

# CAPABILITY STATEMENT

Sport and Leisure







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



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# 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*<sub>by</sub> **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  
outstanding  
sporting  
infrastructure.**

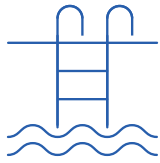
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Rugby Centre of Excellence, NSW



**OUR SPORT AND LEISURE  
CREDENTIALS**





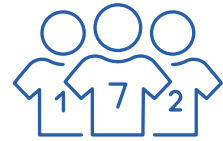
**35**

**FINA-certified pools  
delivered**



**10**

**high performance/ centre of  
excellence projects delivered**



**50+**

**specialist sporting  
projects**



Gippsland Regional Aquatic Centre, VIC

**ADCO is an industry leader in  
delivering state-of-the-art  
sport and leisure facilities.**

We have successfully completed over 50 large-scale aquatic, sport and community leisure developments.

Centres of sporting excellence, training and rehabilitation, and community aquatic and recreation facilities have been delivered for state and local government organisations, professional sporting teams, universities and private schools.



Brookvale Oval Redevelopment, NSW

**“I would highly recommend ADCO to perform any work but particularly that which involves complexity, requires strong communication between the Principal and Contractor, or is undertaken within a live environment.”**

**Jon Couston**  
HEAD OF INFRASTRUCTURE AND MAJOR PROJECTS  
ST KILDA FOOTBALL CLUB

**“We enjoyed working with ADCO and we were particularly impressed with the site team and their ability to work with our business and its operational requirements whilst always putting the students and staff’s safety first.”**

**Anna Hakman**  
CAULFIELD GRAMMAR SCHOOL  
HEAD OF STRATEGIC INFRASTRUCTURE



# OUR SPORT AND LEISURE CLIENTS

We are proud to have provided sport and leisure facilities for many government and private organisations around the country. Testament to our success is our significant repeat clientele. Our sport and leisure clients include:



Tobruk Memorial Aquatic Centre, 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.**





## State Basketball Centre, VIC

### DEVELOPMENT VICTORIA

ADCO is delivering the \$132 million State Basketball Centre for Development Victoria in Melbourne's Wantirna South.

Construction includes twelve new indoor courts (adding to the existing six courts), new gymnastics facilities, refurbished clubhouse, referees' spaces and administration for Knox Basketball Incorporated, an extended sports administration hub providing a permanent home for Basketball Victoria, Basketball Australia and other tenants, facilities to support two tenant professional team, and a basketball centre of excellence, forming the central hub of a state-wide, high-performance program.

Throughout construction, works will support more than 500 jobs, and accommodate more than 100 ongoing roles once completed.

ADCO's expertise as one of Australia's foremost builders of community, sports and leisure centres was recognised, enabled us to be entrusted to build this important project for Development Victoria and the Knox City community.

Type	<b>Design &amp; Construct</b>
Value	<b>\$132 million</b>
Duration	<b>24 months</b>
Environmental Rating	<b>Targeting 5 Star Green Star Building (GBCA)</b>





## Caulfield Grammar Aquatic and Wellbeing Centre, VIC

### CAULFIELD GRAMMAR SCHOOL

ADCO was Builder of Choice for Caulfield Grammar's \$25 million Aquatic and Wellbeing Centre at the school's St Kilda East campus.

The project involved the construction of a 50-metre, Olympic-sized competition pool with spectator seating, amenities, changing room facilities, a spin class room and the refurbishment of existing function spaces.

The state-of-the-art facility incorporates a multitude of innovative aquatic sports technologies, including a movable floor that can be lowered and raised to adjust the water depth to cater for different aquatic programs such as competition swimming, water polo, diving and learn-to-swim. It also has an integrated movable boom and pop-up pool wall which allows for various configurations, increasing the flexibility and capacity of use at any one time.

**ADCO won the Victorian Master Builder's Excellence In Health and Safety Award in recognition of the team's efforts towards innovative safety ideas on the project, supporting mental health and engaging and educating staff and students on being safe at work.**

An environmentally sustainable design, it features an advanced pool water treatment system to reduce the water consumption, energy consumption and chemical treatment, plus high performance glazing and water efficient fittings.



Type	<b>Construct Only</b>
Value	<b>\$25 million</b>
Duration	<b>18 months</b>



# NSW Rugby League Centre of Excellence, NSW

## NSW RUGBY LEAGUE

The \$35 million NSW Rugby League Centre of Excellence in Sydney Olympic Park is the state’s new home of the housing the administration of the Country Rugby League, University of New England, KARI and Men of League.

Situated directly across the road from the iconic ANZ Stadium, the NSWRL COE is a state-of-the-art facility that provides representative sides a place to train, prepare and manage their sporting ambitions.

NSWRL’s new home is much more than a sporting facility. It pays homage to the supporters and community in sharing this asset and providing incomparable access to the players. Walking in from Dawn Fraser Avenue towards the facility, a huge artistic feature screen sits above the main entry, sets the theme and provides the facility’s mark in Sydney’s prestigious sporting park.

The complex office advanced facilities, including a huge open plan gymnasium providing direct access to the adjacent external training field, premium change rooms, hydrotherapy and recovery pools, rehabilitation rooms, a sports science laboratory, executive players kitchen and function area, press conference auditorium rooms, media-editing suite and administration offices.

A tunnel directly links the facility to ANZ Stadium, which will be used by players during the State of Origin game night providing supporters a rare glimpse of their team.

The headquarters support senior football, junior football, indigenous programs and women’s rugby league. Inside, the main reception allows visitors to become part of the experience with a huge led television screen suspended on structural beams streaming live games and highlights.



Type	Design & Construct
Value	\$35 million
Duration	14 months



ADCO’s work on the Rugby Centre of Excellence won the NSW Master Builders Association Sporting Facilities award.







## QUT Sportsfield Car Park, QLD

### QUEENSLAND UNIVERSITY OF TECHNOLOGY (QUT)

This facility provides a new multi-level car parking amenity for the campus together with an enhanced sporting facility for student recreational sporting activities, and for the teaching and learning requirements of QUT's Faculty of Health.

The lower two floors accommodate 800 cars and end of trip facilities, with the top floor sporting facility providing a full-size international FIFA-standard football field, sprint lanes, home/away seating, seminar rooms, a multi-purpose covered area and sports amenities and change rooms. Significant internal road and Herston Road infrastructure upgrades were included as part of the project to accommodate increased traffic volumes and movement.

Complementing the FIFA football field, the rooftop has sprint lanes, a covered area and home and away seating. The structure has been designed to take a future vertical expansion of two floors, with external appearance cleverly blended to disguise the car park and create a uniform aesthetic, as well as providing the required level of fenestration to provide natural ventilation. Significant internal roads and Herston road upgrades were included as part of the project to accommodate increased traffic volumes.



Type	<b>Design &amp; Construct</b>
Value	<b>\$30 million</b>
Duration	<b>12 months</b>





## Pimpama Sports Hub, QLD

### CITY OF GOLD COAST

ADCO proudly delivered the world-class Pimpama Sports Hub for City of Gold Coast. The \$80 million facility was built in two separable portions, physically divided by a natural watercourse.

The sports hub now offers users a top-quality aquatic centre with five pools, café, fitness centre, community centre, meeting and function rooms, multipurpose hall, eight tennis courts, a 12-court netball facility, parks, car parking and a new signalised intersection on Rifle Range Road.

The aquatic centre offers a 10-lane outdoor swimming pool, indoor 25-metre pool, learn to swim and warm water therapy pools, outdoor children's water-play and fitness centre.

ADCO was proud to work with long-term repeat client the City of Gold Coast on the much-needed community infrastructure project which addresses the fast-growing Northern Gold Coast region's community and sporting needs. At completion, the sports hub was the City of Gold Coast's largest-ever civic infrastructure project.

Type  
Value  
Duration

Construct Only  
\$80 million  
20 months

**MASTER BUILDERS**  
QUEENSLAND  
Proud Member

HOUSING & CONSTRUCTION  
AWARDS  
**2022**  
QUEENSLAND  
WINNER





## Pymble Ladies College Aquatic Centre, NSW

### UNITED CHURCH IN AUSTRALIA PROPERTY TRUST

ADCO delivered the Centenary Sporting Precinct for renowned private school Pymble Ladies College, situated on Sydney's North Shore.

The new \$40 million state-of-the-art sporting facility houses a new elite aquatic and fitness centre with high quality sporting amenities. It includes; a 50-metre indoor Olympic standard swimming pool, an indoor learn to swim pool, multiple diving platforms, a gymnasium with high-tech sporting equipment such as various weight-types and rowing machines, and new outdoor hockey playing fields and tennis courts suspended over an underground two level car park.

Inside, the main reception allows visitors to become part of the experience with a huge LED television screen suspended on structural beams streaming live games and highlights.

The successful completion of the centenary development combines ADCO's extensive experience in the private school education sector with our major aquatic project portfolio.

The new, \$40 million state-of-the-art sporting facility houses a new elite aquatic and fitness centre with high-quality sporting amenities.

**A landmark in private school education facilities, this high-profile sports complex sets the new benchmark for athletic facilities for the private school sector.**



Type	<b>Design &amp; Construct</b>
Value	<b>\$40 million</b>
Duration	<b>20 months</b>





## St Kilda Football Club Moorabbin Reserve, VIC

### ST KILDA FOOTBALL CLUB

ADCO secured the \$27 million RSEA park project for St Kilda Football Club via an early contract involvement model before proceeding on to a Design & Construct contract for the main works. Project work involved the construction of SKFC's new administrative and training facilities at their old grounds in Moorabbin. Stage 1 works included an open office with meeting rooms, breakout space and staff amenities, warm-up facilities and a gym, a basketball court, changing rooms, umpire facilities and an enhanced entertainment venue with public toilets, gaming machines, bistro and merchandise shop.

During the works, a temporary on-site relocation of the gaming machines was required followed by relocation into the new facility once works were complete. Stage 1 works were successfully completed well ahead of programme. Stage 2 works involved the construction of a new wing for the local community football department, including the Sandringham Dragons, SFL & SJFL organisations.

The new facility includes administration office with staff amenities plus coaches' room, change-rooms, warm-up area, recovery baths umpire facilities and the completion of the main entry foyer with reception, St Kilda FC museum, shop and a multimedia display board, landscaping, hardstand areas and a bus drop off lane. Part of the final works involve the addition of the AFLW office and training facilities.




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Type	<b>ECI to Design &amp; Construct</b>
Value	<b>\$27 million</b>
Duration	<b>20 months</b>





green building council australia

6<sup>greenstar</sup>

Communities v1.1



## La Trobe University Sports Park, VIC

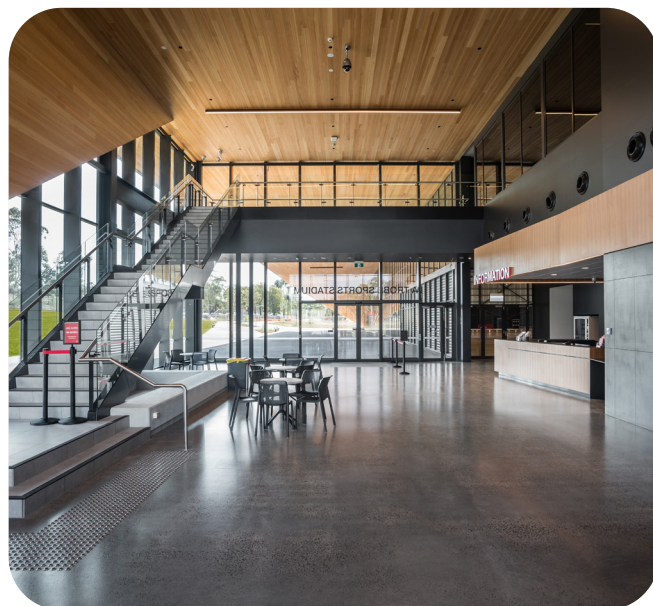
### LA TROBE UNIVERSITY

The La Trobe University Sports Park at La Trobe University, Melbourne, has been designed as the first purpose-built facility of its kind in Australia. The sprawling site integrates academic research and teaching functions with world-class playing facilities for professional, state and community clubs. The striking development at the University's Bundoora campus was delivered through a design and construct method of procurement.

Project scope saw the delivery of a teaching and research building, including six community courts plus surrounding plaza with associated softscape and hardscape landscaping.

The teaching and research building (levels 1 and 2) comprises of public lounge, reception desk, cafe, community courts, change room facilities, research teaching lab, biomechanics lab, strength and conditioning training zone, environmental chamber, meeting rooms and boardrooms, open offices, end-of-trip facilities and a back-of-house zone.

The Sports Park has a major focus on environmental sustainability, with the Stadium achieving a 6 Star Green Star Design and As Built rating from the Australian Green Building Council. Project scope saw the delivery of a state-of-the-art teaching and research building for La Trobe's Bundoora campus. The eye-catching building offers teaching and research facilities on levels 1 and 2, in addition to multiple sports and office facilities. Included in the works were six community courts plus surrounding plaza with associated softscape and hardscape landscaping.



Type	<b>Design &amp; Construct</b>
Value	<b>\$50 million</b>
Duration	<b>14 months</b>
Environmental Rating	<b>6 Star Green Star Design &amp; As Built (GBCA)</b>



# Gippsland Regional Aquatic Centre, VIC

## LATROBE CITY COUNCIL

The \$45 million Gippsland Regional Aquatic Centre (GRAC) in Traralgon offers multiple new sports and leisure facilities for Latrobe City Council, Victoria.

ADCO's work on this community project included the demolition of the existing outdoor pool complex, contaminated ground remediation, and Design and Construction of the new aquatic centre.

The aquatic centre features an indoor, FINA compliant, 50-metre competition pool including 500 spectator seats, indoor learn to swim and warm water pools, aquaplay equipment and slides, and an outdoor 25-metre pool. Also included are a gym, and various multi-purpose rooms and wellness spaces.

ADCO worked collaboratively with Latrobe City Council, the design team and local supply chain partners in finalising the Design and Constructing the facility within the constraints of the Client's cost budget.

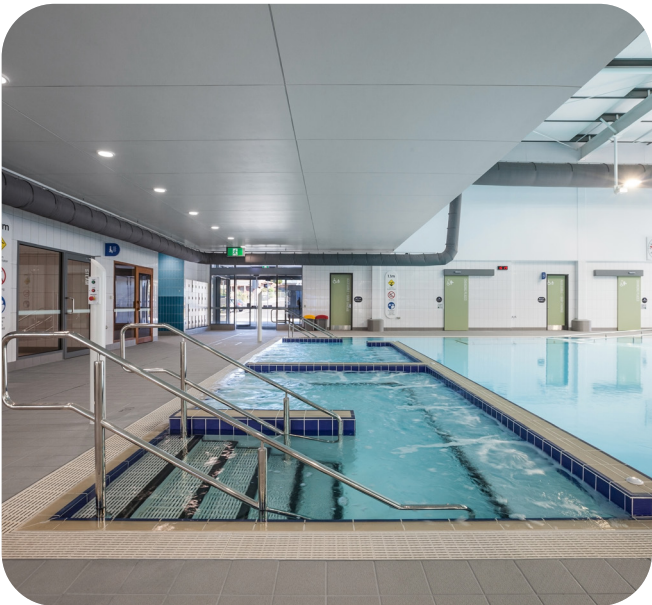
ADCO worked collaboratively with Latrobe City Council, the design team and local supply chain partners in finalising the Design and Constructing the facility within the constraints of the client's cost budget.

“The Design and Construction of this project has been a success - thanks to ADCO. My team, my colleagues, our councillors and the community have been impressed with ADCO's performance and approach throughout this project and we look forward to successful collaboration through to contract completion”

**Luke Mcgrath**  
LATROBE CITY COUNCIL  
SENIOR PROJECT MANAGER

Type  
Value  
Duration

Design & Construct  
\$45 million  
23 months







## 'Splash' Craigieburn Leisure and Aquatic Centre, VIC

### HUME CITY COUNCIL

Making waves in Craigieburn, the \$37 million Splash Aqua Park and Leisure Centre set new standards for health, fitness and leisure centres in Victoria. Updated facilities include two waterslides—each over 100 metres long, an Olympic-size swimming pool, learn-to-swim pools, aqua play zones, a sauna and steam room, health and wellness treatment rooms, a gym, group fitness rooms and a café.

As part of the Anzac Park complex, the Splash Aqua Park and Leisure Centre delivered a new, world-class landmark for Craigieburn.

Striking architecture and a complex build served as an opportunity to showcase ADCO's industry-leading capabilities and commitment to superior quality building.

Type	<b>Construct Only</b>
Value	<b>\$37 million</b>
Duration	<b>18 months</b>





## Knox Grammar Great Hall and Aquatic Centre, NSW

### UNITED CHURCH IN AUSTRALIA PROPERTY TRUST

The \$30 million project saw completion of an integrated, multi-purpose facility providing a high-quality entertainment venue for special events while simultaneously catering for the day-to-day requirements of the school's aquatic and sporting activities.

The building provides an auditorium and grand hall with seating for 2,500 people which can also be used for basketball and indoor sports activities. The hall also has a fully functional stage complete with high-tech, audio-visual capabilities and automated retractable seating to accommodate additional capacity for performances.

The multi-purpose hall is suspended over an Olympic standard 50-metre swimming pool, learn to swim centre, gymnasium, changing rooms and amenities.

The building provides an auditorium and grand hall with seating for 2,500 people which can also be used for basketball and indoor sports activities.



Type	<b>Construct Only</b>
Value	<b>\$30 million</b>
Duration	<b>24 months</b>





# Narrandjeri Stadium, VIC

## DAREBIN CITY COUNCIL

The ADCO-built Darebin Multi-Sport Stadium, renamed Narrandjeri Stadium, offers the community in Melbourne’s inner north the highest quality in sporting facilities.

The \$26 million facility is located at John Cain Memorial Park in Thornbury, offers three indoor multi-purpose courts to accommodate a range of sports such as netball, basketball, badminton and volleyball. The stadium provides 298 fixed seats and six universal-access spaces to indoor show courts.

Other features include separate player and umpire change-rooms, administration, multi-purpose rooms and ancillary areas with a cafe, spectator facilities, a function room with an outdoor deck area, and a new carpark over at least 5000sqm to service the precinct.

External road works with VicRoads were also undertaken including road widening and installation of eight traffic lights at the four-way intersection and bus stop and bus lane.

The facility is on track to receive a 5 Star Green Star certification.







## Brookvale Oval, NSW

### MANLY WARRINGAH SEA EAGLES

The \$33 million Brookvale Oval development resulted in a 3,000-person covered seating area, high-performance training facilities, medical and rehabilitation facilities, an elite-level gymnasium, aquatic recovery pools, amenities, and food and beverage facilities for the Manly Sea Eagles.

The oval redevelopment project also provides support for women's sports as well as dedicated, multipurpose education facilities and meeting rooms.

ADCO was pleased to deliver this high-quality sports and leisure development for the Manly Sea Eagles and the Northern Beaches community, a much-needed facility ready in time for the incoming NRL season.

Type  
Value  
Duration

**Design & Construct**  
**\$33 million**  
**18 months**







## Waves Fitness and Aquatic Centre, NSW

### HILLS SHIRE COUNCIL

ADCO is incredibly pleased to be Builder of Choice for Waves Aquatic Centre, in Sydney's north-west suburb of Baulkham Hills.

The Hills Shire Council yesterday announced that ADCO had been chosen to redevelop the much-loved community pool into an elite sporting facility, in a rigorous selection process.

When finished late next year, \$55 million aquatic centre will offer locals a FINA-approved 50-metre, 10-lane Olympic swimming pool, a 25-metre indoor learn-to-swim pool, a 20-metre warm water pool, gym and fitness centre, spa and sauna facilities, in addition to a new reception, retail facilities, off-street parking and clubhouse.

With over 40 schools and 360,000 residents just a short drive from the centre, the facility will also be able to host regional events and school swimming carnivals.

"Waves has served our region faithfully for more than 50 years, and many of us have fond memories of heady summer days spent splashing at our local pool," said Mayor of The Hills Shire, Dr Michelle Byrne.

"Council chose to embark on a visionary project to think innovatively about how Waves could serve our community in the future."



Type	<b>Design &amp; Construct</b>
Value	<b>\$55 million</b>
Duration	<b>17 months</b>





## Toodyay Sport and Recreation Centre, WA

### SHIRE OF TOODYAY

ADCO has completed the Toodyay Sport and Recreation precinct for the Shire of Toodyay, 85km northeast of Perth. The new complex includes a six-lane 25-metre lap pool, a leisure pool, eight new mixed-use sports courts, soccer and rugby facilities with new floodlighting, change-rooms and external landscaping.

A comprehensive community pavilion with catering facilities and function spaces overlooks the new complex and the picturesque Toodyay countryside.

The integrated facility provides a long-awaited community and sports hub for Toodyay's 4,500 residents, having been part of the council's planning for the last 47 years.

It is also located adjacent to Toodyay District High School – providing an easy-to-access fitness and social outlet for local young people, and the local community.

ADCO was pleased to work with project manager Limnios & Johns and architect Cameron Chisholm Nicol to bring this important regional sports and leisure project to life.

Type	Design & Construct
Value	\$13 million
Duration	15 months



## Redevelopment of Concord Oval, NSW

### CITY OF CANADA BAY

ADCO was the builder of choice for the redevelopment of Concord Oval in Sydney’s Inner West – the City of Canada Bay’s most ambitious and largest infrastructure project to date.

The finished project includes a multi-use sports and recreation facility, including two new multi-purpose buildings, car parking and heritage items.

The redevelopment creates living recreation spaces for the forecasted increased population throughout the Burwood-Concord and Canada Bay precincts.

The development accommodates the Wests Tigers Rugby League Football Clubs Centre of Excellence, West Harbour Rugby high-performance training facility, indoor mixed-use sports courts as well as functional areas including; training gym, shared community spaces, match day facilities, spectator stands and rooms, and improvements to local road and accessibility infrastructure.







## Ikon Park, VIC

### CARLTON FOOTBALL CLUB

ADCO was proud to be delivery partner on the \$50 million redevelopment of Melbourne's Ikon park, the historical home of the Carlton Football Club and the AFLW.

The Ikon Park Redevelopment provides a high-performance training facility, the largest indoor AFL training centre in Victoria, hydrotherapy and aquatic facilities, dedicated integrated AFLW change-rooms, match day competition amenities, improved and expanded education spaces, Allied health services, updated staff administration spaces, enhanced car parking solutions and improved oval lighting in order to broadcast night games.

ADCO fostered a collaborative relationship with Carlton Football Club, and were proud to come on board as the Club's main Indigenous community engagement sponsor and to also provide assistance to the Carlton Respects initiative – a dedicated advocacy program to prevent domestic violence.

The modern, state-of-the-art development at Ikon Park caters to the club's complex sporting requirements, and provides a true home of the burgeoning growth of women's football.



Type	<b>Design &amp; Construct</b>
Value	<b>\$50 million</b>
Duration	<b>24 months</b>





## Diamond Creek Stadium, VIC

### NILLUMBIK SHIRE COUNCIL

The \$12 million Diamond Creek Stadium project involved the design & construction of a multi purpose sports and community facility for Nillumbik Shire Council and was the first of its size and type in the outer north-eastern suburbs of Victoria.

The stadium provides facilities for a number of sports including gymnastics, basketball & netball and is used by both the neighbouring primary school and secondary college. The stadium is also the training facility of the Melbourne Vixens and holds gymnastics and Taekwondo tournaments.

The multi-purpose courts were fitted out as a theatre centre for performances including the Rock Eisteddfod and school speech nights with a seating capacity of 900 and a retractable seating system.

The project was completed on time and in line with the Shires expectations of opening the facility to cater for the new season of basketball and netball.

Type	<b>Design &amp; Construct</b>
Value	<b>\$12 million</b>
Duration	<b>15 months</b>





## Olympic Park Community Centre, VIC

### COLLINGWOOD FOOTBALL CLUB

Olympic Park Community Centre is a major sports, events and training complex in the heart of Melbourne. It is linked to the Holden Centre, (formally Westpac) and provides premium community spaces including a function centre, dining rooms, board room, executive suites, a café, wine bar, 150 seat auditorium and a fitness centre. The development completes the Holden Centre elite training facility, home to the Collingwood Football Club.

The split level facility was designed by Croxon Ramsay to provide the community access to elite training facilities and cater for a range of new events and programs. The interior space, referred to as 'The Glasshouse' was designed by Hecker Guthrie and is available for private functions that can accommodate cocktail parties for up to 1000, seated events for up to 500 and also provides a private Boardroom with impressive views across the Magpie's training oval and AAMI Park.



Type	Construct Only
Value	\$30 million
Duration	21 months







## Bay Pavilions, NSW

### EUROBODALLA SHIRE COUNCIL

Bay Pavilions (formerly known as the Batemans Bay Regional Arts, Aquatic and Leisure Centre) is a significant community building amalgamating health, wellbeing, fitness, arts, and a performance theatre into one facility for the enjoyment of the people that live and visit the South Coast of NSW. The new complex replaces the old outdoor Batemans Bay pool that was built in 1960's and provides a state of the art centre with a vastly increased offering for users which in turn is able to provide a year round revenue stream for the client to successfully fund the operation and maintained of the building.

The facility provides a 25-metre, eight-lane pool with ramp access, a warm-water therapy pool, an indoor leisure pool with learn-to-swim and toddler areas, water-play areas and waterslides, a gym, group fitness rooms, and amenities.

The centre also contains arts and cultural facilities including a, 350-seat theatre, dressing and green rooms, rehearsal space, art exhibition and storage space, meeting and multi-purpose rooms and amenities.

ADCO was highly supportive of local employment and supporting local businesses within the Eurobodalla and greater region throughout construction. — we anticipate that the job will provide 51 direct and 131 indirect jobs during the construction of this vital community facility.



Type	<b>Design &amp; Construct</b>
Value	<b>\$65 million</b>
Duration	<b>22 months</b>





# SwanCare Leisure Precinct, WA

## SWANCARE GROUP

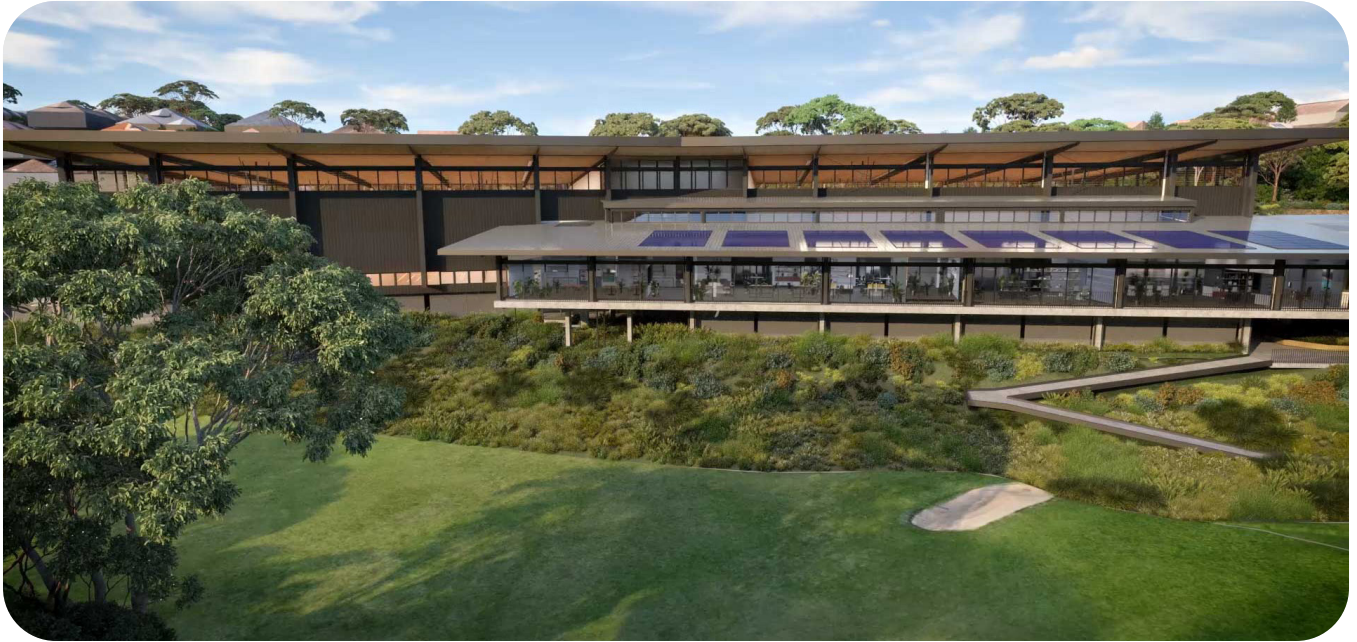
This high-end development was completed within an existing aged care and specialised services precinct in the central portion of Swan Care Bentley Park Estate. The development consisted of communal facilities for the existing aged or dependent persons use including a leisure centre, cultural centre, multi-storey carpark, residencies, administrative spaces and landscaping.

Core to SwanCare’s vision of providing the highest level of care is an emphasis on activities and stimulation. The high quality leisure precinct surrounds the existing bowling green and creates a focal point for the community that connects living spaces to recreation. Including a pool and club-house area, this precinct adds vibrancy and a welcoming village atmosphere for residents.

The SwanCare Leisure development also included car parking for 130 vehicles over 3 levels.







## Lane Cove Sports and Recreation Centre, NSW

### LANE COVE COUNCIL

ADCO prides itself on the strong and trusted relationships developed with our clients and the repeat business this brings. Following the successful delivery of The Canopy project, Lane Cove Council have again selected ADCO as its partner to deliver the new \$75m Lane Cove Sports & Recreation Centre.

Located at the existing Lane Cove Golf Course, the project will bring much needed sporting and function facilities to the lower North Shore area. The project will include indoor sports courts, bistro and dining spaces, function rooms, outdoor tennis courts, golf pro shop together with an on grade and undercroft carpark.

Looking over the 9th Hole, the final outcome will be an impressive architectural statement and valuable asset to the wider Lane Cove community.

Type	<b>Design &amp; Construct</b>
Value	<b>\$75 million</b>
Duration	<b>18 months</b>





## PLC Sports, Aquatic and Fitness Centre, VIC

After completing the ECI phase, ADCO secured the Presbyterian Ladies' College – Sports, Aquatic and Fitness Centre. Located in Burwood, the centre will provide a new state-of-the-art sporting facility, housing a new elite aquatic and fitness centre with high-quality sporting amenities.

This magnificent facility will be the most significant project ever undertaken by the College and will help enhance the breadth of their educational and experiential sports and learning programs within world-class, sustainably-designed facilities.

The sports centre will be the size of three basketball courts, which can also be configured for badminton, netball and volleyball. The project also includes a 50 metre, eight lane swimming pool, a learn to swim pool, diving towers and seating for 400 visitors.

There is a gymnasium and spin room, multipurpose spaces for aerobics, dance, relaxation, table-tennis and class teaching, staff areas, collaborative meeting spaces for students and staff and an underground carpark.

**“Right from the first time I was introduced to the ADCO team, it was really evident to me that they were right across the level of detail required to get this project across the line. They bring to the table – every time – their expertise and their willingness to be part of a team.”**

**Cheryl Penberthy**

PRINCIPAL, PRESBYTERIAN LADIES COLLEGE



Type	ECI to Design & Construct
Value	\$85 million
Duration	25 months





## Health and Sports Centre, QLD

### BOND UNIVERSITY

ADCO completed the state-of-the-art Sports Centre, continuing our long and proud history of project delivery for the University, a relationship which spans over 15 years.

The elite sporting facility measures 2,700 m<sup>2</sup> and includes a gym with state-of-the-art fitness equipment; three group exercise rooms; two beach volleyball courts; a dedicated function area; and linkage pathways to the Olympic size pool.

The Sports Centre adds to Bond University's suite of elite sporting facilities constructed by ADCO, which include Institute of Health and Sport (BIHS), Rugby and AFL fields and the 50 metre heated pool.

The new facility is clad in Bond University's signature sandstone and is in keeping with the iconic nature of the campus architecture.



Type	ECI to Design & Construct
Value	\$8 million
Duration	10 months







## Carnegie Memorial Swimming Pool

### CITY OF GLEN EIRA

ADCO is collaborating with the City of Glen Eira for this state-of-the-art new aquatic and leisure facility in Carnegie. The hero façade will incorporate red brick, timber and concrete, which is a contemporary tribute to the original mid-century design.

The redevelopment of the current site, includes demolition and removal of the existing pools and surrounds, earthworks, the construction of a new building with associated services, external and internal pools, authority connections, landscaping works, external works and testing and commissioning of the completed project.

The Council intends to apply for a Green Star rating in response to the recent declaration of climate emergency and net zero emissions by 2025.

Type	<b>Design &amp; Construct</b>
Value	<b>\$69 million</b>
Duration	<b>21 months</b>





## Heffron Centre, NSW

### RANDWICK CITY COUNCIL

Located in Sydney's Eastern Suburbs, the world-class Heffron Centre, home to the local community of Randwick City Council features:

- / South Sydney Rabbitohs and community high performance centre and NRL Standard Showcase Field;
- / Facilities to support Souths Cares' educational and community programs;
- / A new indoor multi-purpose sports centre with two halls to accommodate sports such as netball, basketball, badminton, volleyball and indoor futsal; and
- / A new dedicated gymnastics centre 33 per cent larger than the existing building with high quality amenities such as air conditioning, dedicated change-rooms and bathrooms, office administration and parent / participant viewing areas.

Enduring a significant 17-year planning and approval process, this highly anticipated development is Randwick City Council's largest ever project and will pay homage to those in the community who have persevered to bring this state-of-the-art facility to fruition.

A true anchor development for the south-eastern beaches, it enables grassroots and elite sports co-exist at Heffron Park. It is the new home for the South Sydney Rabbitohs who will move their headquarters and Souths Cares community outreach work from their spiritual home of Redfern into their south-east supporter heartland of Randwick City.

Type	<b>Design &amp; Construct</b>
Value	<b>\$58 million</b>
Duration	<b>19 months</b>





## Puckapunyal Health and Wellbeing Centre, VIC

### DEPARTMENT OF DEFENCE

ADCO has recently delivered the \$30 million Health & Wellbeing Centre for the Department of Defence at Puckapunyal in regional Victoria.

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

The facility offers 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 also involved the demolition of existing pool and gym buildings after the finalisation of the main build.



Type	<b>Design &amp; Construct</b>
Value	<b>\$40 million</b>
Duration	<b>28 months</b>





# HBF Stadium Women’s FIFA World Cup Upgrade Works, WA

## WA GOVERNMENT

ADCO is proud to be builder of choice for the upgrade of Perth’s HBF Park. Works were completed in readiness for the world’s biggest women’s football event.

Upgrades to the park included sports lighting and head frame replacement, a tunnel from change rooms to the pitch, outside broadcasting facilities and press box extension, and upgrades to change-rooms, offices and other amenities, ribbon signage and video boards.

ADCO also undertook post-event refurbishment works as part of construction contract.

As one of Australia’s foremost builders of sports facilities, we successfully completed this important project along with VenuesWest, Cox Architecture, WA Department of Finance and the WA Department of Local Government, Sport and Cultural Industries.

Type	Construct Only
Value	\$28 million
Duration	11 months





## OTHER LEISURE AND AQUATIC PROJECTS



### Whitten Oval Redevelopment Stage 2

WESTERN BULLDOGS  
FOOTBALL CLUB

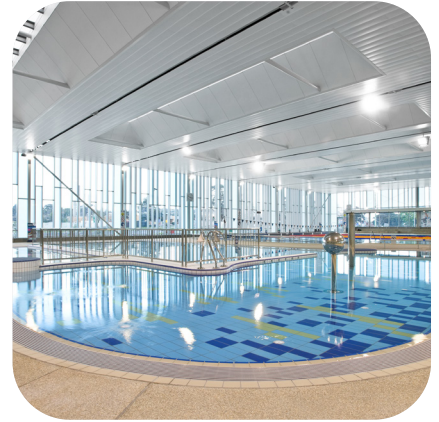
Type	ECI/ Design & Construct
Value	\$65 million
Location	Footscray, VIC



### Brimbank Aquatic & Wellness Centre

BRIMBANK CITY COUNCIL

Type	Design & Construct
Value	\$55 million
Location	Brimbank, VIC



### Frankston Regional Aquatic Centre

FRANKSTON CITY COUNCIL

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



### Wyndham Aquatic and Events Centre

WYNDHAM CITY COUNCIL

Type	Construct Only
Value	\$47 million
Location	Hoppers Crossing, VIC



### Hawthorn Aquatic & Leisure Centre

CITY OF BOROONDARA

Type	Design & Construct
Value	\$25 million
Location	Hawthorn, VIC



### Tobruk Memorial Aquatic Centre

CAIRNS CITY COUNCIL

Type	Construct Only
Value	\$21 million
Location	Cairns, QLD

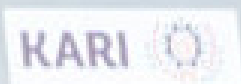






**“The NSW Rugby League Centre of Excellence project has been an exciting and rewarding project for the client, project team and subcontractors. It has been a pleasure working with such a recognised sporting community and completing a landmark building adjacent to the iconic ANZ Stadium.”**

**DAVID LOCK**  
SENIOR PROJECT MANAGER





# 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.**







A portrait of Judy Brinsmead, a woman with blonde hair, smiling. She is wearing a light pink double-breasted blazer with gold buttons over a dark top with a colorful floral pattern. Her hands are clasped in front of her.

# Judy Brinsmead AM

## Chairman

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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

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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.**

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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

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