

# CAPABILITY STATEMENT

Industrial





**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 superior  
distribution  
capabilities.

**OUR INDUSTRIAL  
CREDENTIALS**



**\$120M+**  
largest development



**110M**  
largest clear span



**13**  
multi-storey warehouses



Springfield Park 'n' Ride, QLD

**ADCO brings extensive experience across freight logistics, cross dock distribution and parcel sorting centres.**

From complex purpose-built facilities incorporating high levels of manufacturing machinery and specialist equipment, to large clear-span warehouses and high-tech distribution centres, ADCO remains a major contributor to Australia's constantly evolving industrial, logistics and distribution sectors.



Mercedes Benz Alexandria, NSW

**“This project really was a pleasure... It was good to know the ADCO team could work with our consultants and sort out problems without too much input from myself.**

**Having people around you that are looking for solutions rather than always raising problems then sitting back waiting for someone else to create the fixes made a big difference.”**

**Timothy Hill**  
COSTCO

# OUR INDUSTRIAL CLIENTS

We are proud to have provided facilities for some of the most important distributors, manufacturers and specialist services in the country. Testament to our success is our significant repeat clientele. Our industrial clients include:



Hitachi Perth Manufacturing, WA



4.6M CLEARANCE

Costco  
WHOLESALE

# 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.**



## Costco National Distribution Centre, NSW

### COSTCO

ADCO was appointed Head Contractor for Costco National Distribution Centre, a \$120 million investment by the American retailer.

Located at Oakdale Industrial Estate, Costco has consolidated its offices and distribution facilities into one hub. Our team assisted Costco with cost planning and programming early in the project life cycle to support them in acquisition decisions and capex sign-off.

The total site covers 138,000m<sup>2</sup>, consisting of 139 loading docks, a gate house, 237 staff parking spaces and a 2,500m<sup>2</sup> freezer. The site also uses 2500 solar panels, which can produce 3.2mw in a single day.

The project and value are inclusive of Stage 2a and Stage 2b works.

Costco utilised a number of preferred international trade partners and ADCO's team assisted in managing these relationships in the Australian market.

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<b>Type</b>	<b>ECI to Design &amp; Construct</b>
<b>Value</b>	<b>\$120 million</b>
<b>Duration</b>	<b>12 months</b>



## Hitachi Remanufacturing Facility, WA

### HITACHI CONSTRUCTION MACHINERY AUSTRALIA

ADCO proudly delivered Hitachi Construction Machinery Australia's re-manufacturing facility in Perth.

Undertaken at Hitachi's existing Forrestdale facility, the \$13 million works involved the establishment of a steel structure building with a concrete tilt panel façade and external post-tension slabs. The warehouse, which is used for the refurbishment of large-scale Hitachi mining equipment, was extensively fitted out with gantry cranes, hydraulic and oil reticulated lines, spray booths and wheel testing facilities. All essential services were integrated with the existing facility, with all rainwater and stormwater to be captured and reused as part of the overall facility operations.

The \$27 million, Stage 3 works provided a 5,300m<sup>2</sup> warehouse and 200m<sup>2</sup> office area for Hitachi Construction Machinery Australia, and is equipped with multiple gantry cranes, the largest two being 200 tonnes each, for assembly activities.

The new building was constructed with a combined solution of pre-fabricated concrete panels and a structural steel frame. The operational areas of the workshop received a hardwearing fibre concrete slab to support the heavy machinery loads and heavy-duty functional requirements. It is estimated that the workshop structural frame weighs approximately 750 tonnes in structural steel alone.

**In total, over 7500m<sup>3</sup> of concrete was poured, 650 tonne of steel was used and \$1.5 million worth of stand-alone equipment installed to bring the facility to completion.**



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

## Dexus Drive Richlands Industrial Estate, QLD

### DEXUS

The \$42 million DEXUS industrial development at Richlands' DRIVE Industrial Estate comprised of the concurrent delivery of a 38,500m<sup>2</sup> and an 18,000m<sup>2</sup> warehouse via a design and construct contract.

ADCO coordinated the integration of DEXUS' three tenants, DHL, Target and Steinhoff, completing the specialist fit-out and racking requirements for each respective operator.

The finished project provides the market with a premium industrial development consisting of high specification, sustainable, flexible buildings in one of Brisbane's leading industrial locations.

ADCO coordinated the integration of Dexus' three tenants, DHL, Target and Steinhoff - completing the specialist fit-out and racking requirements for each respective operator.

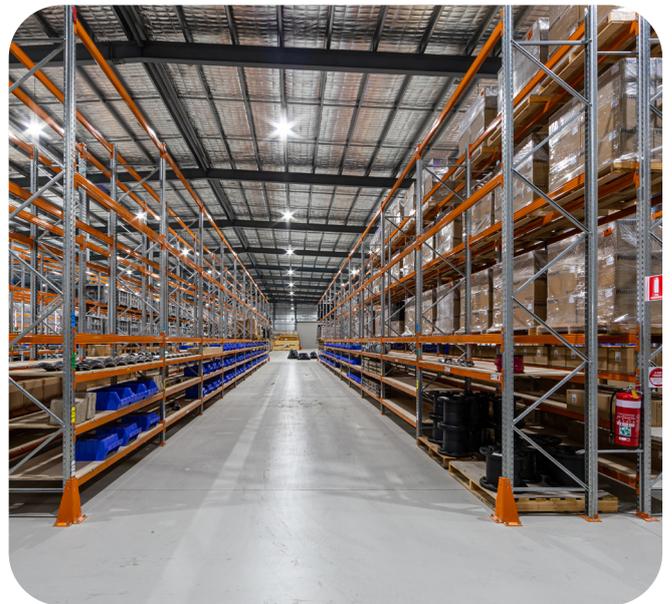
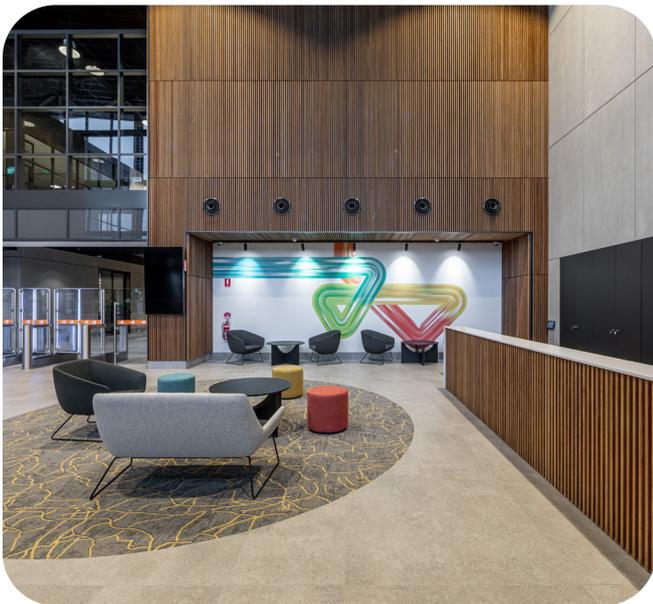
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Type	<b>Design &amp; Construct</b>
Value	<b>\$42 million</b>
Duration	<b>14 months</b>





## Western Power South Metro Depot, WA

### WESTERN POWER

ADCO was proud to be builder of choice for Western Power's new \$75 million South Metro depot, 30km south of Perth.

The Forrestdale depot provides space for 850 operational and service employees and a fleet of 450 heavy and light vehicles as part of Western Power's Depot Modernisation Program.

The state-of-the-art facility includes electric vehicle charging stations, a solar panel micro-grid and a dedicated grid transformation warehouse for research.

During construction nearly two football fields of hardstand concrete were poured, 1.5 football fields of roofing installed and just under half the amount of steel needed to build Optus Stadium was erected.

Type	<b>Design &amp; Construct</b>
Value	<b>\$75 million</b>
Duration	<b>20 months</b>



## Australia Post Parcel Sorting Facility, NSW

### AUSTRALIA POST

The Australia Post parcel sorting project at Chullora incorporated a major extension of the existing facility to accommodate the increased volume of parcel postage resulting from the online shopping boom. The project was completed under a fast-track program of 28 weeks.

The \$40 million extension includes the design and construction of an additional 15,000m<sup>2</sup> warehouse space which was connected to the existing operational facility.

The warehouse is a steel structure with low height pre-cast concrete walls, full height insulated wall panels with and an insulated panel roof. The warehouse floor is a mesh and fibre combination slab with a high-quality burnished finish. Building services include air-conditioning to the entire warehouse space with all major plant installed on platforms underneath the roof. ADCO's team also managed the integration of the specialist sortation equipment contract.

ADCO's team coordinated the design and construction works to accommodate the installation of major mail sortation equipment imported from the Netherlands.




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Type	<b>Design &amp; Construct</b>
Value	<b>\$40 million</b>
Duration	<b>10 months</b>

## Trade Coast Bus Depot, QLD

### BRISBANE CITY COUNCIL

The Trade Coast bus depot is a major local government infrastructure project to service the growth in demand for public transportation in the Brisbane City Council municipality.

The Council relocated the Toowong bus building facility to this purpose-built centre at Eagle Farm in conjunction with council's bus body manufacturing partner, Volgren Australia.

ADCO managed the Green Star process from early in the design stage, throughout construction to detailed submission. This resulted in the Green Building Council of Australia awarding the project a 5 Star Green Star Design and As Built Rating under Version 1 of the Industrial Rating Tool. This was the first project in Queensland to achieve this rating.

The project combined large scale industrial construction with in excess of 25,000m<sup>2</sup> of hard stand pavement area over the sites large 8.8 hectares.

The depot incorporated a 3,000m<sup>2</sup> administration building, a 2,500m<sup>2</sup> refuelling and services building, a 5,000m<sup>2</sup> garage and maintenance facility, parking for over 200 buses, 254 car parks and major upgrades of surrounding infrastructure and roadworks.



Type	Design & Construct
Value	\$35 million
Duration	16 months
Environmental Rating	5 Star Green Star Design And As Built Industrial V1 (GBCA)





## 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. 5,000m<sup>2</sup> 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.

The project also incorporated unique features such as a video smoke detection system and foam cannons for firefighting.

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Type	<b>Construct Only</b>
Value	<b>\$20 million</b>
Duration	<b>12 months</b>



## Costco Rollout, National

### COSTCO

Applying our extensive large format retail expertise, ADCO has been instrumental in Costco's entry into the Australian market.

Our teams have completed several stores nationally for the group, including: North Lakes and Bundamba in Queensland, Islington in South Australia, Epping in Victoria and Casuarina in Western Australia and the Gold Coast.

Our success across Costco's portfolio ensured ADCO was selected as the Builder of Choice to complete their first national distribution centre at the Oakdale Industrial Estate in New South Wales.

Fast-track programmes were innovatively designed to be aligned with Costco's delivery methodology and providing the ingenuity of a dedicated onsite team to manage Costco's extensive list of preferred international trade partners proved absolutely critical.

Recognised by Costco as a resounding success, the projects demonstrate how ADCO successfully manages the concurrent delivery of assets for one client across multiple geographic locations.

Type	<b>ECI to Construct Only</b>
Value	<b>\$300+ million</b>
Projects	<b>9 projects</b>



## Bunnings Warehouse National Rollout, National

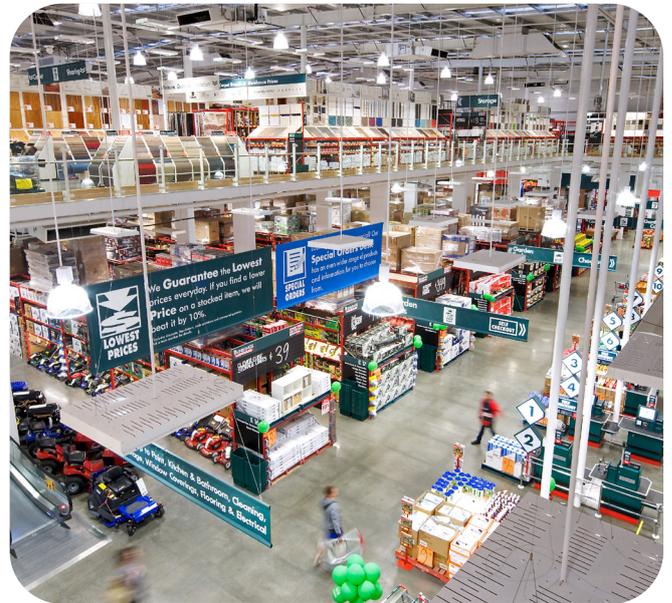
### BUNNINGS GROUP

ADCO has successfully built over 40 stores for the Bunnings Group at various locations in Queensland, New South Wales, Victoria, South Australia and Western Australia.

Delivered under a design and construct model, we have worked closely with the Bunnings Group to develop new construction methodologies and techniques to ensure that these projects continue to be delivered to their program requirements without sacrificing Bunnings' high standards of quality. In recent years, our NSW team delivered the largest hardware store in Australia at Alexandria, a project comprising 22,000m<sup>2</sup> of trading floor suspended over two levels of car parking.

Our teams have also aided in the development of Bunnings' design brief and construction techniques for their multi-storey warehouses. These range between 2 and 4 levels and incorporate structural slab tolerances for enhanced loading to cater for suspended loading docks and the like. ADCO had delivered 13 multi-level warehouses for the group.

**ADCO has been the builder of choice for Bunnings for some time, having completed over \$750 million of work for the iconic hardware brand.**



Type	<b>ECI to Design &amp; Construct</b>
Value	<b>\$750+ million</b>
Duration	<b>40+ projects</b>

## Foodbank Warehouse, WA

### FOODBANK

The Foodbank Distribution Warehouse and office facility provides food relief to families through 800 welfare organisations by sourcing surplus food from businesses and redistributing it to those in need.

Located within the industrial estate at Perth Airport, the project comprised of a 5,000sqm warehouse and refrigerated cool store facility complete with a two-level office building.

The works were delivered via a fast-track delivery program with the objective set very early on for Foodbank to be operating from the premises as soon as possible.

ADCO achieved this tight deadline without sacrificing quality, safety or the environment. The project was immensely successful for all key stakeholders and user groups.

Located within the industrial estate at Perth airport, the project comprised of a 5,000sqm warehouse and refrigerated cool store facility complete with a two-level office building.



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Type	Construct Only
Value	\$12 million
Duration	9 months





## Brisbane Metro Depot, QLD

### BRISBANE CITY COUNCIL

ADCO is constructing the new Brisbane Metro Depot Works project for Brisbane City Council, located in the southern suburb of Rochedale.

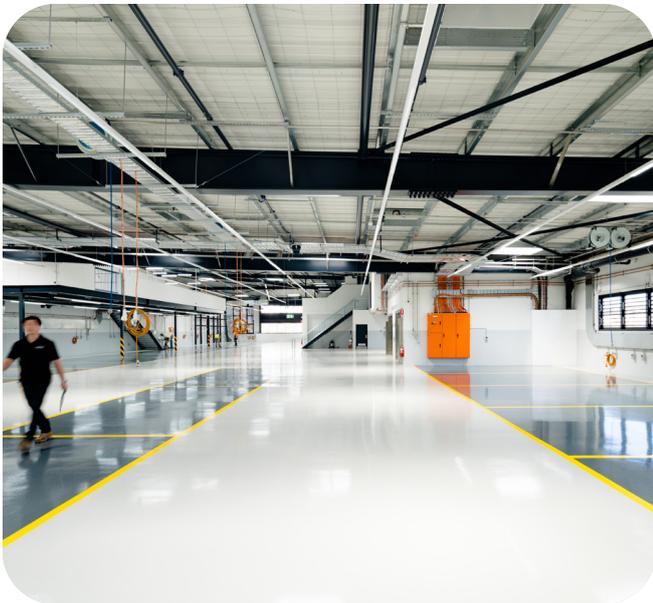
The \$92 million project includes the design and construction of the new Brisbane Metro Depot – a facility that will maintain and operate the initial fleet of 60 fully electric Metro vehicles while incorporating a design that allows for future expansion. The facility will aim to hold a 5 Star Green Star rating.

This 10-hectare end of route facility will provide advanced metro charging solutions for a cleaner and greener Brisbane, making it one of the largest and most technologically advanced facilities of its kind in Australia.

Key features of the development include stabling and maintenance facilities for the new fleet of 60 battery electric metros, five end-of-route, Grid e-Motion flash chargers which can recharge a metro in under six minutes, as well as 60 CCS2 plug-in slow chargers, and their supporting charging infrastructure, metro driver amenities, administration offices and on-site parking to support the day-to-day running of the depot and metro fleet operations, extensive workshop facilities to accommodate both routine maintenance and body repairs on the metro fleet, and capacity to accommodate growth to the fleet in line with future service requirements.

Type	<b>Design &amp; Construct</b>
Value	<b>\$92 million</b>
Duration	<b>28 months</b>
Environmental Rating	<b>Targeting 5 Star (GBCA)</b>





## Mercedes Benz Perfect Auto Body, NSW

### CAPITAL CITY HOLDINGS

ADCO was excited to take on the complex Perfect Auto Body facility for Capital City Holdings, located on Botany Road, Alexandria, inner Sydney.

The \$25 million development provides our client with a four storey, state-of-the-art workshop facility across nearly 10,000m<sup>2</sup> with offices and amenities.

Ground Floor and Level 1 are the workshop floors including spray booths, while the basement car park offers over 70 car spaces and a dual car wash bay. The building is serviced via three main driveway entrances and a central, dual car lift, providing vertical access between the basement and the workshop levels.

Located on a small, inner-city site, the project required meticulous planning and was built within a series of shoring systems retaining neighbouring properties and in close proximity to an incredibly busy arterial road.

Type	<b>Design &amp; Construct</b>
Value	<b>\$25 million</b>
Duration	<b>15 months</b>



## National Storage Springfield, QLD

### NATIONAL STORAGE

ADCO has completed the National Storage Springfield project. The works included the design and construction of a 5-storey Self Storage Facility with a total GFA 9,808m<sup>2</sup> with dual lifts; an Ultratune Service Centre and Sparkletown Car and Dog Wash.

National Storage is a new client to the ADCO business, with an aggressive national growth plan and a refreshing approach to procuring and working with its delivery partners.

ADCO Queensland and Victoria branches recently tendered a number of opportunities concurrently, with both states securing a number of projects.

We are confident the successful delivery of the work in both Queensland and Victoria will lead to ADCO being considered their Builder of Choice nationally as their expansion plans gather momentum.

<b>Type</b>	<b>Design &amp; Construct</b>
<b>Value</b>	<b>\$16 million</b>
<b>Duration</b>	<b>17 months</b>



## Springfield Central Park'n'Ride, QLD

### DEPARTMENT OF TRANSPORT AND MAIN ROADS (TMR)

ADCO was thrilled to be the builder of choice for the \$45 million multi-storey Park 'n' Ride facility at Springfield Central Station, in Brisbane's south-west.

Built for the Queensland Government's Department of Transport and Main Roads, the facility increases the total number of available car parks around the Springfield Central station precinct to over 1100 – improving safety and security for commuters and residents in and around the area.

The carpark consists of four suspended levels with an internal spiral ramp and link bridge. Built on a greenfield site opposite the busy Springfield Central train station, the \$34 million structure is one of the largest of its kind in Queensland, offering five levels of free parking to local commuters, nearly doubling previous spaces available.

The southern park 'n' ride area along Southern Cross Circuit was also redesigned to include 24 covered parking spaces for people with disabilities, created in the existing park 'n' ride and closer to the station off Sir Llew Edwards Drive.

The new multi-storey park 'n' ride has sustainable and innovative design features such as recycled aluminium in the building façade and the ability to accommodate another parking level in the future if required.

The build will improve safety and security for people in and around the station precinct, featuring 24-hour access, elevators, additional accessible parking spaces close to the station and greater security through CCTV and lighting.

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Type	Construct Only
Value	\$45 million
Duration	20 months



Proud Member





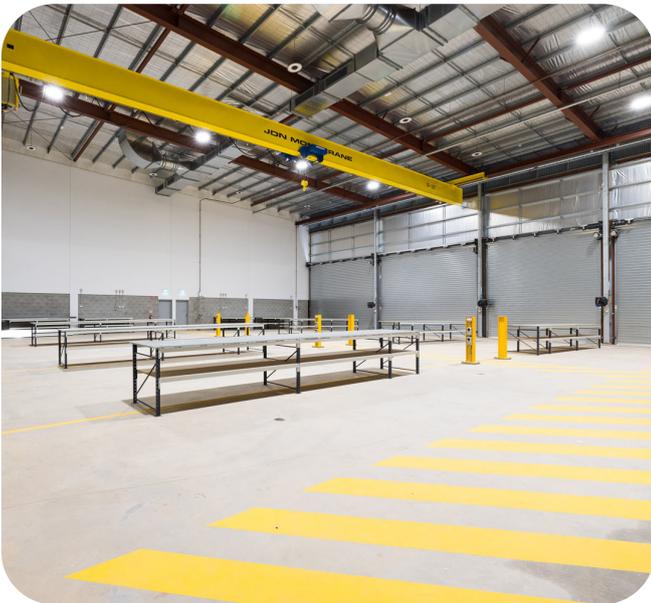
## Narangba Works Depot, QLD

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 will enable the amalgamation of three existing MBRC depots into the new facility.

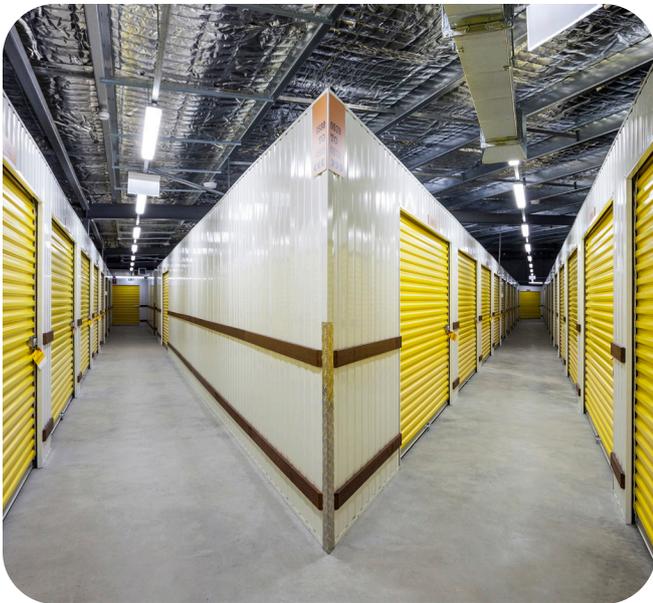
The project includes a new 3-level office building, warehouse, stores building, wash bay, refuelling station, car and vehicle parking and all associated infrastructure. External works include a signalised intersection and road widening and upgrade works to Boundary Road.

The site covers an area of 60,828m<sup>2</sup> and GFA of 6,456m<sup>2</sup> 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 landfill has already been capped and the extensive earthworks associated with this project have included dynamic compaction of the existing fill and the import of circa 135,000m<sup>3</sup> of imported material to level the site and allow the construction of the depot in clean fill areas.




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Type	<b>Construct Only</b>
Value	<b>\$38 million</b>
Period	<b>24 months</b>



## National Storage Maidstone, VIC

### NATIONAL STORAGE

ADCO recently delivered the Maidstone National Storage Facility. The project consisted of 3 levels, with a Gross Floor Area of approx. 11,568m<sup>2</sup>.

Included inside is 700 storage units across each level, a box shop (reception) to ground floor, with building amenities.

ADCO has a strong working relationship and project pipeline with National Storage, and we look forward to delivering more projects with them in the future. We are currently delivering the Clayton facility, due to be completed in June 2024.

Type	<b>ECI to Design &amp; Construct</b>
Value	<b>\$19 million</b>
Duration	<b>17 months</b>

# OTHER INDUSTRIAL PROJECTS



## Plasser Rail

PLASSER AUSTRALIA

Type	Construction Management
Value	\$8 million
Location	St Marys, NSW



## Boral Plasterboard Factory

BORAL AUSTRALIA GYPSUM LTD

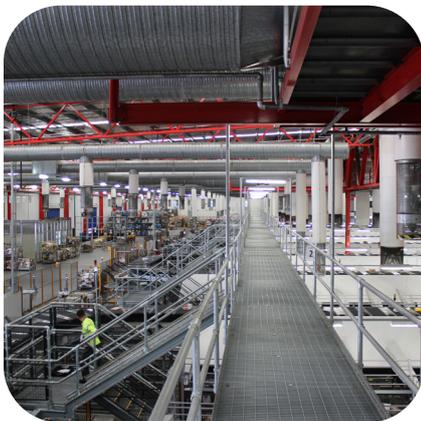
Type	Design & Construct
Value	\$40 million
Location	Pinkenba, QLD



## Art Gallery of NSW Collections Store

ART GALLERY OF NSW

Type	Managing Contractor
Value	\$13 million
Location	Lilyfield, NSW



## Australia Post Parcel Facility

AUSTRALIA POST

Type	Design & Construct
Value	\$17 million
Location	Alexandria, NSW



## Porterbilt Industrial Warehouse

PORTERBILT

Type	Design & Construct
Value	\$5 million
Location	Richlands, QLD



## Pharmacare Warehouse and Head Office

JUBILEE AVENUE CONSTRUCTIONS

Type	Design & Construct
Value	\$26 million
Location	Warriewood, NSW





**“Working with the ADCO team on this project has been a pleasurable experience. There was a high focus and commitment to safety and customer satisfaction. Throughout the project there was a high level of communication and the delivery of the project was to a high standard. I would recommend using this team as their work ethic and standard is very professional.”**

**James Craig**  
HITACHI



# 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

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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.



## 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 Trethewey**

**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.**

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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.



### 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.



### 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.



### 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.



### 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.

## Sydney

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**Address**

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

**Postal**

PO Box 1982, North Sydney,  
NSW 2059

**Email**

[Sydney@adcoconstruct.com.au](mailto:Sydney@adcoconstruct.com.au)

**Reception**

(02) 8437 5000

## Gold Coast

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**Address**

Level 5, 7 Bay Street,  
Southport, QLD 4215

**Postal**

PO Box 10393, Southport BC,  
QLD 4215

**Email**

[Southport@adcoconstruct.com.au](mailto:Southport@adcoconstruct.com.au)

**Reception**

(07) 5577 0900

## Melbourne

---

**Address**

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

**Email**

[Melbourne@adcoconstruct.com.au](mailto:Melbourne@adcoconstruct.com.au)

**Reception**

(03) 9832 1400

## Brisbane

---

**Address**

23 Graham Street,  
Milton, QLD 4064

**Postal**

PO Box 1167, Milton,  
QLD 4064

**Email**

[Brisbane@adcoconstruct.com.au](mailto:Brisbane@adcoconstruct.com.au)

**Reception**

(07) 3511 5555

## Perth

---

**Address**

Level 5, 12 The Esplanade,  
Perth, WA 6000

**Postal**

PO Box 1141, West Perth,  
WA 6005

**Email**

[Perth@adcoconstruct.com.au](mailto:Perth@adcoconstruct.com.au)

**Reception**

(08) 9211 0900

