



ADCO

NATIONAL CAPABILITY STATEMENT

FIT-OUT

5

PEOPLE WHO BUILD

6

EXPERTISE & REACH

Safer by Choice

7

OUR FIT-OUT CREDENTIALS

8

OUR FIT-OUT CLIENTS

10

OUR WORK

21

OTHER FIT-OUT PROJECTS

23

OUR PEOPLE

National Team

State Managers

27

FINANCIAL STRENGTH

28

ACCREDITATIONS, MEMBERSHIPS & AFFILIATIONS

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

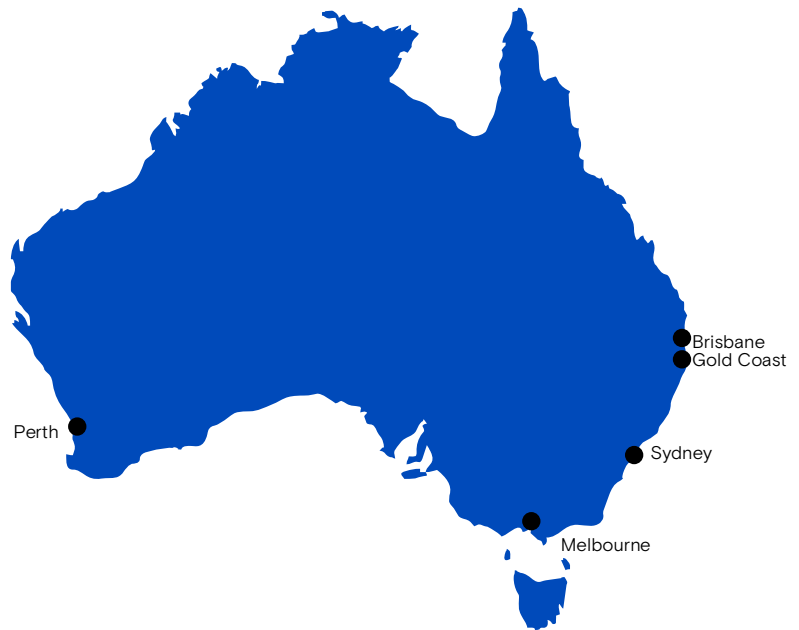
ADCO HAS A NATIONAL PRESENCE WITH OFFICES THROUGHOUT AUSTRALIA.

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 FIT-OUT CREDENTIALS

PEOPLE WHO BUILD AWARD WINNING INTERIOR SPACES. ADCO SPECIALISE IN BOTH NEW FIT-OUT AND THOSE UNDERTAKEN WITHIN OCCUPIED SPACES. WE WORK WITH OUR CLIENTS TO ENSURE THE OPERATING NEEDS OF THEIR BUSINESS IS MAINTAINED THROUGHOUT CONSTRUCTION AS WELL AS THOSE OF SURROUNDING TENANTS, OCCUPANTS AND BUILDING ASSET OWNERS.



180+

fit-outs completed



25+

State and Federal Government
fit-outs



75+

hospitality & club refurbs



OUR EXPERIENCE EXTENDS TO INTEGRATED COMMERCIAL FIT-OUTS, REFURBISHMENT AND TENANCY MAKE GOODS, GREEN STAR AND NABERS RATING ENHANCEMENTS ON EXISTING C, B AND A GRADE ASSETS, SIGNIFICANT RETAIL FIT-OUTS AND ASSET REPOSITIONING, MAJOR HOSPITALITY REFURBISHMENTS, ADAPTIVE REUSE OF REDUNDANT EDUCATIONAL FACILITIES, INTEGRATED PHARMACEUTICAL AND HEALTH CARE DELIVERY AND AIRLINE LOUNGE AND HIGH SECURITY FIT-OUTS COMPLETED WITHIN FULLY FUNCTIONAL AIRPORTS.

OUR FIT-OUT CLIENTS

**WE ARE PROUD TO HAVE PROVIDED
INTERNAL REFURBISHMENTS
FOR MANY ORGANISATIONS AND
GOVERNMENT DEPARTMENTS IN
THE COUNTRY. TESTAMENT TO OUR
SUCCESS IS OUR SIGNIFICANT REPEAT
CLIENTELE. OUR FIT-OUT CLIENTS
INCLUDE:**



**WOODS
BAGOT**

Brunel



OLYMPUS®





“ADCO’S PROJECT TEAM PROVIDED AN INCREDIBLY WELL FINISHED PRODUCT. WESTERN AUSTRALIA POLICE ARE VERY HAPPY WITH THE OUTCOME.”

Ron Jackson, Western Australia Government BMW
(Building Management & Works)

“I HAVE NOTHING BUT POSITIVE THINGS TO SAY ABOUT ADCO AND THEIR ABILITY TO DELIVER A PROJECT TO A CLIENT’S REQUIREMENTS WHILST GENERATING A GREAT OUTCOME FOR ALL PARTIES.”

Ross Douglas, Brunel Energy



“WE ARE VERY HAPPY WITH THE OUTCOME AND ARE GRATEFUL TO THE ADCO TEAM FOR THEIR EFFORTS IN DELIVERING A HIGHLY COMPLEX PROJECT EXCEPTIONALLY WELL.”

Michael Pearce, Qantas



OUR WORK



NSW DEPT OF PUBLIC WORKS
**CENTRAL GOVERNMENT RELOCATION
TO 52 MARTIN PLACE**

The \$54 million project was delivered over six separable portions and included significant fit-out works with base building and services upgrades, new IT, AV, server and data facilities, which were meticulously planned during the 2.5-month ECI period.

The level of key stakeholder management applied on the project was significant. Proving ADCO’s ability to work effectively within the client’s parameters, the project was delivered under a fast-track programme of nine calendar months.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$54 MILLION
DURATION	9 MONTHS
COMPLETION	AUGUST 2015

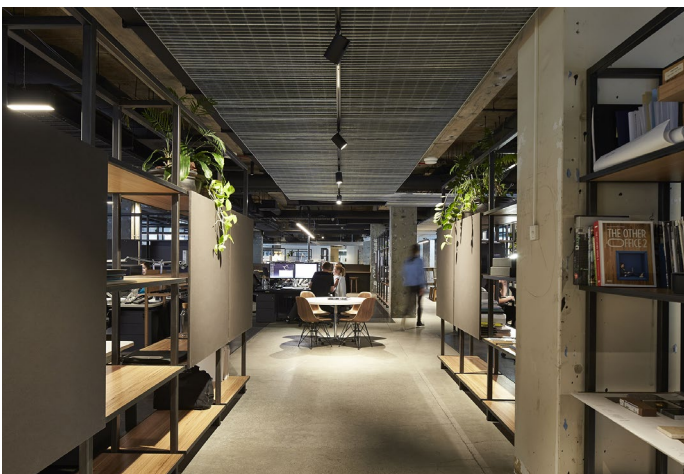
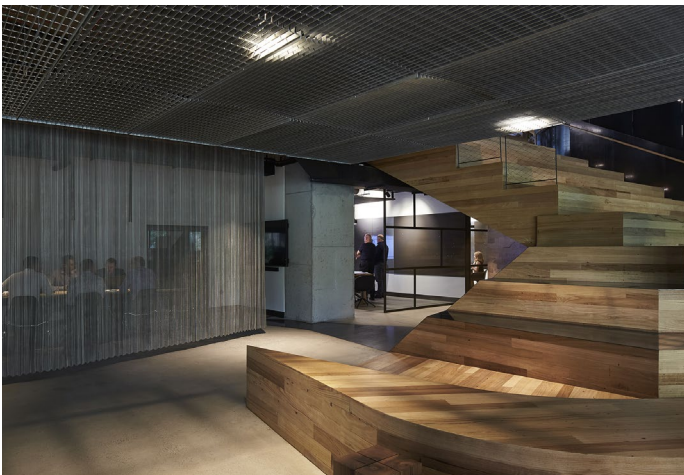


WOODS BAGOT WOODS BAGOT FIT-OUT

ADCO delivered the two-level, high-end office tenancy fit-out for leading architectural firm Woods Bagot at 498 Little Collins Street, Melbourne.

With a total estimated area of 2,200m² the works consisted of the strip out, services diversions and slab penetrations to allow for a complete new architectural office. Fit-out activities included specialist finishes and feature auditorium and stairs, creating a presentation space that not only provides a meeting point but also adjoins both levels.

In addition to this, the existing lift was extended to connect both floors of the office. Coordination was the key to managing the logistics within the tight constraints of Melbourne's CBD while maintaining a fast-track programme of three months.



TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$4 MILLION
DURATION	3 MONTHS
COMPLETION	DECEMBER 2015



WESTERN AUSTRALIAN GOVERNMENT KINGS SQUARE NORTH CAMPUS

ADCO was pleased to be the Builder of Choice on this central Fremantle project which offers 14,510sqm of contemporary office accommodation in the heart of Kings Square precinct.

Located between Queen Street, Newman Court and William Street, the scope of works on the \$13 million project includes the fit-out of all tenant areas in the North Campus with selected other works anticipated to the tenant lobbies on the ground level.

The project solidifies ADCO's position as the leading contractor for Western Australian Government department fit-outs, having also completed the State Administrative Tribunal (SAT), Department of Mines and Petroleum, Legal Aid, Western Australian Police and the award-winning Mirrabooka Government Office Fit-out.



TYPE	CONSTRUCT ONLY
VALUE	\$13 MILLION
DURATION	6 MONTHS
COMPLETION	APRIL 2020



QANTAS GROUP QANTAS LOUNGE EXPANSION

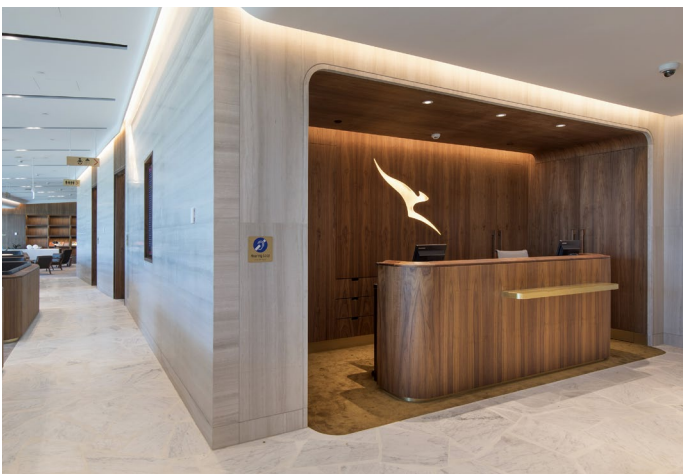
ADCO was selected for the design and construction of the Qantas Terminal and Lounges' multimillion-dollar extension and refurbishment at Brisbane Domestic Airport.

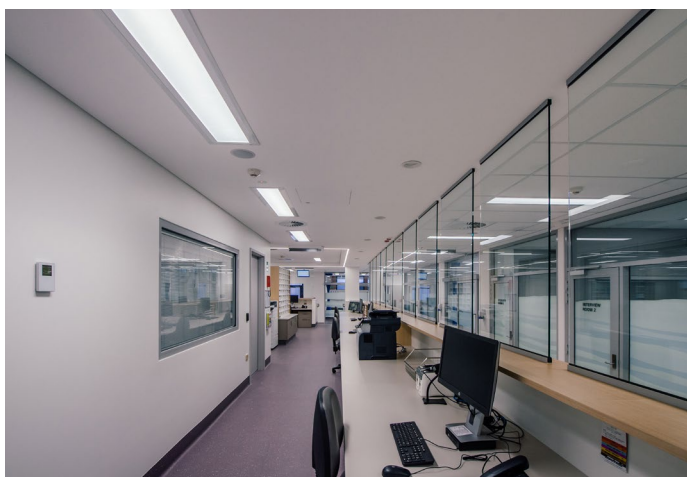
The existing Qantas Club Lounge underwent a 1,800m² expansion with a new façade to match the terminal to Brisbane Airport Corporation's approval. The ground level areas under the existing Club Lounge and the new expansion were reconfigured to accommodate a new premium customer valet entry experience, with passenger processing from landside to airside enabling direct access into the refurbished and expanded lounges above.

ADCO delivered the works over three stages while maintaining full airport and lounge operations.

Stage 1 included valet relocation from the existing lounge under-croft to a temporary facility, to allow construction and expansion of the terminal. Stage 2 included Base Building Expansion and Refurbishment, including the building envelope, capped services provisions, valet entries and parking area. Stage 3 saw the internal fit-out of Qantas Business Lounge, Chairman's Lounge and the refurbished Qantas Club.

TYPE	DESIGN & CONSTRUCT
VALUE	\$36 MILLION
DURATION	18 MONTHS
COMPLETION	DECEMBER 2017





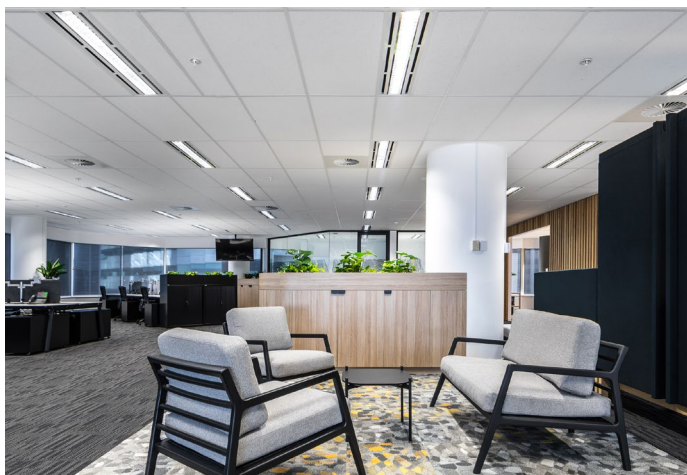
RAMSAY HEALTH CARE RAMSAY MENTAL HEALTH OBSERVATION AREA

The Mental Health Observation Area at Joondalup Health Campus is a two-storey redevelopment integrating the existing emergency department with the other major services of the hospital. The 10-bed unit comprises of a central raised 'flight deck' with patient treatment rooms, consultation and interview rooms, utility rooms, a meeting room, patient waiting areas, lounge and secure courtyard as well as a staff room and alfresco area.

ADCO completed this project within a live environment of the functional hospital with all activities adjacent to the construction zone required to continue unimpeded. The project was completed ahead of schedule.



TYPE	CONSTRUCT ONLY
VALUE	\$4 MILLION
DURATION	12 MONTHS
COMPLETION	DECEMBER 2017



BRUNEL ENERGY BRUNEL OFFICE FIT-OUT

ADCO was engaged by Brunel Energy to provide design and construction services for their fit-out of Level 8 Wesfarmers House at 40 The Esplanade in Perth's CBD.

In close collaboration with architect MKDC and services consultants PGD, a modern, open plan office area was designed with a staff kitchen, break out area, various meeting rooms, collaboration spaces and a striking feature reception area with stunning views to Perth's iconic Elizabeth Quay.

Various new partitions and feature ceilings were installed throughout, with service upgrades and new CAT6a rack and cabling installed, together with additional supplementary air conditioning units. A bespoke joinery package was also delivered with the focal point being the solid timber and stone reception desk.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$1 MILLION
DURATION	2 MONTHS
COMPLETION	SEPTEMBER 2019



WA GOVERNMENT MIRRABOOKA GOVERNMENT OFFICE FIT-OUT

Complementing the range of interiors projects recently undertaken by ADCO for Western Australian Government, the Mirrabooka development encompasses a four level fit-out, comprising of multiple interview rooms, meeting rooms, dining areas and general open plan commercial office space.

The project demanded a high level of detail and finish with numerous areas including high acoustic ratings in both walls and ceilings, a broad and high-end specification joinery package encompassing detailed upholstery and various curved and feature gyprock and timber ceilings. A high level of specification for AV and security systems were also incorporated by the ADCO team.



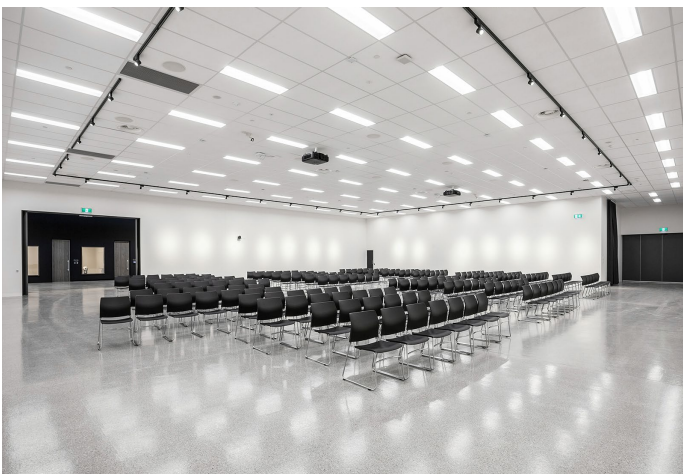
TYPE	CONSTRUCT ONLY
VALUE	\$6 MILLION
DURATION	5 MONTHS
COMPLETION	MARCH 2018



TOYOTA TOYOTA POWERTRAIN

ADCO was awarded the \$35 million redevelopment of the Toyota Powertrain manufacturing building in Altona North, to provide a new state-of-the-art administration and showroom facility.

The works involve the demolition and strip out to complement the new works, which include a contemporary open plan office, auditorium, workshop, workbay and testing areas, training rooms, display showroom, design studio and indoor viewing platform.



TYPE	CONSTRUCT ONLY
VALUE	\$35 MILLION
DURATION	12 MONTHS
COMPLETION	FEBRUARY 2021

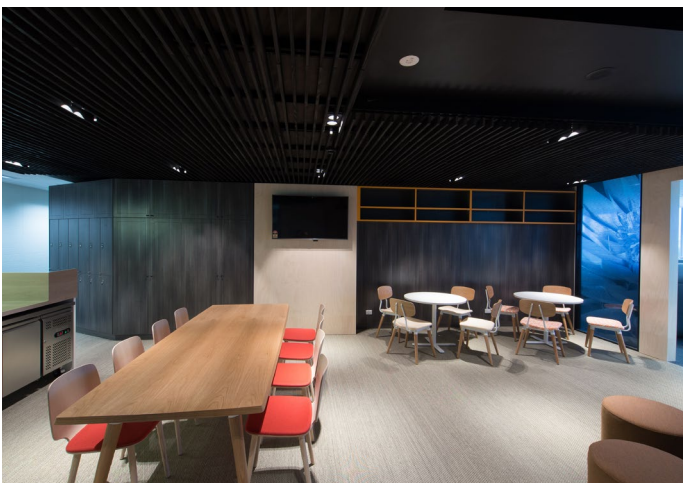


WA GOVERNMENT LEGAL AID COMMISSION FIT-OUT

ADCO's Perth operations delivered the Legal Aid Commission of Western Australia's fit-out of levels 1-6 of 32 George's Terrace.

The project was located within a commercial office building that was still in construction by a third party. The works involved the complete fit-out for the tenant, including electrical, mechanical, AV, CCTV, partitioning, ceilings and floor finishes. The finished result accommodates hearing rooms, mediation conference rooms, a main reception counter, waiting areas for the public and interview rooms.

The Legal Aid project featured a high standard of specification of joinery. To ensure these works were delivered to the standards required, ADCO established trade specific ITP's (inspection, test reports) incorporating hold and witness points with sign-off required before works could progress.



TYPE	CONSTRUCT ONLY
VALUE	\$6 MILLION
DURATION	6 MONTHS
COMPLETION	MAY 2015



WENTY LEAGUES CLUB WENTY LEAGUES CLUB

AAs a recognised leader in the community and hospitality sectors, ADCO teamed with Wenty Leagues Club to upgrade their existing main facilities. The extensive works included the extension of the building over three levels, as well as the major refurbishment of the mezzanine.

The solution honours the Wenty Leagues Club masterplan, which was developed with the community's needs in mind and focuses on providing a bustling dining, entertainment and function precinct.

ADCO was awarded the \$85 million project based on our ability to solve the logistical issues of working within an existing building and adjacent to an operational club. The first stage of the stunning extension is now complete and open to patrons, after just over a year of careful planning. This important milestone has delivered a unique and premium casual dining and entertainment precinct which includes a variety of food offerings, main bar, expansive kids' play area, ample indoor seating and outdoor alfresco dining area — all supported by one of the largest kitchen fit-outs in Sydney.

A new 248-space basement and suspended carpark, grand entry, and the highly anticipated Char Steakhouse were also handed over during a busy 2019 with subsequent staged works including a new cocktail bar, pre-function bar space, function and meeting rooms completed in 2020.

TYPE	DESIGN & CONSTRUCT
VALUE	\$85 MILLION
DURATION	26 MONTHS
COMPLETION	AUGUST 2020

OTHER FIT-OUT PROJECTS

HAWAIIAN GROUP PARMELIA HILTON

Type	Construct Only
Value	\$32 million
Location	Perth, WA

QUEENSLAND HEALTH QLD CHILDREN'S HOSPITAL LEVEL 12 & 7

Type	Design & Construct
Value	\$8 million
Location	South Brisbane, QLD

WA GOVERNMENT WESTERN AUSTRALIAN POLICE FIT-OUT

Type	Construct Only
Value	\$6 million
Location	Perth, WA

DEXUS SMITHFIELD SHOPPING CENTRE AMBIENCE UPGRADE

Type	Select Tender
Value	\$5 million
Location	Cairns, QLD

MELBOURNE AIRPORT MELBOURNE AIRPORT BUILDING 64

Type	GMP
Value	\$4 million
Location	Melbourne Airport, VIC

BOND UNIVERSITY BOND UNIVERSITY GALLERY - MULTI MEDIA CENTRE

Type	Design & Construct
Value	\$4 million
Location	Robina, QLD

QUEENSLAND URBAN UTILITIES QUEENSLAND URBAN UTILITIES FIT-OUT

Type	Construct Only
Value	\$3 million
Location	Fortitude Valley, QLD

YARRA RANGES SHIRE COUNCIL YARRA VALLEY WATER

Type	Design and Construct
Value	\$12 million
Location	Mitcham, VIC

OLYMPUS OLYMPUS HEAD OFFICE FIT-OUT

Type	GMP
Value	\$7 million
Location	Macquarie Park, NSW

HAMES SHARLEY HAMES SHARLEY OFFICE

Type	Negotiated
Value	\$5 million
Location	Perth, WA

EMIRATES AIRLINES EMIRATES LOUNGE FIT-OUT, MELBOURNE AIRPORT

Type	Construction Management
Value	\$5 million
Location	Melbourne Airport, VIC

AMP AMP MALVERN CENTRAL AMBIENCE UPGRADE

Type	Construct Only
Value	\$4 million
Location	Malvern, VIC

WA GOVERNMENT DEPARTMENT OF MINES AND PETROLEUM FIT-OUT

Type	Construction Management
Value	\$4 million
Location	Perth, WA

QLD DEPARTMENT OF TRANSPORT AND MAIN ROADS GLADSTONE MARINE OPERATIONS CENTRE (GMOC) FIT-OUT

Type	Design & Construct
Value	\$2 million
Location	Gladstone, 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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