETION	JANUARY 2019





## VICTORIA UNIVERSITY VICTORIA UNIVERSITY SUNSHINE SKILLS HUB

ADCO was awarded the contract to build the \$27 million Sunshine Skills Hub project for Victoria University.

The new facility provides students with modern support services and amenities as well as flexible learning spaces. The state-of-the-art resources house in the Sunshine Skills Hub provide a simulated learning environment, housing specialised teaching equipment such as robots, virtual reality goggles, computerised mannequins and simulation equipment, to help students learn through real-life scenarios.

The works included a café, gymnasium and bookstore, learning and wellness centre and represents the second stage of the redevelopment of Victoria University's Sunshine Campus with the first stage (Trade Training Centre) now fully operational.

TYPE	CONSTRUCT ONLY
VALUE	<b>\$27 MILLION</b>
DURATION	<b>16 MONTHS</b>
COMPLETION	<b>DECEMBER 2019</b>



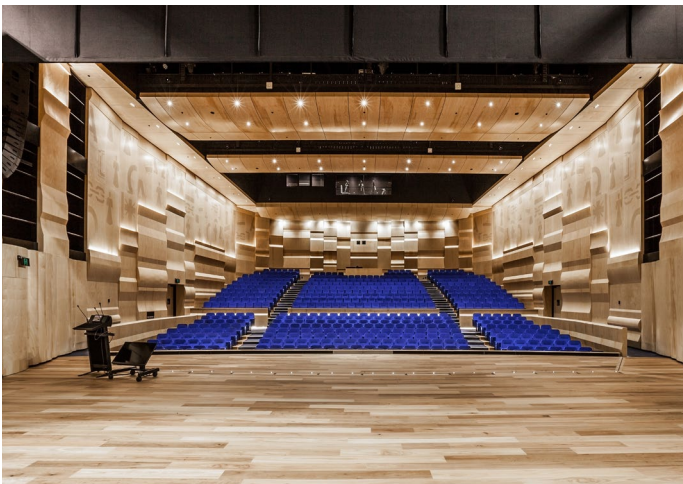


## ST LEONARD'S COLLEGE ST LEONARD'S COLLEGE INSPIRING INNOVATIONS

The Inspiring Innovations Project at St Leonard's College will provide a supportive atmosphere for the development of students and is designed to be in sympathy with existing buildings on the site and the surrounding residential neighbourhood.

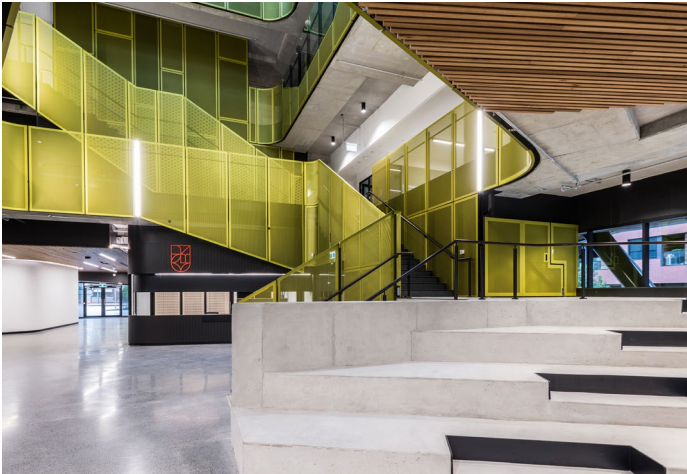
Key elements of the new development include: the New Leonardian Performing Arts Centre with an approximate floor area of 2,800m<sup>2</sup> and capacity to seat 600 patrons, a brand new three-storey building with teaching spaces, a canteen, eleven dedicated learning areas, a lecturette and dedicated exam area with a total floor area of roughly 4,200 m<sup>2</sup>, and an external outdoor agora linking the two new buildings.

The project's architecture beautifully blends contemporary design with the existing heritage feel of the school campus, which maintains buildings constructed as early as the 1870s.



TYPE	DESIGN & CONSTRUCT
VALUE	\$50 MILLION
DURATION	18 MONTHS
COMPLETION	APRIL 2020





**VICTORIAN SCHOOL BUILDING AUTHORITY**  
**RICHMOND HIGH SCHOOL**

The Richmond development was the second vertical school project ADCO secured for the Victorian Department of Education.

Designed by Hayball Architects, the facility will cater for 650 students and will be built over two sites. The first, a multi-purpose facility at 16 Gleadell Street, and the other an academic precinct at 280 Highett Street, which will provide general purpose teaching spaces, four competition-grade netball courts and community facilities.

The state-of-the-art Highett Street facility features a central atrium to provide light and air and is designed to focus on community blending and interaction. The library, performing arts spaces and communal eating areas will be located on the ground floor and the teaching areas located on the upper levels, and external learning areas visible to the north. The school will also include outdoor cooking facilities and an edible productive garden included as a key facet of its landscape design.

The landscape spaces will also allow usage for community exhibitions and functions.

TYPE	CONSTRUCTION MANAGEMENT
VALUE	\$35 MILLION
DURATION	18 MONTHS
COMPLETION	AUGUST 2015



## OTHER EDUCATION PROJECTS

### VSBA MCKINNON COLLEGE

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

### SOUTHERN CROSS UNIVERSITY SOUTHERN CROSS UNIVERSITY - BUILDING C

Type	Construct Only
Value	\$40 million
Location	Bilinga, QLD

### SCHOOLS INFRASTRUCTURE CURL CURL NORTH PUBLIC SCHOOL

Type	Design & Construct
Value	\$31 million
Location	North Curl Curl, NSW

### SCHOOLS INFRASTRUCTURE SCHOFIELDS PUBLIC SCHOOL

Type	Design & Construct
Value	\$27 million
Location	Schofields, NSW

### DEAKIN UNIVERSITY DEAKIN UNIVERSITY AFFRIC

Type	Design & Construct
Value	\$21 million
Location	Waurin Ponds, VIC

### MINISTER FOR FINANCE AND SERVICES NEPEAN INSTITUTE OF TAFE

Type	Design & Construct
Value	\$21 million
Location	Kingswood, NSW

### TAFE GIPPSLAND MORWELL TAFE TRADE SKILLES CENTRE

Type	Construct Only
Value	\$19 million
Location	Morwell, VIC

### SCHOOLS INFRASTRUCTURE MARSDEN PARK PUBLIC SCHOOL

Type	Design & Construct
Value	\$39 million
Location	Marsden Park, NSW

### EDUCATION QUEENSLAND QLD ACADEMY FOR CREATIVE INDUSTRIES

Type	Design & Construct
Value	\$38 million
Location	Kelvin Grove, QLD

### SCHOOLS INFRASTRUCTURE WAITARA PUBLIC SCHOOL

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

### CAREY BAPTIST GRAMMAR SCHOOL CAREY BAPTIST GRAMMAR SCHOOL CENTRE FOR LEARNING

Type	Construct Only
Value	\$26 million
Location	Kew, VIC

### UNITED CHURCH IN AUSTRALIA PROPERTY TRUST KNOX GRAMMAR - GREAT HALL AND AQUATIC CENTRE

Type	Select Tender
Value	\$27 million
Location	Wahroonga, NSW

### SCHOOLS INFRASTRUCTURE PASSFIELD PARK SCHOOL - SSP

Type	Design & Construct
Value	\$20 million
Location	Minto, NSW

### DEPARTMENT OF EDUCATION COOMERA TAFE

Type	Design & Construct
Value	\$19 million
Location	Coomera, 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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## SYDNEY

### Address

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North Sydney, NSW 2060

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PO Box 1982  
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