

CAPABILITY STATEMENT

Defence and
Special Projects



PUCKAPUNYAL HEALTH AND WELLBEING CENTRE





**We acknowledge the
Traditional Custodians
of the land and pay
our respects to their
Elders past and
present.**

CONTENTS

04

People who build

06

Expertise and reach

Safer by Choice

08

Our defence and
special projects
credentials

11

Our defence and
special projects
clients

12

Our work

30

Our people

National team
State Managers

38

Financial strength

40

Accreditations,
memberships and
affiliations

PEOPLE WHO BUILD

Since our beginnings in 1972, ADCO has been steered by family values, trust and honesty. Everything we do is underpinned by our core values of responsibility, dynamism and teamwork.



WHO WE ARE

We are people who build. It's been that way for more than half a century and today we are one of Australia's largest construction businesses. Proudly, we continue to be family owned.

Our story

A force in Australian construction – guided by family values, trust and putting people first.

The ADCO story began back in 1972. In the years since then, we've grown to be a multi-billion-dollar construction business guided by an unwavering commitment to quality, our clients, and our people. These foundations have seen us become one of the top private companies in Australia with a blue-chip client list and an award-winning portfolio of almost 4,000 successfully completed buildings from early work packages to \$300+ million projects.

Builder of Choice

ADCO aspires to be the *Builder of Choice* for our clients, our consultants, our trade partners, and our people.

Becoming the *Builder of Choice* doesn't just happen. It takes responsibility, teamwork and a dynamic mindset. It's about delivering on our promises and bringing energy to every stage of every project to achieve shared goals. It means completing projects on time, on budget and to the highest standards possible. We call this the ADCO Way, and it's embedded in our DNA. It's the way *People who Build* go to work.



EXPERTISE AND REACH

ADCO has a true national presence with offices throughout Australia.

ADCO is an industry leader with an operational footprint that touches every corner of the Australian market. The strength of our award-winning expertise, capability and people is reflected by exceptionally high levels of repeat business and long-established client relationships across key private and institutional corporations, as well as all levels of government.

Each year, 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 offer holistic and seamlessly delivered projects up to \$300+ million anywhere in Australia.



*Safer*_{by} **CHOICE**

It is our commitment to always ask ‘is there a safer choice?’

Safer by Choice is a philosophy that targets a genuine attitude change towards safety. Running deep within the ADCO business, it goes far beyond statistics and actively promotes personal responsibility and careful decision making.

Underpinned by three commitment pillars of action of Taking Responsibility; Supporting Each Other and Focusing on Positives, Safer by Choice recognises that everyone involved in the design and delivery of a project is a decision maker, and we all have the ability to improve safety, for ourselves and others, by choice.

Establishing a successful safety culture is a long-term commitment from all ADCO employees, guided, fostered and preserved by the leadership team.

ADCO was awarded the ‘Office of the Federal Safety Commissioner’s National Excellence in Workplace Health and Safety’ award for our work on Lakelands Station project at the Master Builder’s Awards in November 2022.



**We are people
who build for
the Australian
Defence Force
and related
agencies.**

Fire & Rescue, ACT

**OUR DEFENCE AND
SPECIAL PROJECTS
CREDENTIALS**

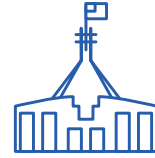




**information management
ISO accreditation**



**Office of FSC /
code compliance**



43

**years working for the
Federal Government**



Yongah Hill Immigration Detention Centre, WA

**We are people who build
for the Australian Defence
Force and related agencies,
who have entrusted ADCO
with the delivery of multi-
disciplined facilities across
Australia.**

ADCO's people have in-depth experience across Army, Navy and Air Force and specialist construction through aircraft hangars, airfield rescue and firefighting service facilities, explosive ordnance storage and handling facilities and administration, industrial, warehousing, living-in accommodation and physical fitness facilities. ADCO also has delivered specialist facilities including bespoke in-door firing ranges.



Mernda Police Station, VIC

“ADCO is to be congratulated for their partnership and ownership of outcomes.

A spectacularly successful working relationship between ADCO and ourselves provided the basis for a bespoke project with tight time frame and budget, being delivered successfully.

It would be a fantastic if all projects were as good! This project was fun to work on and the results were excellent.”

Victoria Police
CLIENT FEEDBACK

OUR DEFENCE AND SPECIAL PROJECTS CLIENTS

ADCO has delivered projects for the Army, Navy and Air Force and other specialist facilities. Our Defence and Special Project clients include:



Australian Federal Police Head Office, QLD

OUR WORK

ADCO's legacy of successfully completed projects is the best demonstration of our capabilities. We have a truly diverse portfolio which showcases our expertise and experience.

**Puckapunyal Health and Wellbeing
Centre, VIC**

DEPARTMENT OF DEFENCE

ADCO is currently delivering the \$30 million Health & Wellbeing Centre for the Department of Defence at Puckapunyal in regional Victoria.

The project involves the design and construction of a new sports and health facility at the Puckapunyal Military Area, 100 kilometres north of Melbourne.

When complete, the facility will offer a 50-metre indoor swimming pool, a multi-functional weights and cardio area, external training areas, support, storage, administrative spaces and associated car parks.

The project will also involve the demolition of existing pool and gym buildings after the finalisation of the main build.

Type	Design & Construct
Value	\$30 million
Duration	16 months





Victoria Police Training Facility, Avalon VIC

VICTORIA POLICE

After six months of design finalisation in an Early Contractor Involvement (ECI), ADCO was awarded the contract to deliver a specialist training facility for Victoria Police.

The Victoria Police Specialist Training Facility at Avalon incorporated four shooting ranges: an Indoor 50-metre shooting range (static and 360-degree training options), 100-metre Extension Range with a suspended Sniper Box, an Indoor 25m Range (static and 270-degree training options) and the Room Floor Combat Range (RFCR) building (360-degree training options).

The design and construct delivery also featured end of trip facilities, multiple storage areas, administration (Range Control Rooms), first aid room, external training and carpark areas. Major civil works included the management of PFAS contamination and significant rock, which was crushed and re-used on site for the forming of the 25-metre range building pad.

ADCO was pleased to work with Victoria Police once again, following on from the success of Mernda Police Station, the Mounted Branch & Dog Squad in Attwood and the Operational Tactic & Training Facility in Craigieburn.

This project required a high degree of security and confidentiality, and further challenges included highly complex, bespoke design to be fulfilled next to a busy international airport.

Type	Design & Construct
Value	\$50 million
Duration	16 months



VIC Police Operational Tactics and Safety Training Facility, VIC

VICTORIA POLICE

The \$25 million Operational Tactics & Safety Training facility for Victoria Police in Melbourne's outer suburbs combines a 10,000m² warehouse and training centre with state-of-the-art features, including a variety of "live" training scenarios within a mock village.

The facility allows for variable conditions to be customised through touchscreen access, including light, temperature and acoustics control to simulate weather and day/night training modes.

Other specialist features include overhead observation gantries, indoor firing ranges, administration offices, training rooms, auditorium, and a conference centre.

Type	Construct Only
Value	\$25 million
Duration	13 months



Victoria Police Mounted Branch and Dog Squad, Attwood, VIC

VICTORIA POLICE

ADCO's delivery of the Victoria Police Mounted Branch and Dog Squad development in Attwood has continued to bolster ADCO's reputation as the preeminent contractor in the delivery of Police facilities.

The development provides 5,000m² of horse training area, an additional 1,500m² administration building and the complete refurbishment of the existing centre.

This facility for Victoria Police is one in a long list of developments successfully completed for the department, including the successful completion of the \$25 million Operational Tactics and Training Facility for Victoria Police at Craigieburn.



Type	Design & Construct
Value	\$12 million
Duration	14 months



**Australian Federal Police Building,
Melbourne Airport, VIC**

AUSTRALIAN PACIFIC AIRPORTS MELBOURNE

ADCO was engaged by Melbourne Airport to carry out the delivery of the purpose-built office accommodation for the Australian Federal Police at Tullamarine airport, on a design and construct basis.

A 5 star Green Star project, the building includes substantial environmentally sustainable design principles such as electronically controlled external blinds to reduce heat loads on the building, a central atrium providing natural ventilation, grey water recycling and storm water harvesting.

The four-level office building was completed under a fast track construction program of 10 months to ensure the AFP were able to take possession in line with the expiry of their existing building lease.

The facility offers a unique, contemporary office space near the air and land side components of the airport.



Type	Design & Construct
Value	\$15 million
Duration	10 months
Environmental Rating	5 Star Green Star Design





Australian Federal Police Cairns Office, QLD

RJH HOLDINGS

ADCO delivered the Cairns Australian Federal Police (AFP) building in the Cairns Airport precinct, adjacent to the southern end of the runway.

Totalling 2,920m² of GFA over two levels, the building provides high-class office facilities as well as holding cells and interview rooms.

The facility was designed and built to assist AFP's operations in Far North Queensland and includes specialised base building components including high-level security systems and intrusion-resistant building materials.

As well as the challenges presented by specific and stringent AFP requirements, the site's location in the airport required careful planning and delivery methods.

Due to its proximity to the runway there were restrictions on the use of cranes which could intrude on the air space. To overcome this, ADCO was required to complete the piled foundations and the installation of the concrete panel walls after hours when there was no air traffic.

The project was delivered on time, despite being built through the demanding North Queensland wet season.

Type	Design & Construct
Value	\$6 million
Duration	10 months



Australian Federal Police Gold Coast Airport, QLD

QUEENSLAND AIRPORTS

The scope of works for the \$10 million base build project included the construction of a three-storey commercial office building, secure compound area, access roads, car park, new substation and retaining wall along the adjoining creek.

As well as maintaining a high quality of finish throughout the building, the build had to be of an extremely durable standard, including high impact and hard-wearing for security and emergency deployment, in order to adhere to the Australian Federal Police security requirements.

The relationship with the client Queensland Airports Limited (QAL) and superintendent Turner Townsend was strong throughout the project, with the team subsequently being awarded the Northern Walkway Extension project.



Type	Design & Construct
Value	\$10 million
Duration	9 months





Australian Federal Police K9 Facility, QLD

AUSTRALIAN FEDERAL POLICE

ADCO completed a K9 Kennel Facility for the Australian Federal Police in Cairns.

Located at Cairns Airport, this project saw construction of a purpose-built facility to house the AFP's dog team, who perform bomb appraisals and drug screening for the Airport.

ADCO's ability to work closely with the AFP to understand their requirements and protocols, and then put those in place during the construction phase, led to the successful on-time completion of the new facility, with seamless handover to the users and client.

Type	Negotiated
Value	\$3 million
Duration	5 months

Yongah Hill Immigration Detention Centre Redevelopment, WA

WESTERN AUSTRALIAN GOVERNMENT

This complex project in regional Western Australia saw the redevelopment of part of the existing Yongah Hill immigration detention centre. The redevelopment in Northam now provides a high-security, 120-bed detention facility in modular construction for the Department of Home Affairs, with associated support buildings, recreational facilities, infrastructure & security.

To alleviate issues related with remote project delivery, the redevelopment made use of off-site DFMA technology with ADCO's team responsible for designing and procuring the projects prefabricated, finished cell and accommodation modules.

Works included: the decommissioning and removal of existing services; construction of 120 beds in four compounds; small medical services space for routine drug dispensing and consultations; new higher-risk detainee reception and dispatch; new internal movement control points; a central spine of facilities for each compound including recreation room, gym, classroom, tea point, laundry, servery and telephones; and a new officer post.

Type	Construct Only
Value	\$30 million
Duration	9 months





Bunbury Prison, WA

DEPARTMENT OF FINANCE WA

The Bunbury Regional Prison 160-Bed Expansion Project has increased the capacity of the existing prison by 50%. The new block was built within the walls of an operational prison meaning all construction activities were being carried out under strict protocols to ensure the security of the facility was maintained at all times.

The Fast-tracked project was a key priority for the Department of Justice and their confidence in ADCO's experience in delivering similar projects was the main reason for our bid being successful.

The accommodation block was constructed entirely from precast concrete over two wings with a central core of common areas, security control rooms and dining areas. A complex and detailed services and security installation, mostly cast into the precast panels, was a complex challenge for our site team to overcome in a short period of time. With security being a priority, strict protocols and procedures for identity checks, daily activities and works methodologies were adhered to at all times.

The Bunbury Prison Block C project was built to compliment the main project, consisting of the modification of the existing prison complex.

This upgrade was also a complex and logistically challenging project which required detailed planning and coordination with key stakeholders. Working in close proximity to the prison population, ADCO's work methodologies and daily activities required a level of detail and accuracy above normal correctional protocols.

The development now provides additional dining facilities, upgrades to current kitchen facilities, and a new education building along with upgrades to existing services and security installations.

With works taking place over eight separable portions and with restricted access, the successful completion of this project required detailed programming and attention to detail.

Type	Construct Only
Value	\$22 million
Duration	10 months

WA Police Fit-out, WA

WESTERN AUSTRALIAN GOVERNMENT

The WA Police Fit-out in Perth was undertaken within a live and fully operational major crime police building with a separate tenant on level three. This three-floor interior fit-out was completed in two separable portions.

Separable Portion 1 consisted of the demolition and refurbishment of the ground, first and second floors, with Separable Portion 2 being the demolition and refurbishment of the end-of-trip facility located in the building warehouse area on the ground floor.

Significant security upgrades and additions were required at the building, with the added complexity of integrating the existing live and operational security systems whilst always maintaining the security of the building.

WA Police integrity checks were required for all personnel and significant roof-mounted mechanical equipment demolition and reinstatement was required, while coordinating noisy works around office hours was imperative to the project.

Type	Construct Only
Value	\$6 million
Duration	8 months





Melaleuca Women's Remand and Reintegration Facility, WA

WESTERN AUSTRALIAN GOVERNMENT

ADCO delivered the fast-track construction of a new women's remand and reintegration facility at Hakea, WA within the walls of a live prison.

Works incorporated six separate buildings, including a new gatehouse with sallyport. Works also involved the demolition of part of the boundary wall, the first time this has happened in an operational prison in Western Australia.

The project also included the installation of a complete security system controlled through a standalone central control room, and existing prison security systems were upgraded.

With security being a priority, strict protocols and procedures for identity checks, daily activities and works methodologies had to be adhered to at all times.



Type	Design & Construct
Value	\$11 million
Duration	8 months





QPS Technical Facility Wacol, QLD

DEPARTMENT OF HOUSING AND PUBLIC WORKS QLD

ADCO was engaged to deliver the design and construct contract for Queensland Police's new Technical Facility at Wacol.

The new Facility offers a purpose-built structure which provides a combination of training facilities, a warehouse and office accommodation. The development also features a purpose-built training facility external to the main building.

The former QPS Technical Services Unit building was not able to effectively support the critical business functions required by the Queensland Police Service.

The new facility now provides appropriate accommodation to meet current and future critical needs, including the provision of effective operations to ensure best practice and the safety of the technical operatives of the unit.

Type	Construct Only
Value	\$20 million
Duration	10 months



ACT Fire and Rescue Services Roll Out

ACT GOVERNMENT

ADCO was appointed by the ACT Government to deliver the roll-out of new emergency services operations in the territory.

The \$13 million Aranda project now offers four-bay and two-bay ambulance areas, accommodation, commander offices, direct transition areas, rest rooms, kitchen facilities and an outdoor BBQ area.

ADCO also constructed the \$12 million, state-of-the-art Fire and Rescue Station for the ACT Emergency Services at South Tuggeranong.

The facility incorporates appliance and wash down bays, crew rest areas, an office and staff amenities. A rainwater harvesting system, in-slab heating and cooling, solar power supply and energy saving technology are features utilised to sustainably service the facility.

The station houses a crew of four fire fighters, with capacity to accommodate a second crew, as well as an urban fire and rescue pumper and two bushfire tankers.



Type	Design & Construct
Value	\$25 million (total)
Duration	12 months



Helicopter Support Facility, WA

DEPARTMENT OF DEFENCE

ADCO delivered the new helicopter support facility located on Garden Island, Western Australia, on the operational air base at HMAS Stirling.

Construction involved both refurbishment works and new working accommodation including office accommodation, amenities, and storage. The hangar area included a refurbished workshop and stores, new external works, data communication infrastructure and upgraded security protection. Works included alterations to the existing HSF squadron facilities including building a new office and amenities wing for the base users.

The ADCO project team successfully completed this project despite Garden Island's remote location, and maximum sensitivity to the delicate environmental requirements on the island required and inf or the mobilisation of material. Attention was also required to undertake work with minimal interference to the existing base and operations.

Type	Construct Only
Value	\$12 million
Duration	13 months

HMAS Stirling Maintenance and Remedial Works, WA

DEPARTMENT OF DEFENCE


ADCO's work at the HMAS Stirling Military Base maintenance and remedial project involved the refurbishment of 36 existing operational buildings, incorporating upgrade and maintenance works to the buildings.

The scope of works included painting, concreting, metalwork, carpentry and joinery, plastering, sanitary plumbing, roof plumbing, tiling, electrical maintenance and floor coverings including vinyl floor sheeting and carpets. Construction involved significant stakeholder management to gain access and plan each element of the works.

The remote HMAS Stirling base is located on Garden Island 35kms off the coast Perth and provides operational and logistical support to the Royal Australian Navy's surface fleet, submarines and aircraft stationed in Western Australia. Attention was required during construction to undertake work with minimal interference to the existing base and operations.

Type	Construct Only
Value	\$1 million
Duration	4 months





**“Together we achieved
a fantastic facility that
will serve Victoria Police
well. What you did made
a difference, how you
did it made it a success!
It was a pleasure
working on the project.”**

Victoria Police

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.




ADCO

Safer by
CHOICE


ADCO


1911-2022

Judy Brinsmead AM

Chairman

Judy is Chairman of the Board and integral to the strategic management of ADCO. A solicitor and barrister, she holds a Bachelor of Laws with Honours and was previously a Partner at Morris Fletcher & Cross (now MinterEllison).

Judy brings a focused leadership style and over three decades of experience in Construction and Property, having joined ADCO as an Executive Director in 1989. She has a detailed understanding of the business and continues to be instrumental in ADCO's success and growth. 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.



TOM HILL

Director

Tom commenced with ADCO in 2011. Holding a Bachelor of Business majoring in Management from Bond University, he is recognised as an integral part of ADCO, providing valuable leadership and guidance.

His focus is on providing strong connections between our clients, our people and ADCO's vision and values. Tom chairs the Brinsmead Hill Family Foundation which focuses on mental health, education and community support. Tom also sits on the advisory board of the Salvation Army Red Shield Appeal.



NATIONAL TEAM



Neil Harding

Managing Director

Neil has lead ADCO since 2017 and has overseen a period of dynamic change and growth. With over 25 years of experience in the construction industry, Neil has held executive roles in Australia and internationally. He is a strong, strategic leader with a passion for building supportive, performance-driven cultures 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, delivering results and caring deeply about developing people and improving the industry for all who are part of it.



Brad McCarthy

Chief Strategy Officer

Brad is responsible for overseeing all pre-construction functions at ADCO. During a career already spanning more than two decades, he has held senior construction management positions in both Australia and New Zealand.

For the past 15 years, Brad's strong commercial acumen has helped to sustain and grow ADCO's market presence by managing national client relationships, converting strategic opportunities, targeting key growth sectors and successfully driving geographic expansion.

Brad holds a Bachelor of Arts in Media and Communication from Massey University in Palmerston North (NZ).



Cameron McBurnie

Chief Commercial Officer

Cameron has dual senior roles within ADCO, serving as Chief Commercial Officer in addition to being a Board Director. With a Construction and Property Development career spanning more than 25 years, he was previously a senior property lawyer at Deacons (now Norton Rose) and brings a direct and highly detail-oriented approach to ADCO's risk management and commercial processes.

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 (Queensland University of Technology).

NATIONAL TEAM



Gareth Adams

Chief Financial Officer

Gareth is a highly qualified financial professional with over 20 years of experience in the construction industry, including leadership roles in both Australia and the United Kingdom.

As Chief Financial Officer at ADCO, Gareth is responsible for the Group's IT, accounting, treasury and financial operations. His passion and diligence are underpinned by a Bachelor of Science (Economics) with Honours from the University of Bath and a Post Graduate Diploma in Finance and Strategy from University of Oxford.

Gareth is a Chartered Accountant (ACA) with The Institute of Chartered Accountants in England and Wales.



Shanelle Woodall

Head of Corporate Affairs

Shanelle brings 20 years of industry experience to her role as Head of Corporate Affairs. With a multi-faceted background in legal and commercial roles in the UK, US and Australia, she values the roles and responsibilities of all who contribute to construction projects – including employees, trade partners, clients and external stakeholders.

Shanelle studied law at QUT and is a graduate of the Australian Institute of Company Directors and the inaugural ADCO Leaders Program. She is passionate about supporting women, both within ADCO and the wider industry, and is an executive board member 'Women of ADCO' and committee member of the National Association of Women in Construction (QLD).



Ross Trethewy

Head of Safety and Environment

Ross is an industry specialist in Health, Safety and Environmental (HSE) management. With more than 25 years of experience, he holds a Bachelor of Building with First Class Honours/University Medal (UNSW) and a PHD in OHS Performance Measurement (UNSW).

Ross brings highly specialised skills in conversion and the delivery of complex projects, legal and expert opinion, and high-risk work methodologies. He is also a passionate advocate for increased focus on upstream design and planning to reduce downstream risks in project delivery through integrated risk management outcomes. Ross is a member of the Federal Safety Commissioner Industry Reference Group and represents ADCO within the Master Builders Association.

NATIONAL TEAM



Sean Conroy

Head of Risk and Compliance

Sean has more than 25 years of experience in the construction industry, and has been part of the ADCO team since 1997.

With formal training in both Quantity Surveying and Law, he excels at resolving complex practical, legal and financial challenges faced by our team and clients across all stages of the project development process. He holds a string of high-level qualifications including graduating with a Bachelor of Laws (UNSW) with the prestigious University Medal.

Sean's proactive management style and deep expertise continues to ensure ADCO's safety and quality systems are maintained at industry best practice levels.



Matt Galton

General Manager - Defence & Special Projects

Matt is one of Australia's foremost experts in Defence infrastructure, with over three decades of military experience spanning tactical to strategic levels.

His final Defence appointment prior to joining ADCO was Director General Capital Facilities and Infrastructure (CFI), where he had direct responsibility for the development and delivery of the estate and infrastructure major capital works program, a portfolio of around 180 projects valuing over \$30 billion.

Matt's experience has seen him serve Australia in the Middle East, Afghanistan, Solomon Islands, East Timor and at home, in diverse capacities. He has received multiple decorations, including the Distinguished Service Cross, and attained the rank of Brigadier during his service.



Mike Rinaudo

Defence Sector Lead

Mike fills a highly specialised role at ADCO, backed by more than 30 years of Defence industry experience. Following a decade of service with the Royal Australian Air Force in Australia and overseas, Mike's construction credentials have been sharpened through a range of defence and civil projects, including defence base master-planning and the development of air-side facilities and pavements, airfield rescue and fire services, explosive ordnance storage and other defence-related infrastructure.

Mike holds postgraduate qualifications in Management and a Master of Science from the Royal Military College of Science (UK). He is also a Fellow of the Institution of Engineers Australia and a Registered Professional Engineer in Queensland.

STATE MANAGERS



Neil Harding

Acting NSW State Manager

Neil has lead ADCO since 2017 and has overseen a period of dynamic change and growth. With over 25 years of experience in the construction industry, Neil has held executive roles in Australia and internationally. He is a strong, strategic leader with a passion for building supportive, performance-driven cultures 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, delivering results and caring deeply about developing people and improving the industry for all who are part of it.



James Prattent

QLD State Manager

James now leads our Queensland team after having previously built our Western Australian operations into one of the leaders of the construction industry over a 5-year period.

He has over 20 years' experience in both contractor and client roles, working extensively across multiple sectors, successfully delivering projects in metropolitan and regional areas.

James has a strong track record of understanding client needs and market trends, bringing high professional standards and strong leadership to teams he guides. His exceptional communication and people skills continue to be key to ADCO being the Builder of Choice.

James holds a Bachelor of Science in Construction Management and Economics, having graduated from Curtin University and is a registered builder and graduate of the Australian Institute of Company Directors.



Lyn O'Brien

WA State Manager

Lyn leads our Western Australian operations with over 15 years of experience across both pre-construction and management roles.

With hands on experience spanning domestic and international markets, together with broad reaching industry relationships, she is focused on providing high-quality levels of delivery and building long-lasting client relationships. Lyn's collaborative leadership style ensures we consistently deliver responsive outcomes that are structured to the unique requirements of every client project.

Lyn is a National Director of NAWIC and was awarded the 2022 LHQ Outstanding Leadership Award for Women in Construction. She holds a Bachelor of Construction Economics and Masters in Quantity Surveying.



Andrew Staedler

VIC State Manager

Andrew is an accomplished property and construction professional with proven experience in construction management, new business development and regional business unit leadership. Bringing 25 years' worth of knowledge and strategy gathered from the successful delivery of major projects in Victoria. His expertise is underpinned by a Bachelor of Planning Design (Property and Construction) and a Bachelor of Property and Construction (Honours), with University of Melbourne.

Andrew takes pride in developing expert teams capable of delivering outstanding quality projects and maintains a strong focus on leadership, creativity and genuine collaboration matched by equal focus on diligent execution and outcome certainty.

**“ADCO recognises
that our people, and
everyone we work
with, all unite to
form the core of our
business”**

Neil Harding
MANAGING DIRECTOR



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.



OUR COMMITMENTS



Diversity and Inclusion

ADCO celebrates and embraces diversity. We want our workplaces to reflect the communities and clients we serve – and be places where everyone is treated equitably, fairly and with respect.



Community Engagement

Community has been central to the ADCO story for over 50 years. We continue to engage actively with charities, community groups and like-minded businesses to create positive impacts cross Australia.



Environmental, Social and Governance

We commit to the integration of our environment social and governance (ESG) framework across our business undertakings.



Women of ADCO

ADCO is a leader in elevating the status and influence of women in Australia's construction industry.



Reconciliation Action Plan

We are committed to a construction industry that builds more meaningful relationships, opportunities and outcomes for Aboriginal and Torres Strait Islander peoples.



Novus

Innovation isn't optional. Our future success depends on it.

We have an in-house group of innovation champions, NOVUS, established in 2019.



Modern Slavery

We recognise our responsibility as part of a global supply chain.



ADCO Balance

Empowering ADCO's workforce to thrive through balance, fostering a culture of well-being and excellence.

ACCREDITATIONS, CERTIFICATIONS & MEMBERSHIPS



Safety Management

Our safety management system is independently certified to AS45001 (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.



Information Management System

Our information security management system is independently certified by third party auditors as compliant with ISO/IEC 27001:2013 (Information Security Management).



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.



The National Association of Women in Construction

ADCO is a proud member of NAWIC, which is an organisation led by a team of passionate volunteers who all strive to help champion and empower women in the construction and related industries to reach their full potential.



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.



Supply Nation

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



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.



Best Managed Companies

For the second year in a row ADCO is acknowledged as one of Australia's Best Managed Companies (BMC) for 2022.

The BMC program identifies and celebrates privately-owned and managed companies across Australia that set the highest standards of business performance, and shines a light on the power of private business as a key driver of Australia's economy.



Kinaway Chamber of Commerce

ADCO proudly partners with Kinaway Chamber of Commerce, which is a leading Victorian organisation dedicated to supporting Victorian Aboriginal and Torres Strait Islander business owners.



Noongar Indigenous Chamber of Commerce and Industry

ADCO is a proud partner with the Noongar Indigenous Chamber of Commerce and Industry which support Aboriginal owned businesses and the broader Western Australia business community.



Kari Foundation

ADCO has a long-standing partnership with the Kari Foundation, which works with the Community to create meaningful points of connection to share Aboriginal culture and achievement.

Sydney

Address

Level 2, 7-9 West Street,
North Sydney, NSW 2060

Postal

PO Box 1982, North Sydney,
NSW 2059

Email

Sydney@adcoconstruct.com.au

Reception

(02) 8437 5000

Gold Coast

Address

Level 5, 7 Bay Street,
Southport, QLD 4215

Postal

PO Box 10393, Southport BC,
QLD 4215

Email

Southport@adcoconstruct.com.au

Reception

(07) 5577 0900

Melbourne

Address

Level 9, 75 Dorcas Street,
South Melbourne, VIC 3205

Email

Melbourne@adcoconstruct.com.au

Reception

(03) 9832 1400

Brisbane

Address

23 Graham Street,
Milton, QLD 4064

Postal

PO Box 1167, Milton,
QLD 4064

Email

Brisbane@adcoconstruct.com.au

Reception

(07) 3511 5555

Perth

Address

Level 5, 12 The Esplanade,
Perth, WA 6000

Postal

PO Box 1141, West Perth,
WA 6005

Email

Perth@adcoconstruct.com.au

Reception

(08) 9211 0900

