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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

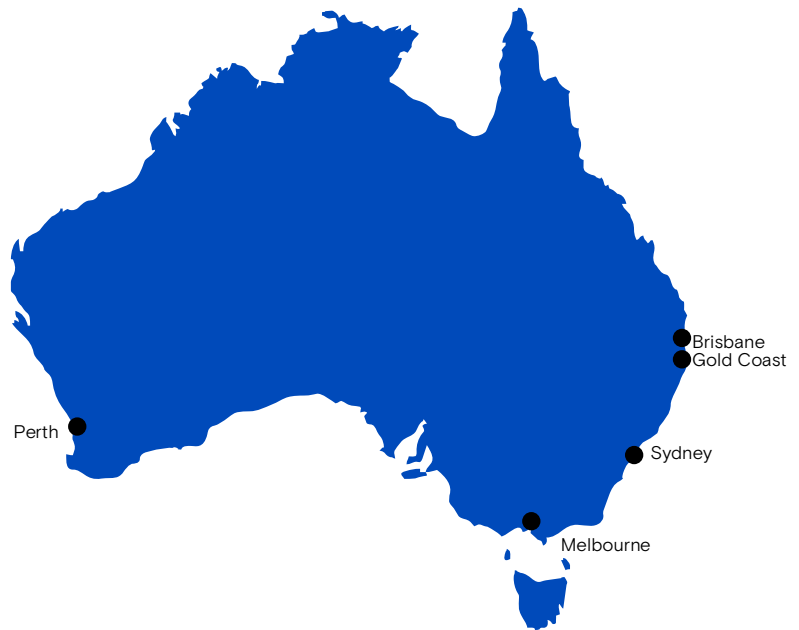
ADCO HAS A NATIONAL PRESENCE WITH OFFICES THROUGHOUT AUSTRALIA.

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 RETAIL CREDENTIALS

PEOPLE WHO BUILD RETAIL.

IT'S IN OUR DNA. SINCE OUR INCEPTION IN 1972, THE RETAIL SECTOR HAS REMAINED ONE OF OUR LARGEST MARKETS. NEW GREENFIELD DEVELOPMENTS, MAJOR EXTENSIONS AND DETAILED REFURBISHMENTS TO EXISTING CENTRES ILLUSTRATE OUR ONGOING CONTRIBUTION TO AUSTRALIA'S EVOLVING RETAIL LANDSCAPE.



\$270m

largest project



780+

retail projects completed



90%

repeat business



OUR EXTENSIVE EXPERIENCE ENCOMPASSES LARGE FORMAT RETAIL CENTRES, CONVENTIONAL, FOOD AND BEVERAGE, SPECIALTY RETAIL, ENTERTAINMENT PRECINCTS, CINEMA DEVELOPMENTS AND HIGH-END FASHION DEVELOPMENTS. THESE PROJECTS HAVE BEEN DELIVERED FOR THE AREIT SECTOR, DIRECT RETAILERS AND KEY PRIVATE CLIENTS.

OUR RETAIL CLIENTS

WE ARE PROUD TO HAVE PROVIDED SHOPPING SPACE FOR SOME OF THE LARGEST RETAIL BUSINESSES AND INVESTORS IN THE COUNTRY. TESTAMENT TO OUR SUCCESS IS OUR SIGNIFICANT REPEAT CLIENTELE. OUR RETAIL CLIENTS INCLUDE:

AMPCAPITAL 

 Stockland

dexus


SPG
SPOTLIGHT PROPERTY GROUP


The GPT Group

QIC


COSTCO
WHOLESALE

 VICINITY
CENTRES


Woolworths



“ADCO’S PERFORMANCE WAS HIGHLY COMMENDABLE FROM A DESIGN, PROCUREMENT, SUPERVISION AND DELIVERY PERSPECTIVE. OUR MOST RECENT PROJECT HAD A HIGHLY COMPLEX ROOF AND CEILING DESIGN AND A LARGE NUMBER OF FOOD AND RESTAURANT TENANCIES THAT REQUIRED ATTENTION TO DETAIL ON COMPLIANCE AND SERVICING. THE ADCO TEAM’S CONDUCT WAS ALWAYS PROFESSIONAL, HELPFUL AND PROACTIVE, WITH A GENUINE DESIRE TO EXECUTE WELL. THE FINAL FORM OF THE BUILDING WAS SPECTACULAR AND THE QUALITY OF FINISH EXCEEDED OUR HIGH EXPECTATIONS.”

Martin Dowl, Portfolio Manager, QIC

“IT WAS REFRESHING TO HAVE A PROJECT TEAM THAT TREATED ALL STAKEHOLDERS WITH RESPECT – FROM RETAILERS TO SHOP FITTERS TO THE CLIENT TEAM. A NUMBER OF SHOP FITTERS REMARKED THAT THEY WEREN’T USED TO BEING TREATED AS WELL BY A BASE BUILDER. ADCO WERE AN EXCELLENT PROJECT PARTNER WHO STEPPED UP TO HELP VICINTY MEET OUR OBJECTIVES WHERE OTHERS FAILED.”

Lisa O’Halloran, Development Manager, Vicinity Centres



“I WOULD LIKE TO THANK ADCO FOR THEIR COMMITMENT AND PASSION ON THIS PROJECT. THE COMPLEX REDEVELOPMENT WAS DELIVERED ON TIME AND ON BUDGET. ADCO WERE ALWAYS WILLING TO THINK OUTSIDE THE BOX TO RESOLVE A PROBLEM AND MEET CRITICAL MILESTONES LEADING INTO AND DURING THE REDEVELOPMENT.”

Tyrone Dodds, Asset and Development Manager, DEXUS



OUR WORK



QIC ROBINA TOWN CENTRE

ADCO's relationship with QIC at Robina Shopping Centre extends over 10 major capital works projects completed over the last decade. The most recent expansion incorporated a \$270 million staged redevelopment of the mall's precinct into a destination retail offering, fused with the latest in food and beverage experiences.

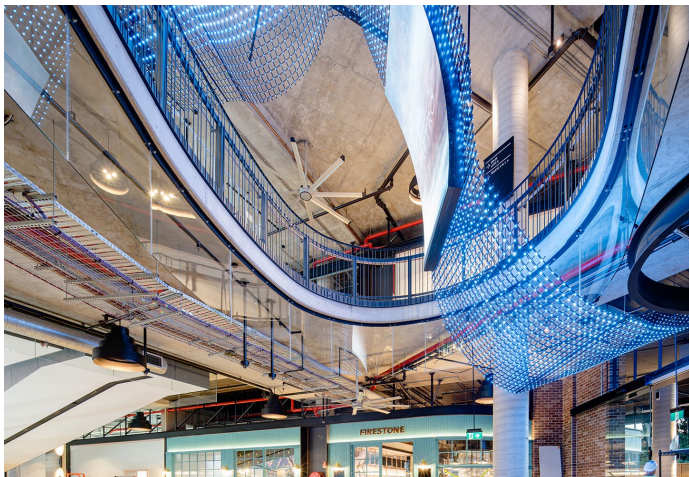
Delivered while maintaining the centre's operational capacity, the success of each stage has seen ADCO appointed to each new section of works of the ambitious redevelopment — such as the architecturally striking Market Hall and Kitchen precincts. The consistent delivery of superior outcomes for QIC illustrates ADCO's industry-leading retail pedigree.

Renovations and expansions have extended the shopping centre by over 50,000m².

In 2019, ADCO won a Gold Coast Master Builders Association Award in the category 'Retail over \$55 million' for work on this project.



TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$270 MILLION
DURATION	VARIOUS
COMPLETION	JULY 2018



AMP CAPITAL MARRICKVILLE METRO

Over 40 new retail stores are now open to shoppers in this stunning new 11,000m² extension, alongside anchor tenant Coles. New retailers will provide a range of lifestyle, fitness, beauty and convenience offerings and market-style fresh food, open air dining options and a vast selection of cuisines by independent and locally owned restaurants.

Connected to the existing Marrickville Metro shopping centre via a new footbridge, the new centre will also offer a further 455 parking spaces.

Large artworks by artists Georgia Hill and Liz Shreeve were installed earlier this year, with further pieces recently completed by Fintan Magee and George Rose.

When functional, the extension is estimated to provide over 600 new jobs to the Inner West area of Sydney.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$150 MILLION
DURATION	28 MONTHS
COMPLETION	JUNE 2021



VICINITY CENTRES LEOPOLD SHOPPING CENTRE

A standout example of a fully integrated design and construct retail solution, this brownfield redevelopment included a new Kmart, ALDI, 40 specialty stores, alfresco area and dining precinct to complement the expanded food and retail services.

The foresight of a new loading dock for the existing Coles supermarket ensured no business downtime during construction. The realised vision also involved extensive landscaping, external car parking and pavements to service the new tenancies.

Vicinity Centres strongly endorsed the outcome in terms of budget, quality and on-time completion.



TYPE	DESIGN & CONSTRUCT
VALUE	\$45 MILLION
DURATION	15 MONTHS
COMPLETION	AUGUST 2017



WOOLWORTHS LIMITED WOOLWORTHS MT PLEASANT

ADCO delivered this stunning Woolworths-anchored shopping centre in the inner suburb of Mt Pleasant.

Delivered via a design and construct contract, the \$25 million retail project includes Woolworths as the anchor tenant at ground level and medical and lifestyle specialty tenancies on the upper levels. The development also included two underground levels of car parking with bays for up to 236 cars. Work included the demolition of existing buildings and installation of a contiguous CFA pile retaining wall to the building footprint.

Due to the constrained nature of the site, stringent planning of logistics and materials handling were key components of the successful delivery methodology.

ADCO finished this project for Woolworths Limited before schedule to meet the desired opening date.



TYPE	DESIGN & CONSTRUCT
VALUE	\$25 MILLION
DURATION	18 MONTHS
COMPLETION	JUNE 2018



STOCKLAND STOCKLAND BIRTINYA

ADCO developed this project through an early contractor involvement process working closely with all stakeholders to achieve the vision of Stockland's design brief.

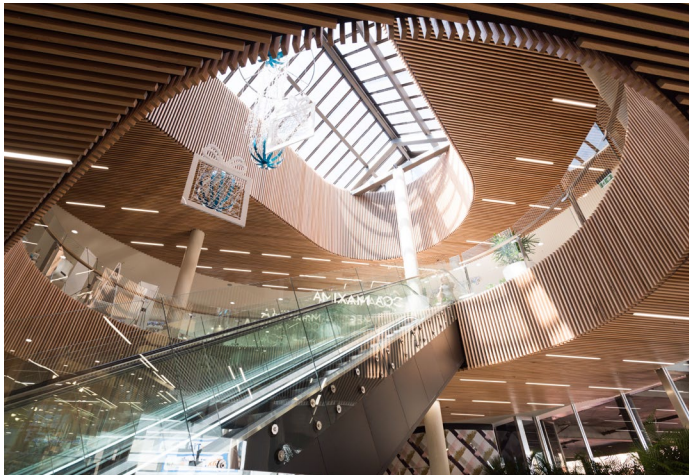
The centre includes a Coles, ALDI, two mini-major tenants, speciality shops and an open-air dining precinct, all situated inside the naturally vented mall.

On-grade carparking facilities and associated features including arbours, walkways and extensive lighting were part of the design brief allowing the dining precinct extended hours of trading. The project has also received a 5 Star Green Star rating from the GBCA.

ADCO's work on Birtinya Shopping Centre won a Queensland Master Builders Association Award, taking out the category 'Commercial Buildings (\$5 million - \$50 million)'.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$50 MILLION
DURATION	13 MONTHS
COMPLETION	DECEMBER 2019





GPT
WOLLONGONG CENTRAL SHOPPING CENTRE

Following a successful ECI process, ADCO completed the redevelopment of Wollongong Central Shopping Centre for GPT Group.

The \$40 million design and construct project involved converting an existing 4,500m² Myer tenancy into a new high-end Food Hall for David Jones.

The redevelopment also included additional specialty retail tenancies, new link mall and vertical transportation.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$40 MILLION
DURATION	12 MONTHS
COMPLETION	OCTOBER 2017



SPOTLIGHT GROUP
BENNETTS GREEN

ADCO was involved in this project for Spotlight Group very early on, managing the approval process, design and cost planning on this \$85 million, 85,000m² retail development, on a regional greenfield site north of Sydney.

The team proactively managed the local council, RMS, Ausgrid, Telstra, NBN and Hunter Water design and approvals process from early inception, and the project consistently met tight program deadlines and project milestones within budget parameters.

This experience of developing the largest retail development in Lake Macquarie's recent history, on a previously rural space along the Pacific Highway, while simultaneously supporting local infrastructure, is a testament to ADCO's ability to carry out extensive works with intricate design elements.

Our ability to mobilise teams to regional areas and engage with the local subcontractor community is a key to our business model and the success of our regional projects.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$85 MILLION
DURATION	13 MONTHS
COMPLETION	OCTOBER 2017



VICINITY CENTRES
ROSELANDS

Embracing the retail and investment vision of Vicinity Centres, ADCO completed construction at Roselands shopping centre to make what was once the Southern Hemisphere’s largest shopping centre ahead of its time again.

The redevelopment adapted the existing centre into a contemporary mall space. Flanked by leading food retail, Roselands has been transformed from an outdated complex to culinary destination, offering a convenient and authentic fresh food experience inspired by the local community of Sydney’s south-western suburbs. This has been accompanied by additional retail tenancies, new anchor tenants in the form of ALDI and Woolworths, a new fresh food mall concept with major upgrades to entrances, existing food courts and mall areas.

For this complex project, ADCO brought its extensive experience in the retail space, particularly working within operating shopping centres to upgrade the property, stage-by-stage whilst minimising disruption to ongoing trading and customer amenity.

With an emphasis on mixed-use spaces, the transformational development has integrated the latest in food and beverage offerings with an entertainment precinct.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$85 MILLION
DURATION	12 MONTHS
COMPLETION	NOVEMBER 2019



DEXUS WILLOWS SHOPPING TOWN

ADCO delivered the major design and construct development of Willows Shopping Centre in Townsville over two stages. Key to the success of the project was ensuring the retail facility remained fully operational throughout the works.

Critical components of the \$147 million redevelopment included a new Big W, a link mall with suspended-deck car parking, a new food court constructed in the middle of the existing centre, refurbishment throughout the existing centre mall and the fit-out of one major and two mini-major tenants as well as 97 new speciality shops and a full-line Woolworths supermarket.

ADCO's methodology included breaking the works into multiple separable portions which enabled our team to relocate existing tenants while the realignment of malls and reconfiguration of shops were completed. In addition, ADCO managed the coordination of approvals, services and all fit-out works within a tight program.

Highlighting our ability to adapt to the changing nature of retail, ADCO incorporated \$20 million of additional scope well after project commencement. This included incorporating the design and construction of another mini-major tenant into the development, which was also delivered on time and to a high standard of quality.

TYPE	ECI THEN DESIGN & CONSTRUCT
VALUE	\$147 MILLION
DURATION	VARIOUS
COMPLETION	JANUARY 2017



CALARDU MAROOCHYDORE MAROOCHYDORE HOMEMAKER CENTRE

ADCO was proud to deliver Harvey Norman's biggest large format retail project in Australia.

The \$70 million design and construct project, located on Queensland's Sunshine Coast, includes one of the largest Harvey Norman stores in Australia, a Domayne, over 16,000sqm of specialty large format retail tenancies and 5,000sqm of support offices, all suspended over undercroft car parking for 901 vehicles. The centre covers approximately 72,000sqm of built form and is one of the largest enclosed homemaker centres in Australia.

Our design managers provided an alternate in-ground solution whereby the entire building structure was lifted 1.5 metres. As the site was situated in challenging, swamp-like ground conditions, the amount of material needing to be exported was greatly reduced.

The design team also redesigned the roof structure to reduce the overall head height of the building. In conjunction with the lifting of the building, the roof redesign effectively squashed the building avoiding potential delays in lodging amendments to the existing approved development application. This also provided the client a significant cost saving, helping the financial feasibility and approval of the development.

TYPE	DESIGN & CONSTRUCT
VALUE	\$70 MILLION
DURATION	19 MONTHS
COMPLETION	OCTOBER 2012



OTHER RETAIL PROJECTS

SPOTLIGHT PROPERTY GROUP BENNETTS GREEN

Type	Design & Construct
Value	\$65 million
Location	Lake Macquarie, NSW

GENIE HOLDINGS MARKETOWN EAST

Type	Design & Construct
Value	\$40 million
Location	Newcastle, NSW

THE PIMPAMA TRUST PIMPAMA CITY SHOPPING CENTRE

Type	Design & Construct
Value	\$40 million
Location	Pimpama, QLD

DEXUS CAPALABA CENTRAL SHOPPING CENTRE

Type	Design & Construct
Value	\$30 million
Location	Capalaba, QLD

RG PROPERTY WOOLWORTHS KELLYVILLE

Type	Design & Construct
Value	\$24 million
Location	Kellyville, NSW

FABCOT ULLADULLA MARKETPLACE

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

WHITE AND PARTNERS CURRAMBINE CENTRAL SHOPPING CENTRE

Type	Design & Construct
Value	\$10 million
Location	Currambine, WA

GH AND LM YUEN SUNNYBANK MARKET SQUARE

Type	Design & Construct
Value	\$45 million
Location	Sunnybank, QLD

AUSTIN PROPERTY DEVELOPMENT HOPE ISLAND MARKETPLACE

Type	Design & Construct
Value	\$50 million
Location	Hope Island, QLD

FABCOT GLENROSE VILLAGE SHOPPING CENTRE

Type	Design & Construct
Value	\$38 million
Location	Belrose, NSW

RG PROPERTY PARK RIDGE SHOPPING CENTRE

Type	Design & Construct
Value	\$26 million
Location	Park Ridge, QLD

ABACUS PROPERTY GROUP BACCHUS MARSH VILLAGE SHOPPING CENTRE

Type	Design & Construct
Value	\$12 million
Location	Bacchus Marsh, VIC

FRASERS PROPERTY GROUP PORT COOGEE VILLAGE SHOPPING CENTRE

Type	Design & Construct
Value	\$17 million
Location	Port Coogee, WA

MYER MYER ADELAIDE

Type	Construct Only
Value	\$10 million
Location	Adelaide, SA

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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