

CAPABILITY STATEMENT

Community





**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.

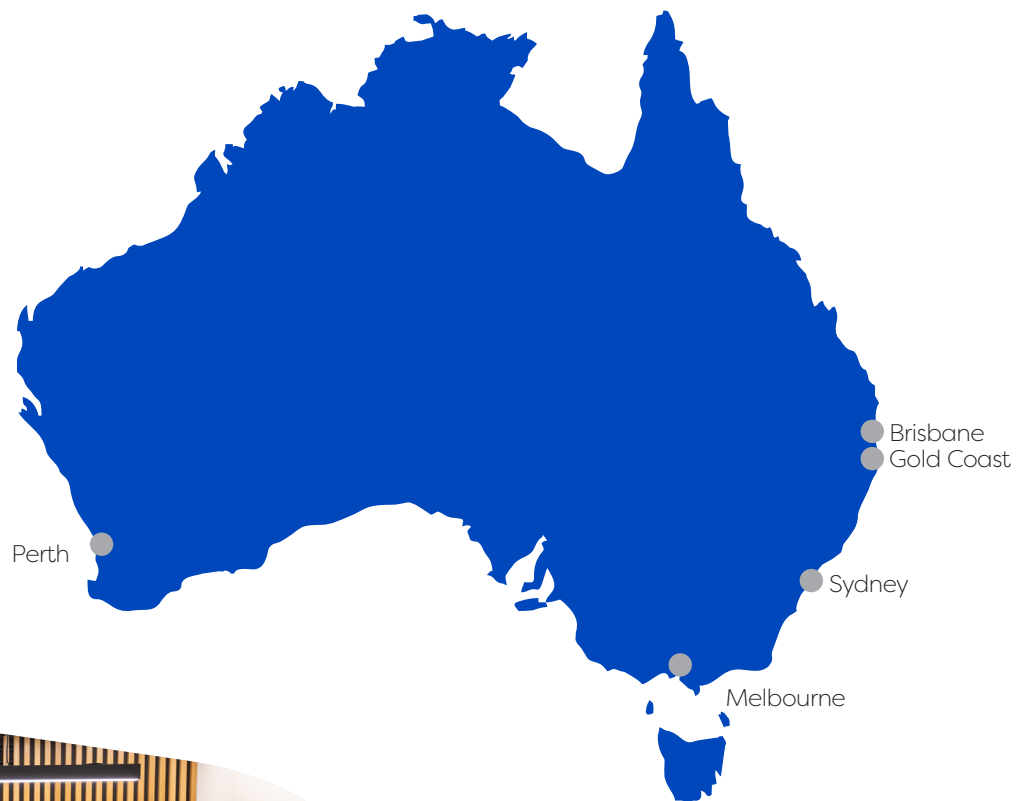


EXPERTISE AND REACH

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*_{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
connected
communities.**

The Rosenthal Project, Lane Cove, NSW

**OUR COMMUNITY
CREDENTIALS**



600+

state, local and federal
government projects



\$200M+

largest project



75

hospitality and club projects



Rugby League Centre of Excellence, NSW

Our portfolio includes an array of government-owned developments encompassing cultural, performing arts and entertainment precincts.

For many decades we have been entrusted to deliver key social infrastructure projects that bring Australians together to perform, exercise, play and be entertained. As a fully accredited contractor for all Australian states and territories, as well as the Federal Government, ADCO delivers the facilities that shape our nation's communities.



Oran Park, NSW

“ADCO are a well-organised and professional organisation. They provided risk mitigation strategies to ensure our project proceeded smoothly and through best practice community consultation they developed excellent partnerships with those affected by the project.”

Craig Wrightson
LANE COVE COUNCIL
GENERAL MANAGER

OUR COMMUNITY CLIENTS

We are proud to have provided community facilities for some of the largest Government and private organisations in the country. Testament to our success is our significant repeat clientele. Our community sector clients include:



The Rosenthal Project, Lane Cove, NSW

The background image shows the Shepparton Law Court, a modern building with a facade of vertical, rust-colored metal panels. To the right, a portion of another building with a green-tinted glass facade is visible. The scene is set against a clear blue sky, with some green foliage in the upper left corner. A large, white, curved graphic overlay covers the lower half of the image, containing the text.

Shepparton
Law Court

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.



Shepparton Law Courts, VIC

COURT SERVICES VICTORIA

ADCO secured the \$70 million Shepparton Law Courts Main Works redevelopment through an Early Contractor Involvement (ECI) method of procurement.

Stage 1 involved the construction of a new multi-jurisdictional courts facility capable of meeting current and future community demand. The new centre is comprised of a multi-level facility housing six court rooms, basement, custodial zone, security facilities, judicial chambers, and administrative areas, offices, meeting rooms, lobby and associated amenities.

The facilities reflect the most contemporary applications of courthouse design, information technology, environmental sustainability and changing justice delivery models. The design also ensures capability to accommodate future service demands in the region.

The entry lobby is inspired by the image of the ancient River Red Gum and the base of the new building founded on brick – a throwback of older country court houses. The new five-story building engages with the older adjacent 1930s Court House by way of a generous landscaped public plaza that serves the courts' staff and visitors.

Stage Two works involved the demolition of the existing 1980's court house and the completion of the forecourt.

The multi-level facility includes six courtrooms, a custodial zone, security facilities, judicial chambers, administrative areas and associated amenities.

The strategy to construct the new court building, before demolishing the existing 1980s court, was designed so that legal proceedings could continue unhindered.



“The project was delivered on target and i would say that at the end of the day it is a bloody good building. It is a quality product which they really delivered well. The finishes are excellent.”

Brian Stephenson

EX COO COURT SERVICES VICTORIA



Type	ECI to Construct Only
Value	\$70 million
Duration	21 months

Gold Coast Cultural Precinct, QLD

CITY OF GOLD COAST

This striking, world-class community facility includes a Versatile Outdoor Space (VOS) – a stage and event platform in a garden-style amphitheatre, catering for audiences of 5,000, and able to host a wide range of civic events and performances.

Within the VOS, the performance stage has full lighting and sound installations behind the retractable amphitheatre wall, allowing the multi-functional space to be used as a conference/event room. Included within the amphitheatre structure is a catering kitchen and dressing rooms.

Additional works included extensive landscaping, seating, toilet amenities, and pedestrian and cycle bridges.

The performance stage has full lighting and sound installations behind the retractable amphitheatre wall, allowing the multi-functional space to be used also as a conference/event room. Included within the amphitheatre structure is a catering kitchen and dressing rooms.



Type	Managing Contractor
Value	\$35 million
Duration	14 months





Shellharbour Civic Centre, NSW

SHELLHARBOUR CITY COUNCIL

This spectacular development on NSW's South Coast is fronted by an expansive plaza filled with trees and public art. Described as the cultural heart of Shellharbour, it includes new administration offices, council chambers, a city library with interactive children's play area, museum, café, a 350-seat auditorium for public events, and multi-level parking for 170 cars.

Shellharbour City Council's vision was to create an iconic landmark that both stands out from its setting and enhances it. Integral to the design is the centre's iconic wave-like steel feature roof.

This new landmark development achieved a 5 Star Green Star As-Built Public Building Rating and won the Australian Library and Information Association's Library Design Award, the Public Works Australia Engineering Excellence for Local Government Award, and the NSW "Public Architecture Award" from the Australian Institute of Architects.

The landmark development achieved a 5 Star Green Star as-built public building rating and has won several awards.

A significant accomplishment and major design feat, it is a shining example of ADCO's ability to work with challenging materials and deliver construction excellence without compromising on the architect's original vision.



Type	ECI to Design & Construct
Value	\$65 million
Duration	22 months
Environmental Rating	5 Star Green Star As Built Public Building (GBCA)

The Canopy, NSW

LANE COVE COUNCIL

Design defines ADCO as much as construction quality. This \$85 million project involved the redevelopment of Lane Cove's village parking into a dynamic, multi-purpose public space.

Construction saw Rosenthal Avenue car park become a new, centralised green space, supported by 500 improved underground car parking spaces and an additional retail precinct.

The meticulously landscaped green space offers the community a new amphitheatre, play equipment, space for seven restaurants with indoor and outdoor seating, BBQ facilities, amenities, extensive landscaping and a 'green wall' vertical garden and a footbridge providing pedestrian connectivity across Rosenthal Avenue. The space is complemented by eye-catching feature art, notably the large curved and raking canopy roof with mirror reflective shingles and skylight.

ALDI and Coles are anchor tenants, with stores located one level below ground, accessible from both park and car park levels. The space is complemented by eye-catching feature art, notably the large curved and raking canopy roof with mirror reflective shingles and skylight.

The ambitious project saw demolition of an at-grade, 170-space car park which was replaced by four underground car-parking levels offering 500 spaces and two large supermarkets underneath 6000m² of green, public domain space.

Type	ECI to Design & Construct
Value	\$85 million
Duration	34 months





Caboolture Hub and Town Centre, QLD

MORETON BAY REGIONAL COUNCIL

Named the 'Caboolture Signature Project' during construction, the \$21 million Caboolture Hub and Town Centre was a landmark community initiative by Moreton Bay Regional Council.

The project scope included construction of a modern, high-quality library and learning facility, the new Caboolture Regional Art Gallery, and the town square, which includes a playground, landscaped areas, open paved spaces and facilities to hold outdoor events.

Facilities within the flagship development include an art gallery space with timber floating floors, conference, training and meeting room facilities, multimedia studios for contemporary arts, and retail and café facilities.

The project's design aims to provide the community with a contemporary and modern facility with flexible and efficient spaces and general circulation areas while retaining a feeling of space, openness and grandeur. The library is a large open space with breakout areas scattered around its perimeter designed to capture natural light and views of the Glass House Mountains and beyond.

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Type	Construct Only
Value	\$21 million
Duration	15 months
Environmental Rating	5 Star Green Star As Built Public Building (GBCA)



Oran Park Library, NSW

LANDCOM

The Oran Park Library is the new heart of the Oran Park Civic Precinct and provides not only a place for community development, but as a space for information, education, and recreation.

Over a floor area of approximately 2500m², the interior design has a unique theme reflecting the area's motor racing heritage and, as well as a new high-tech open library, includes a sessional services office for community support and a community centre to foster art, culture, community activities and needs at Oran Park. Externally, a landscaped area complements library activities, adjoining the civic plaza in front of the building used for outdoor public events.

Oran Park library has provided the town centre with a civic and cultural heart — it reflects the community's identity and the council's commitment to the delivery of quality services, together with a commitment to sustainability and the environment.

Oran Park library provides the community with a space for information, education, and recreation.



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



Melton Library, VIC

MELTON SHIRE COUNCIL

ADCO delivered this major community initiative for Melton Shire Council in Victoria. The prestigious building targeted a 5 Star Green Star Design and as Built rating under the Public building Tool of the GBCA.

ADCO managed the Green Star process – researching, developing and incorporating several products not previously awarded points under the public rating tool. This resulted in e-crete precast panels used in a structural setting being awarded innovation points for the first time in Australia. ADCO's commitment to the Green Star process ensured all targeted points were achieved, culminating in the project successfully attaining its targeted 5 Star As-Built rating.

Melton's new learning hub also caters for children's education and entertainment programs and provides dedicated facilities for community-based programs such as maternal and child health services. Specialist teaching spaces incorporate the latest in wireless connectivity and groundbreaking audio/visual and information technology management systems.

ADCO's commitment to the Green Star process ensured all targeted points were achieved, culminating in the project successfully attaining its targeted 5 Star as-built rating.

Melton's new learning hub also caters for children's education and entertainment programs and provides dedicated facilities for community-based programs such as maternal and child health services.

Specialist teaching spaces incorporate the latest in wireless connectivity and groundbreaking audio/visual and information technology management systems.

Type	Construct Only
Value	\$20 million
Duration	16 months
Environmental Rating	5 Star Public Building, As Built 5 Star Public Building Design (GBCA)





Banyule City Council Aquatic Centre and Council Chambers, VIC

BANYULE CITY COUNCIL

The 5 Star Green Star office building project for Banyule City Council integrated a vertical extension to the existing WaterMarc Aquatic and Leisure Centre, previously constructed by ADCO.

The visually striking, three-level office building provides expanded customer service facilities, with a one-stop shop for payments and enquiries and offers more community meeting rooms and 2,200m² of commercially let office space. An environmentally sustainable building, it was designed to a minimum 5 Star Green Star rating.

Type	Design & Construct
Value	\$77 million
Duration	17 months
Environmental Rating	5 Star Green Star Design (GBCA)



Wenty Leagues Club, NSW

WENTY LEAGUES CLUB

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

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

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

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

Entertainment areas include a spacious grand foyer, an expansive marketplace, courtyard pavilion and alfresco dining area. The updated facility also boasts impressive lower ground and multi-deck parking.

Type	Design & Construct
Value	\$85 million
Duration	30 months





Swan River Foreshore, WA

CITY FORESHORE DEVELOPMENTS

This acclaimed development takes the form of an entertainment precinct located on the picturesque Swan River foreshore at East Perth. The ambitious contemporary tourism and hospitality project comprises three feature buildings, home to a premium mix of world-class attractions. Cafés and restaurants range in style from waterfront alfresco dining to a late-night supper club.

The design integrates a boutique brewery, tourist retail outlets, function centre and iconic sky garden.

Completed in August 2016, the cosmopolitan precinct continues to delight local and overseas visitors alike.

“ADCO’s point of difference is they are not contractually motivated, that is important, they are solutions focused, and they communicate the issues very well. There is no trickery about them, they are totally up-front, totally honest and if we have a problem it is a collective problem and we find a solution together.”

Tony Papalia

TOTAL PROJECT MANAGEMENT (PT FRASER)

Type	Construct Only
Value	\$25 million
Duration	19 months

Art Gallery of Western Australia Refurbishment, WA

BMW

ADCO proudly undertook a major transformation of the Art Gallery of Western Australia (AGWA)'s rooftop, in addition to basement-level restoration lab improvements.

AGWA's existing rooftop was redeveloped to offer 'Elevate' – an open-air sculpture walk featuring pieces from the State Collection, a multi-purpose venue with capacity of 500 people, a new internal gallery, sky bridge, external lift and a 34-metre artwork.

Construction utilised 75 tonnes of steel, 180,000 screws to fix down 13,500 linear metres of decking boards, 27 tonnes worth of glass installed and procured from overseas, with the largest auto door installed weighing in at 700kg. Additionally, the largest artwork in the WA state-owned collection which is 34 metres long was also installed, created by Noongar artist Christopher Pease.

Existing conservation labs occupying the rooftop were relocated to the basement level and improvements to better preserve WA art were undertaken.

ADCO was pleased to work with Perth-based TAG Architects and Sydney firm fjmt as project architects.

ADCO's quality delivery of the project was recognised in the 2022 Western Australian Master Builders Awards where it won Best refurbishment or renovation project in the \$10-20 million category.

Type
Value
Duration

Construct Only
\$10 million
15 months



Riversdale Master Plan, NSW

BUNDANON TRUST

ADCO was delighted to lead our client Bundanon's project to build a subterranean art museum and Bridge for Creative Learning at Riversdale.

Nestled alongside the Shoalhaven River, Bundanon's collection of nearly 4,000 artworks and objects, valued at over \$43 million, will be safely housed in the new subterranean Art Museum, built into the hillside and protected from bushfires. The Art Museum will showcase a year-round program of modern and contemporary exhibitions, celebrating the work of many artists including Arthur Boyd, one of the most renowned Australian artists of the 20th century.

The Bridge over the valley provides space for events, workshops, and accommodation, with incredible views of the river and surrounding landscape.

This visually stunning and culturally significant development, designed by Kerstin Thompson Architects was winner of the Sir Zelman Cowen Award and The Sulman Medal, in the public architecture category at the National and NSW Chapter Architecture Awards 2022. The named awards are the highest honour that can be bestowed on public and community projects. The project has also received national recognition in the sustainable architecture category.



Type	Design & Construct
Value	\$25 million
Duration	18 months





RUAH Centre, WA

RUAH COMMUNITY SERVICES

ADCO is pleased to be building a new, game-changing centre for women and children escaping family violence for Ruah Community Services in Perth.

The \$29 million Ruah Centre for Women and Children is a seven-storey development providing accommodation and support services for women and children as they recover from domestic violence and assisted in building a new future for themselves. It will also be a centre of excellence for research and collaboration to help end family violence.

The centre is being built in Shenton Street, Northbridge, where Ruah has delivered services for vulnerable Western Australians for more than 60 years.

“ADCO’s proposal and a very thorough due diligence process had demonstrated the Australian company’s strong track record in the delivery of similar projects and a strong alignment with RUAH values.”

DEBRA ZANELLA

CHIEF EXECUTIVE OFFICER
RUAH COMMUNITY SERVICES

Type	Design & Construct
Value	\$29 million
Duration	15 months



Kaggabarah, QLD

QLD GOVERNMENT DEPARTMENT OF ENERGY & PUBLIC WORKS

ADCO is pleased to be builder of choice for the revitalisation of Kaggabarah (formerly known as the Joyce Wilding Hostel), a centre which has provided refuge for vulnerable women and children in Queensland for over half a century.

The development will add seven two-storey blocks to the existing site, with four apartments in each, set in a shared, landscaped surrounding. An integrated communal hub provides space for essential support services and communal interactions, with another five apartments located above.

Sheltered BBQ facilities, a yarning circle, a kids' play area, a community garden and a parking area are also part of the facilities ADCO's team are completing. The centre is designed so that visitors filter through the hub, before they are officially granted access to the short-term accommodation area.

ADCO is proud to be building this project, which on completion will benefit the local community significantly by continuing to aid vulnerable women and children as they seek assistance from domestic violence.



Type	Construct Only
Value	\$20 million
Duration	13 months



The Pavilion Performing Arts Centre, NSW

SUTHERLAND SHIRE COUNCIL

The Pavilion is the new home of performing arts in Sutherland Shire, rebuilt on the site of the Sutherland Entertainment Centre, located in Sydney's south.

The building's key architectural feature is a striking Glulam timber atrium, locally sourced from Victoria which provides a stunning and grand entrance to the new development.

The new 683-seat auditorium, orchestra pit, stage, flytower, dressing rooms, meeting rooms and rehearsal space, ensures the community is now capable of hosting larger and more varied performances within the Shire area. New vertical transportation has been installed to provide enhanced access and mobility.

External landscaping to the surrounding Peace Park area provides a more integrated relationship with the building and connects the promenade with the new development.

This exciting project has been a true collaboration between our client Sutherland Shire Council, superintendent Root Partnership and architects NBRS/CHROFI.

Type
Value
Duration

Design & Construct
\$41 million
20 months



Bay Pavilions, NSW

EUROBODALLA SHIRE COUNCIL

ADCO proudly completed the new leisure, aquatic and arts precinct in Batemans Bay for Eurobodalla Shire Council, now open for use on the South Coast of NSW.

The new Bay Pavilions has now replaced Batemans Bay's existing pool at Mackay Park, providing 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 Bay Pavilions offer arts and cultural facilities including the 350-seat Yuin theatre, dressing and green rooms, rehearsal space, art exhibition and storage space, meeting and multi-purpose rooms and amenities.

ADCO was pleased to work with Eurobodalla Shire Council and architects NBRS to bring this long-awaited project to life.

Type	Design & Construct
Value	\$65 million
Duration	22 months





Common Ground, WA

DEPARTMENT OF COMMUNITIES

The WA Housing Authority, operating within the Department of Communities is progressing the delivery of the “Common Ground facility” in Perth as part of the “All Paths Lead to a Home”, Western Australia’s 10-Year Strategy on Homelessness 2020-2030.

Common Ground is an evidence-based model of permanent, supportive housing where people who have experienced chronic homelessness and/or rough sleeping are housed and supported, alongside low-income earners, in a purpose-built residence, and on-site, wrap-around services are provided to individuals who need them.

These services include case management support and may also include support for physical and mental illnesses, support for substance abuse, links to education, training and employment opportunities.

ADCO has been selected as the Builder of Choice on the project which involves the construction of 29 studio and 83 one-bedroom apartments with self-contained kitchens and bathrooms.

Other features include secure landscaped podium with shared bbq areas, shade structure and seating areas, communal dining, lounge and kitchen spaces, leasable commercial spaces for the provision of on-site medical services, café and community services. Office spaces and meeting rooms for Community Housing providers and operators and vehicle parking will also be provided.

Type	Construct Only
Value	\$70 million
Duration	20 months



Narangba Works Depot, QLD

MORETON BAY REGIONAL COUNCIL

The project scope for the new Moreton Bay Regional Council (MBRC) Works Depot which is situated along Boundary Road in Narangba has enabled the amalgamation of three existing MBRC depots into the one facility.

The project included a new 3-level office building, warehouse, stores building, wash bay, refuelling station, car and vehicle parking and all associated infrastructure. External works included a signalised intersection and road widening and upgrade works to Boundary Road.

The site covers an area of 60,828m² and GFA of 6,456m² and is listed on the Environmental Management Register (EMR) due to its history of landfill use including sewage sludge, tannery and metal coating wastes. The extensive earthworks associated with this project included dynamic compaction of the existing fill and the import of circa 135,000m³ of imported material to level the site and allow the construction of the depot in clean fill areas.



Type
Value
Period

Construct Only
\$38 million
24 months



WACA Ground Improvement Project, WA

WESTERN AUSTRALIA CRICKET ASSOCIATION

ADCO is proud to be a part of the transformation of the iconic WACA Ground which will soon become a 10,000-seat, multi-sport and community facility by 2025.

Highlights of the redevelopment include a community resort-style pool, public health and fitness facility, high performance cricket centre, state-of-the-art museum, café and event and function facilities.

Inclusion features of the project such as sensory rooms, all abilities playground and 'changing places' change-rooms will make the WACA Ground one of the most accessible community spaces and drive further engagement in our WA Cricket Foundation inclusion programs.

The Project will have significant and wide-reaching benefits and will ensure that the WACA Ground will continue to prosper and service the needs of the cricket and wider community into the future.

Type	ECI to Construct Only
Value	\$156.5 million
Duration	20 months
Completion	July 2025



Stonnington Sports Centre, VIC

CITY OF STONNINGTON

ADCO partnered with The City of Stonnington to deliver the design and construction of the \$50 million Stonnington Sports Centre.

The facility includes four indoor sports courts for basketball and netball, new bowls green and seven tennis courts as well as the upgraded facilities for all Clubs associated with the Park and better facilities for casual users.

This facility provides accessible pedestrian access through and around the precinct creating a 'community feel' through a strong connection between the bowls and tennis clubs, social spaces and amenities.

The centre focuses on local community sport and recreation use and aims to increase and enhance female participation.

Type	Design and Construct
Value	\$50 million
Duration	18 months

OTHER COMMUNITY PROJECTS



Gladstone Entertainment Centre

GLADSTONE PORTS CORPORATION

Type	Design & Construct
Value	\$31 million
Location	Gladstone, QLD



Camden Council Administration Centre

CAMDEN COUNCIL

Type	Design & Construct
Value	\$45 million
Location	Sydney, NSW
Env. Rating	5 Star Green Star (GBCA)



South Regional Business Centre

CITY OF BRISBANE INVESTMENT CORPORATION

Type	Design & Construct
Value	\$18 million
Location	Brisbane, QLD



Brisbane Metro Depot

BRISBANE CITY COUNCIL

Type	Design & Construct
Value	\$64 million
Location	Rochedale, QLD
Env. Rating	5 Star Green Star Building (GBCA)



Pimpama Sports Hub

CITY OF GOLD COAST

Type	Construct Only
Value	\$78 million
Location	Pimpama, QLD



Western Australian Police Fitout

WESTERN AUSTRALIAN GOVERNMENT

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





“The team at ADCO were always willing to work with us to achieve our desired goals in relation to the NSW Rugby League Centre of Excellence. At all times, their team have been friendly, helpful and responsive to our needs and requirements to ensure delivery of the Centre Of excellence met our expectations. I would happily recommend ADCO to other parties who require a construction company to deliver their desired project.”

Stuart Clark
NSW RUGBY LEAGUE
CEO

A man and a woman are shown in profile, facing right, at a construction site. They are both wearing white hard hats with the ADCO logo and the number '50'. The man is wearing a dark blue shirt and a high-visibility yellow safety vest. The woman is wearing a black jacket and a high-visibility yellow safety vest. They are both smiling. The background shows a construction site with a large concrete structure and a blue sky. A large, semi-transparent white shape is overlaid on the bottom half of the image, containing the text.

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.





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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