

CAPABILITY STATEMENT

Aviation





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

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Pier F, Melbourne Airport, VIC

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.

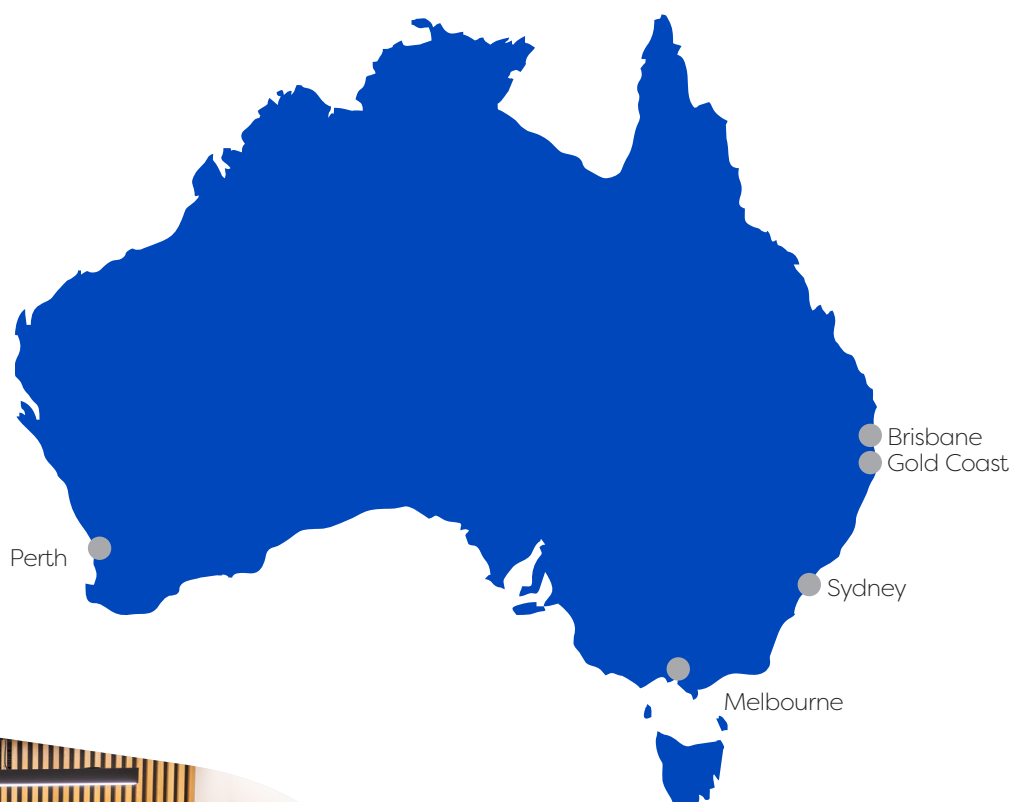


EXPERTISE AND REACH

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
next-generation
airports**

Gold Coast Airport Redevelopment, QLD



**OUR AVIATION
CREDENTIALS**



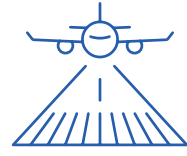
\$110M

largest project



3

flight simulator
facilities built



8

Australian airports
worked at



Aviation Australia, QLD

ADCO is proud to work with some of the largest providers of aviation facilities in Australia.

This includes significant repeat business from Sydney, Brisbane, Melbourne, Gold Coast and Perth airports. We have completed major air and land-side terminal extensions, apron works and new gate developments, retail, duty free, airline lounges, customs processing, and high security (sterile) works. Our portfolio also includes support facilities for Qantas and Virgin airlines including maintenance hangars, flight simulators, emergency procedure halls and office facilities.



Virgin Simulator, QLD

“ADCO’s design team was well managed and achieved the required design outcomes inherent in terminal delivery. The construction phase was well planned and implemented, ensuring safety and security requirements were met through innovative and robust staging of the works, reflecting the airports exacting operating requirements.”

Peter Wych
SYDNEY AIRPORT
GENERAL MANAGER (DEVELOPMENT & CONSTRUCTION)

OUR AVIATION CLIENTS

We are proud to have provided facilities for some of the largest businesses in the Australian aviation industry. Testament to our success is our significant repeat clientele. Our aviation clients include:



Sydney Airport Bifurcation, NSW



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.



T1 Bifurcation Roof and Luxury Retail Precinct, NSW

SYDNEY AIRPORT CORPORATION LIMITED

ADCO led the redevelopment of the Bifurcation Precinct – part of the broader duty-free development at Sydney International Airport.

The T1 Bifurcation Project was an entirely unique project due to the complexity of geometry, scale and access, made even more challenging by the constraints of working in a live, operating airport facility.

Works involved the construction of a new 2,900m² diagrid roof structure that was supported by only four columns and suspended 28 metres above tarmac level. This new structure included 63-metre clear span trusses and a ten-metre high glass façade spanning 45 metres.

Once structural works were complete, the existing roof and structure was removed to create a new open plan retail precinct inclusive of skylights and a high-level ceiling and provide over 3,700m² of new space within the fully operational departures terminal.

Every facet of construction required the ADCO team to develop and deliver a bespoke solution while keeping within the bounds of the various constraints.



Type	ECI to Design & Construct
Value	\$57 million
Duration	18 month

Gold Coast Airport Redevelopment, QLD

GOLD COAST AIRPORT CORPORATION

ADCO was engaged by the Gold Coast Airport Corporation to manage the design and construction of the major extension to Coolangatta Airport. The \$110 million project doubled the size of the existing terminal, with major extensions to both the air and landside components totalling more than 19,000m².

In addition to new domestic and international travel facilities, the project included a major retail component, including food courts to entertainment areas, airline lounges, baggage handling and back of house facilities, communications and security systems upgrades and new accommodation for the Australian Federal Police, Australian Customs and the Department of Immigration.

ADCO's project team successfully planned and managed the staging and programming of the development to ensure that the functionality and operational capacity of the extremely busy airport were maintained throughout the construction process.

The \$110 million project doubled the size of the existing terminal, with major extensions to both the air and landside components totalling more than 19,000m².

Type	ECI to Design & Construct
Value	\$110 million
Duration	18 months





QANTAS Group Flight Training Facility, NSW

QANTAS GROUP

ADCO was delighted to have secured the contract for Qantas' \$100 million Group Flight Training Facility, which is one of the largest of its kind in the southern hemisphere. The facility is located just outside Sydney Kingsford Smith Airport at Qantas' Mascot headquarters.

The development of a simulator building that houses 14 flight simulators, ten static cockpit devices, and an emergency procedures hall containing a pool for water landing training, aircraft cabin mock-ups and classroom facilities. The project created approximately 2,000 jobs during construction.

Type	Design & Construct
Value	\$100 million
Duration	18 months

Port Hedland International Airport
Redevelopment, WA

PORT HEDLAND INTERNATIONAL AIRPORT

The Port Hedland International Airport upgrade project encompasses both essential services and infrastructure upgrades and relocation, as well as the refurbishment and expansion of the existing terminal building.

During the ECI phase of the project, ADCO tested the proposed construction methodology and logistics against the airport management plans and aviation requirements, providing advice in relation to buildability, cyclonic region D considerations and assisting with investigation of the existing built elements and services.

The site infrastructure upgrade is centred in the new services compound and plant shed on the north-eastern side of the site which will house the fire pumps and tanks, potable water tanks and sewer leach drain facility. These upgraded systems replace the existing site services that will give way to the new carpark configuration, where the new car hire facilities and coach parking will be re-purposed.

The terminal works comprise of a new extension which will facilitate the relocation of the current check-in and security screening areas, further assisting the expansion of existing baggage handling facilities. Rammed earth walls will showcase the new passenger terminal entrance and guide visitors to an upgraded check-in area. New tiled floors will promote integration of the new extension to the existing building which will be further enhanced with vaulted ceiling treatments.

Great attention has been given to the café/restaurant tenancy and the terminal amenities that will see brand new restroom facilities introduced to the landside area, while the existing airside amenities will also be upgraded.

Working in a live environment with stringent operational and safety requirements is a challenge ADCO will embrace. We will ensure CASA, aviation guidelines and HSE best practices are implemented by mirroring the PHIA management plans and prioritising airport passenger movements throughout all stages of construction.

Construction is underway following the completion of the ECI process.

The terminal works comprise of a new extension which will facilitate the relocation of the current check-in and security screening areas, further assisting the expansion of existing baggage handling facilities.

Type	ECI to Design & Construct
Value	\$30 million
Duration	14 months





Virgin Australia Maintenance Facility, QLD

VIRGIN BLUE

ADCO was engaged by Virgin Australia to construct the airline's first hangar at Brisbane Domestic Airport.

The hangar was designed to service Virgin's Brisbane based aircraft fleet. With a height of 24 metres and a clear span of 100 metres, the hangar is large enough to accommodate two Boeing 737-700 aircraft side-by-side or one of the larger airbus A340s. 5,000m² of office and storage space is located at the rear of the facility accommodating 240 office and maintenance staff.

The airside pavement works required adherence to aviation security protocols including workforce management, tool control registers, and security chaperones for site visitors.

The \$20 million project, completed over 12 months, presented many challenges, particularly in relation to the site. As a large percentage of Brisbane Airport is founded on reclaimed land from Moreton Bay, the marine clay soils and high water table required the use of precast piles which were driven 30 metres below ground level. A 50-tonne macro roller was used to compact the sub-grade and a temporary bridging layer was utilised to ensure crane traffic did not disturb the sub-grade prior to the pouring of the concrete slabs.



Type	Construct Only
Value	\$20 million
Duration	12 months

Aviation Australia, QLD

BRISBANE AIRPORT CORPORATION

On behalf of Brisbane Airport Corporation and Aviation Australia, ADCO delivered a 5,000m² facility providing a helicopter flight simulator hall and technical training centre, including 20 new lecture rooms and a café.

Designed to house Australia’s first AugustaWestland 139 Helicopter Full Flight Simulator, the facility demanded stringent acoustic, vibration, temperature and humidity performance criteria. ADCO’s focus on these requirements through all stages of design, construction and commissioning ensured these standards were achieved.

The design included full height precast concrete walls to the simulator hall to exclude noise from the flight path above, with an insulated panel fixed internally to address reverberated noise. High performance acoustic doors were used with meticulous attention to seal details, and an isolated motion reinforced concrete slab was installed beneath the simulator.

ADCO’s acoustic consultant attended site with the foreman every two weeks for the three months prior to final commission, to inspect and verify that all installation works were completed to the requirements of the acoustic design.

Designed to house Australia’s first Augustawestland 139 helicopter full-flight simulator, the facility demanded stringent acoustic, vibration, temperature and humidity performance criteria.

Type	Design & Construct
Value	\$12 million
Duration	15 months





Virgin Flight Simulator, QLD

VIRGIN BLUE

The Brisbane Flight Simulator represents ADCO's first project with Virgin Australia (previously Virgin Blue). The \$8 million facility is located at Brisbane Airport and can house up to six Boeing flight simulators.

The building also includes the simulator brief/debrief rooms, training areas for general flight crew, and administrative areas to support these functions.

ADCO coordinated the works and commissioning program with specialist fit-out teams from the USA and UK, who completed the installation of the first four simulators. The installation and waterproofing of hydraulic supply routes to the simulator bays were a key aspect of the successful final commissioning.

The design and construct project included detailing the raised walkways from briefing rooms to the simulator drawbridges, with this access designed to allow seamless access from classroom to simulator.

The project was completed on time over a 35-week duration and represents a major investment by Virgin in its Australian operations.

Type	Design & Construct
Value	\$8 million
Duration	9 months



Qantas Terminal and Lounges, Brisbane Airport, QLD

QANTAS GROUP

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

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

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

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

An 1800m² expansion for the existing Qantas Club lounge was complemented by an impressive new façade.

Stage 3 internal fit outs for the Qantas business lounge, chairman's lounge and refurbished Qantas Club set new standards in airport luxury.



Type	Design & Construct
Value	\$36 million
Duration	18 months



ARFFS Brisbane West Fire Station, QLD

AIR SERVICES AUSTRALIA

ADCO was engaged to construct the new Aviation Rescue Fire Fighting Services (ARFFS) fire station required to service the new parallel runway at Brisbane Airport.

Situated on a greenfield site, the building primarily consists of a structural steel and blockwork structure, clad with profiled metal sheeting, architectural blockwork and perforated aluminium screening.

Internally, the building offers a highly detailed fit-out complete with resting quarters, gym, kitchen, locker rooms, office spaces and training spaces.

The facility sits on a sand foundation elevated from the surrounding roads and was constructed to Department of Transport & Main Roads specifications.

The project was delivered to budget and was closely managed throughout to ensure minimal disruption to the project stakeholders during construction.

While not contracted to be completed until march 2020, ADCO delivered the project nearly 2 months ahead of schedule due to innovative construction techniques and alternative conforming construction products with faster lead times.

Type	Construct Only
Value	\$12 million
Duration	8 months

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

AUSTRALIAN PACIFIC AIRPORTS MELBOURNE

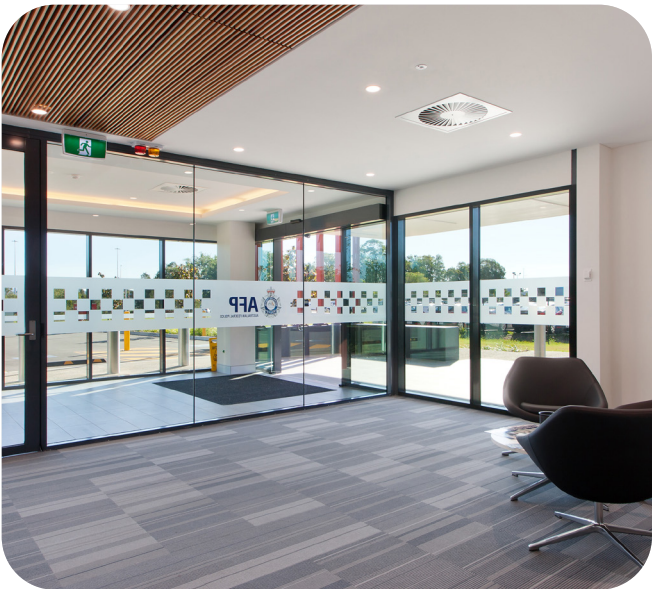
ADCO was engaged by Melbourne Airport to carry out the delivery of the purpose-built office accommodation for the Australian Federal Police at Tullamarine airport, on a design and construct basis.

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



OTHER AVIATION PROJECTS



**Pier F Extension Terminal
4 Melbourne Airport, VIC**

APAM - MELBOURNE AIRPORT

Type	Design & Construct
Value	\$11 million
Location	Melbourne Airport, VIC



**Whitsunday Fire Station,
QLD**

AIRSERVICES AUSTRALIA

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



**Australian Federal Police
Office, Gold Coast, QLD**

QUEENSLAND AIRPORTS
LIMITED

Type	Design & Construct
Value	\$9 million
Location	Gold Coast Airport, QLD



**Emirates Lounge Fitout,
VIC**

EMIRATES AIRLINES

Type	Managing Contractor
Value	\$5 million
Location	Melbourne Airport, VIC



**Australian Federal Police
Office Cairns, QLD**

RJH HOLDINGS

Type	Design & Construct
Value	\$6 million
Location	Cairns Airport, QLD



**Beaufort Building
Essendon, VIC**

ESSENDON FIELDS

Type	Design & Construct
Value	\$14 million
Location	Essendon Airport, VIC





“The ADCO team conducted themselves in a professional manner and managed stakeholders with the highest level of respect. The project team always approached challenges with a collaborative mindset resulting in a project that both Melbourne Airport and the Australian Federal Police are extremely proud of.”

Linc Horton
MELBOURNE AIRPORT
CHIEF PROPERTY OFFICER

A photograph of two construction workers, a man and a woman, at a construction site. Both are wearing white hard hats with the ADCO logo and '50 YEARS OF CHALLENGE' text, and high-visibility yellow safety vests with 'Safety CHOICE' printed on them. The man is on the left, wearing safety glasses and a dark blue shirt. The woman is on the right, also wearing safety glasses and a black jacket under her vest, and is holding a tablet. The background shows a construction site with concrete structures and a blue sky.

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 patterned collar. Her hands are clasped in front of her.

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.



NATIONAL TEAM



Neil Harding

Managing Director

Neil has led 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

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.

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