

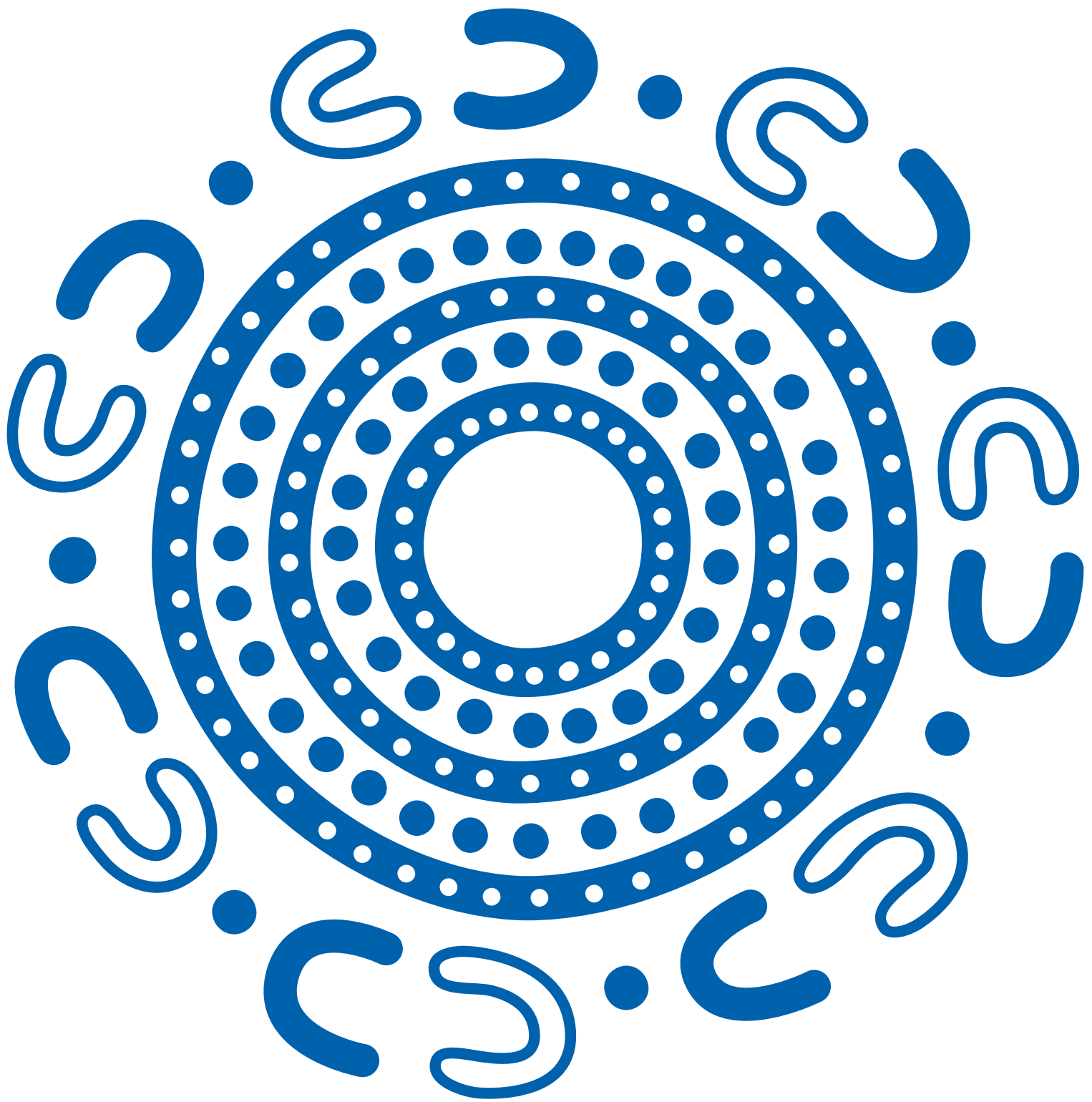
# CAPABILITY STATEMENT

Defence and  
Special Projects



PUCKAPUNYAL HEALTH AND WELLBEING CENTRE





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

**Artwork by Jason King.**

Jason is a proud Gumbaynggirr man, born in  
Murwillumbah, and raised in nearby Tumbulgum,  
in Northern New South Wales.



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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.



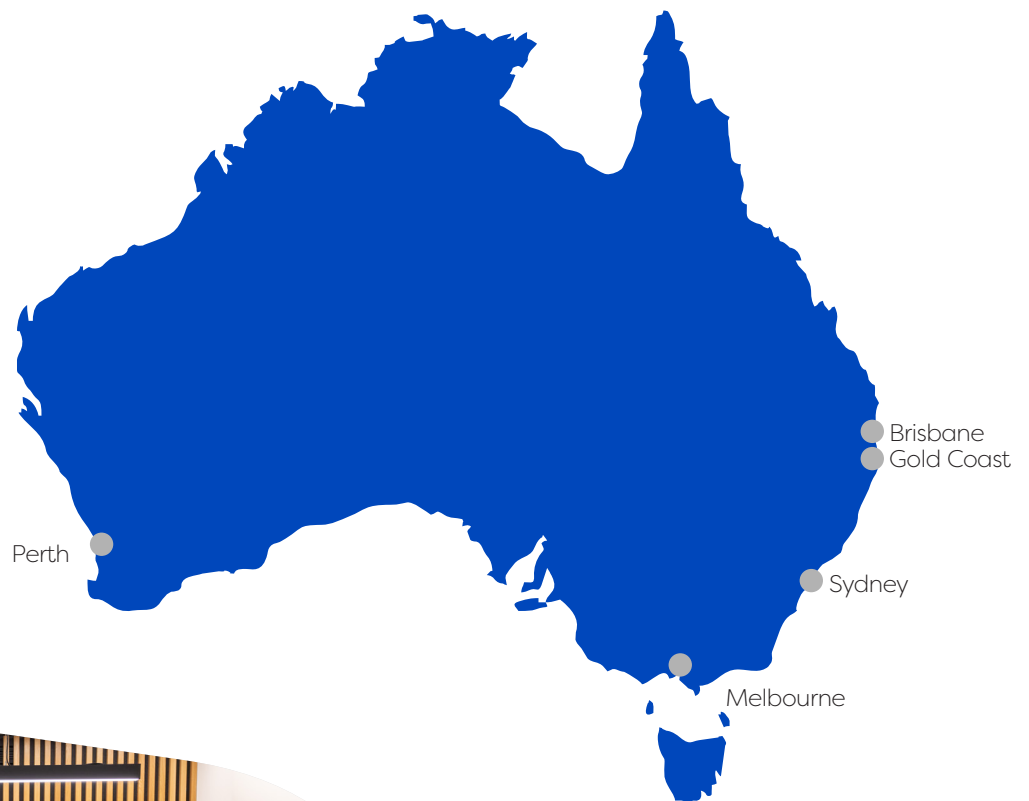


# EXPERTISE AND REACH

## 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.



● ADCO Office Locations



# 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.

## ADCO's commitment to Quality across all areas of the business

With our Do It Once, Do It Right approach, we are dedicated to an unwavering commitment to quality, ensuring that all projects meet the highest standards from end-to-end delivery.

To reinforce this commitment, we have teams responsible for driving the initiatives and processes that uphold our Do It Once, Do It Right principles.

We foster a collaborative team culture and leadership approach, recognising that the support and contributions of each individual enable us to deliver exceptional projects.

Through the sharing of ideas, skills, experiences, training, lessons learned, and innovation opportunities, we continuously strive for positive change and ongoing improvement.





**We are People  
Who Build  
for Defence,  
Defence  
Industry and  
Emergency and  
Correctional  
Services**


**OUR DEFENCE AND  
SPECIAL PROJECTS  
CREDENTIALS**




**For over 50 years, Federal, State and Local Governments and the private sector continue to entrust ADCO in the delivery of multi-disciplined projects across Australia.**


We have a proven record of delivering complex, secure and highly technical facilities to stringent protocols and governance requirements. We ensure our client’s specific and unique requirements are met on each project.

Our ability to deliver the unique requirements of our Defence and Special Projects’ clients is backed by our security credentials as evidenced on this page as well as our ISO 9001:2015 certified Quality Management System.





**Information Management ISO accreditation systems**






**Office of FSC / code compliance**






**Defence Industry Security Program membership**



**44**  
Years working for the Federal Government





# BUILDER OF CHOICE FOR DEFENCE

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

**We are a network of experienced people across Australia with strong experience in Defence, Defence Industry and related sectors.**

ADCO's broad expertise encompasses projects from cost planning, ECI, Construct Only, Design and Construction and Managing Contractor. Throughout Australia we deliver unique facilities with direct relevance to the needs of Defence, including secure buildings and projects delivered in challenging live environments.

Our people have in-depth experience of specialist construction. This ranges from aircraft hangars, airfield rescue and firefighting service facilities, explosive ordnance storage and handling facilities, bespoke indoor firing ranges and detention facilities through to health and medical, education, industrial, warehousing, working and living-in accommodation and physical fitness facilities.

Our people understand the unique requirements of our clients and are focused on delivering facilities that meet them.

## **Robust systems to meet exacting standards of quality and compliance**

ADCO is proud to be one of Australia's top 100 private companies and to be recognised by Deloitte as one of Australia's Best Privately Managed Companies 2 years in a row. This recognition is a reflection of our strong systems, governance and culture.

We are committed to high standards of quality and excellence on every one of our projects. Through stringent quality control measures and effective project management, ADCO is a reliable partner with the ability to meet industry and Defence authority standards.

We have consecutively held ISO certification for Quality since 1996, Environmental since 2008, Safety since 2004, and for Information Security since 2022.

## **Committed to maximising local industry participation**

We recognise that local industry participation is an expected outcome of Commonwealth expenditure. As such, ADCO is focused on providing fulsome opportunity for local trade partners to be involved in all our projects, particularly in regional areas.

The value of our work delivered for government clients nationally comprises 67% of our annual turnover. We always meet, if not exceed the prescribed local industry participation requirements under these contracts.

**"ADCO has done a terrific job constructing this facility, building the outdoor training area, athletics track, and associated infrastructure.**

**About 97 per cent of the subcontract packages awarded to build the health and well-being facility were given to local businesses... That's a great result"**

MATT THISTLETHWAITE  
ASSISTANT MINISTER - DEFENCE  
PUCKAPUNYAL HEALTH AND WELLBEING CENTRE

## Widespread reach with a strong network of resources and trade partners throughout NSW, ACT, VIC, QLD and WA

Our supply chain across all states includes regionally local trade partners, where we hold trusted relationships, developed over many years of successful project delivery.

Where specialist expertise is not locally available, we are able to deploy trusted and experienced personnel and other supply chain partners to support the delivery of works in regional and remote locations.

We constantly engage and evolve our supply chain relationships with suppliers, manufacturers, distributors and trade partners. We seek to maximise our communication, drive cost effective solutions, reduce project risks and develop flexible and adaptable solutions.

With 6,000+ businesses registered on the ADCO Trade Partner portal, our widespread reach and strong networks provide diversity, efficient problem solving and resilience in project delivery to our clients.

## A wholly Australian owned and managed company, with aligned values and social commitments

Our long term success working with government clients is reinforced by ADCO's culture.

We are aligned through social commitments that we share with these organisations.

We are industry leaders in our dedication to supporting social outcomes including local engagement, diversity and inclusion, Indigenous engagement, ESG and modern slavery.

These commitments are key drivers across our business and demonstrated through consistent social outcomes on each of our projects.

## Army Engineer Work

ADCO is currently working with the 19th Chief Engineer Works to support student engineers from the Australian Army to gain Engineer Work Experience.

At the start of 2022, ADCO supported 5 student Army engineers who had already completed 3 years of their 4 year engineering degree and had graduated from the Royal Military College – Duntroon in December 2021 as Lieutenants in the Australian Army.

The 5 junior officers spent 6 weeks with ADCO working on a number of our construction sites in QLD, VIC and NSW.



**Pictured: ADCO Managing Director, Neil Harding on site at the Nellie Hamilton Centre project in Queanbeyan with student Army engineers.**



# VETERAN SUPPORT

## Prime Minister's Veterans' Employment Commitment

We have made a company wide commitment to the Prime Minister's Veteran Employment Program. This program allows ADCO to search for more veterans through the federal government's "jobactive" portal.

We currently have 11 staff members within the business who are military veterans.

## Veterans Housing Australia

ADCO entered a team into the inaugural Veterans Housing Australia Charity Golf Day. We intend to continue to support their vital work of providing affordable housing for the veteran community.

## Support to Legacy

ADCO is an active supporter of the charity organisation Legacy, and we continue to partner together on initiatives.

### Moss Vale Legacy Holiday House renovation Project

ADCO and our trade partners recently donated approximately \$20,000 worth of labour and materials to support the Moss Vale Legacy Holiday House renovation Project.

The project saw various renovations completed for the Moss Vale Holiday House, a property which supports opportunities for Legacy beneficiaries to socialise with others connected by shared experience through day trips and extended holidays.

## Canungra Combat Challenge

ADCO teams recently participated in the Canungra Combat Challenge (C3). The fundraising event included 7 km of Army exercises and obstacles to help raise money for Legacy Brisbane.

## Brisbane Golf Day Sponsorship

ADCO was a proud Silver Sponsor of Legacy's Brisbane Golf Day at Gainsborough Greens, which helped raise money for their fantastic work.

## Brisbane Legacy Ball

We are Silver Sponsors of the Brisbane Legacy Ball and are regular attendees.

## Soldier On

ADCO supports Soldier On's efforts in assisting and empowering men and women who serve and have served their country in Australia's Defence force.



# RECONCILIATION ACTION PLAN 'INNOVATE'

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

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ADCO is a proud advocate for recognition and reconciliation. Through our Innovate Reconciliation Action Plan (RAP), we aim to create a practical and tangible framework that helps to shape positive Indigenous outcomes directly within our own business and indirectly within the wider construction industry.

In support of our RAP objectives, ADCO continues to work with Aboriginal and Torres Strait Islander suppliers with industry experience, knowledge and capability to deliver products and services that reflect the diversity of ADCO clients, its business undertakings and the communities in which our business operates.

This framework and advocacy enables our teams to build knowledge, share stories and create opportunities for Aboriginal and Torres Strait Islander peoples and will help build equitable employment.

Through this commitment, we consistently deliver high Indigenous Engagement metrics on our projects.



**Pictured: Smoking ceremony held on site at the Puckapunyal Health and Well-being Centre project, Puckapunyal, VIC.**



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

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

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

**Victoria Police**  
CLIENT FEEDBACK, VICTORIA POLICE TRAINING FACILITY



# OUR DEFENCE AND SPECIAL PROJECTS CLIENTS

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





# 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.**





## Clyde North Police Station, VIC

### VICTORIA POLICE

ADCO is proud to be the Builder of Choice for the new Clyde North Police Station.

The \$30 million Construct only contract will deliver a state-of-the-art facility for Victoria Police.

ADCO's successful track record in previously delivering multiple police stations projects nationally, combined with a highly engaged and professional team possessing detailed knowledge and extensive experience in high-security projects, positions ADCO ideally to deliver another exceptional facility for Victoria Police.

Our people are also highly experienced in delivering projects surrounded by existing facilities, mitigating impacts and ensuring positive relationships throughout the build. In this case the project will be closely neighboured by residential zones to the South and East, Industrial/Retail zones to the North and West and an Early Parenting Centre and Daycare Facility directly adjacent.

With an estimated completion date in the last quarter of 2025, we look forward to working collaboratively with Victoria Police, Consultants and Trade Partners on this important and exciting project.

### Relevance to Defence and Special Projects

- User driven specific spaces, including holding cells
- Stringent quality requirements
- Technically challenging specifications



Type	<b>Construct Only</b>
Value	<b>\$30 million</b>
Duration	<b>15 months</b>





## Armoured Fighting Vehicle Facilities Program, VIC

### DEPARTMENT OF DEFENCE

The A9015 Armoured Fighting Vehicle Facilities Program Stage 1 Work Package 1A Puckapunyal (AFVFP Stage 1 WP1A) aims to deliver a range of facilities and infrastructure to support the Army's capability program or a new generation of armoured vehicles and synthetic training environments.

AFVFP Stage 1 Works Package 1 at Puckapunyal Military Area is a key aspect of this program which includes the new School of Armour for Army at Puckapunyal Military Area, 100km north of Melbourne.

Following the administration and closure of the incumbent contractor for the project in 2024, ADCO has been engaged to undertake the remaining finishes, commissioning and handover works on the project.

Works include a three storey simulation centre, with workshops, offices, simulation training rooms, classrooms, briefing rooms, lecture theatres, breakout spaces. Supporting the finalisation documentation for other buildings as well as infrastructure, civil and landscaping works.

Type  
Value

Managing Contractor  
Confidential



# Acacia Prison Refurbishment, WA

## WESTERN AUSTRALIAN GOVERNMENT

Acacia Prison is a male adult prison situated approximately 50km east of Perth. The Prison is owned by the Department of Justice and managed by Serco.

Due to fire damage that occurred in 2022, the prison requires refurbishment works to Block R, K and H with ome minor work required in Block W.

Block R and H are shed type structures that will be mostly demolished and rebuilt. Block K is an accommodation block where the central areas will need to be demolished and rebuilt along with some areas refurbished and minor works are required to bring Block W, an administrative block, back online.

Success on this project will be achieved by ADCO mobilising a team of experienced people whounderstand the need to apply security protocols and maintain security and prison operations during construction activities at all times. All interfaces with prison operations will be rigorously managed.

Type	Construct Only
Value	\$29 million
Duration	15 months







## Fremantle Police Complex, WA

### WESTERN AUSTRALIAN GOVERNMENT

ADCO is proud to have delivered the much needed and anticipated police complex that will accommodate the Fremantle district police services. The proposed works will involve the excavation of the site to the required basement depth and the construction of a contemporary 4-storey police complex. The site is regarded as being of archaeological importance due to the proximity to sensitive perimeter limestone walls, and heritage listed buildings including the old Synagogue Building and Fremantle Prison.

ADCO has a strong history successfully delivering construction projects for and with the WA Government, we continue to engage actively with the communities in which we build to create positive impacts on our projects. We appreciate that this Fremantle site holds meaningful historical significance, the redevelopment of the new Police Complex provides an opportunity to pay homage to the community while delivering a highly flexible contemporary workplace for the WA Police Force.



Type	Construct Only
Value	\$110 million
Duration	22 months
Environmental Rating	Targeting 5 Star Green Star







## Parramatta Police Station, NSW

### NSW POLICE

ADCO has delivered the highly anticipated Parramatta Police Station for NSW Police, completed ahead of schedule, marking a significant milestone in our commitment to excellence and client satisfaction.

With 21 months to complete, our client was impressed with our collaborative and proactive approach throughout the construction process, delivering the project ahead of schedule despite unforeseen challenges is a testament to the collaborative effort of our people, trade partners and consultants.

ADCO successfully managed the demolition, temporary works and management of construction staging and logistics in the CBD environment to ensure minimal impacts on the surrounding users and community. Despite the complexities of a boundary-to-boundary build, our team rose to the occasion and delivered exceptional results.

The benchmark facility provides enhanced resources, and quality accommodation for its' 200+ employees and improves the community member experience who visit the Station to provide information, seek services, or receive support.

The team assisted our client with completing the design during the extensive early works and maintaining services to the adjacent Parramatta Courthouse, which remained operational throughout the project.

We are also proud to report that 3% of the contract value, totalling \$1 million, was allocated to Indigenous spend, furthering our commitment to social responsibility and economic inclusion. NSW Police Force is now looking forward to state-of-the-art facilities for its staff enabling them to undertake their role within the Parramatta Local Government Authority.

This project has bolstered ADCO's Police, Justice and Defence credentials, paving the way for a substantial pipeline of future projects in NSW.

Type	<b>Construct Only</b>
Value	<b>\$36 million</b>
Duration	<b>20 months</b>



## Guided Weapons and Explosive Ordnance Storage Program, NSW

### DEPARTMENT OF DEFENCE

ADCO is proud to be the Builder of Choice for the Early Contractor Involvement Planning Phase for Defence's Guided Weapons and Explosive Ordnance Storage Program (GWEOSP) works at Defence Establishment Orchard Hills (DEOH). DEOH is a tri-service munitions storage base, located in the western suburbs of Sydney. The primary role of the establishment is the storage and distribution of guided weapons explosive ordnance.

The project will deliver 17 Earth Covered Buildings (ECBs) for explosive ordnance storage, several non-explosive ordnance stores, engineering services and supporting infrastructure. The ECBs will be sited close to maintenance, dispatch and receipt facilities to limit transport induced road shock, decrease weapons maintenance intervals and increase operational and training ordnance.

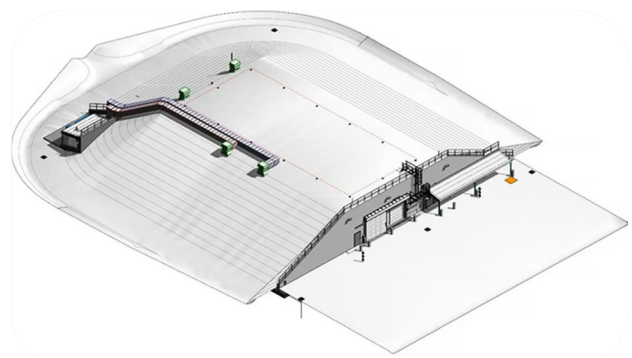
Through the ECI process, ADCO worked through several different concepts for workforce management within and adjacent to the Explosive storage area. This involved understanding the client's requirements, and operational characteristics as well as environmental conditions (associated with works in and around an environmental offset area) and working with constraints to accommodate a large workforce.

The team assessed and challenged the design so that certain aspects of the licencing were addressed by the design team but not finalised. ADCO supported the process to challenge assumptions and support the design team and stakeholders to address the loose ends before works commenced onsite, which ultimately reduced design, construction and handover risks from occurring.

ADCO worked with the client's project manager around workforce planning and logistics to provide cost considerations for different working arrangements given the operational constraints at the base. This provided the client with a means of instigating discussions around sequencing to balance the need for the works and the ongoing need for the facility to operate.

The project supports Defence's Guided Weapons Enterprise, the development of which is a key recommendation of the Defence Strategic Review and is targeted for completion in December 2026.

Type	ECI / Head Contractor
Value	\$200+ million
Duration	ECI: 12 months
	Construction: 24 months







## Puckapunyal Health and Wellbeing Centre, VIC

### DEPARTMENT OF DEFENCE

ADCO has delivered the \$40m Health & Wellbeing Centre for the Department of Defence in regional Victoria.

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

The facility offers a 50 m indoor swimming pool, a multi-functional weights and cardio area, athletics track and outdoor training areas, support, storage, administrative spaces and associated car parks. The project involved the demolition of the existing pool and gym buildings after the finalisation of the main building.



Type	Design & Construct
Value	\$40 million
Duration	19 months

**“ABOUT 97 PER CENT OF THE SUBCONTRACT PACKAGES AWARDED TO BUILD THE HEALTH AND WELLBEING FACILITY WERE GIVEN TO LOCAL BUSINESSES... THAT’S A GREAT RESULT.”**

**Matt Thistlethwaite**

ASSISTANT MINISTER FOR DEFENCE





## Bunbury Prison, WA

### DEPARTMENT OF FINANCE WA

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

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

The accommodation block was constructed entirely from precast concrete over 2 wings with a central core of common areas, security control rooms and dining areas. A complex and detailed services and security installation, mostly cast into the precast panels, was a complex challenge for our site team to overcome in a short period of time. With security being a priority, strict protocols and procedures for identity checks, daily activities and works methodologies were adhered to at all times.

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

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

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

With works taking place over 8 separable portions and with restricted access, the successful completion of this project required detailed programming and attention to detail.

Type	<b>Construct Only</b>
Value	<b>\$22 million</b>
Duration	<b>10 months</b>



## Victoria Police Training Facility, Avalon VIC

### VICTORIA POLICE

After 6 months of design finalisation in an Early Contractor Involvement (ECI), ADCO was awarded the contract to deliver a specialist training facility for Victoria Police.

The Victoria Police Specialist Training Facility at Avalon incorporated 4 shooting ranges: an Indoor 50 m shooting range (static and 360-degree training options), 100 m Extension Range with a suspended Sniper Box, an Indoor 25 m Range (static and 270-degree training options) and the Room Floor Combat Range (RFCR) building (360-degree training options).

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

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

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

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





## Melaleuca Women's Remand and Reintegration Facility, WA

### WESTERN AUSTRALIAN GOVERNMENT

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

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

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

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




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Type	<b>Design &amp; Construct</b>
Value	<b>\$11 million</b>
Duration	<b>8 months</b>







## VIC Police Operational Tactics and Safety Training Facility, VIC

### VICTORIA POLICE

The \$25 million Operational Tactics & Safety Training facility for Victoria Police in Melbourne's outer suburbs combines a 10,000m<sup>2</sup> warehouse and training centre with state-of-the-art features, including a variety of "live" training scenarios within a mock village.

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

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

Type	<b>Construct Only</b>
Value	<b>\$25 million</b>
Duration	<b>13 months</b>





## QPS Technical Facility Brisbane, QLD

### DEPARTMENT OF HOUSING AND PUBLIC WORKS QLD

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

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

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

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

Type	Construct Only
Value	\$20 million
Duration	10 months



# Yongah Hill Immigration Detention Centre Redevelopment, WA

## WESTERN AUSTRALIAN GOVERNMENT

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

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

Works included: the decommissioning and removal of existing services; construction of 120 beds in 4 compounds; small medical services space for routine drug dispensing and consultations; new higher-risk detainee reception and dispatch; new internal movement control points; a central spine of facilities for each compound including recreation room, gym, classroom, tea point, laundry, servery and telephones; and a new officer post.

Type	Construct Only
Value	\$30 million
Duration	9 months







## Bowral & District Hospital, NSW

### HEALTH INFRASTRUCTURE

The Stage 1 Redevelopment of Bowral & District Hospital has resulted in the creation of a cutting-edge, four-story facility that provides a range of medical services to the local community of Bowral and the Southern Highlands of NSW.

The Clinical Services Building is equipped with advanced emergency department and operating theatres, purpose-built adult and paediatric wards featuring individual ensuites, an Intensive Care Unit, rehabilitation spaces including a gymnasium, a dedicated geriatric ward, a maternity unit with birthing suites, ambulance entry, ample car parking, and improved pedestrian links throughout the site. These new facilities mark a significant milestone in the hospital's 130-year history.

Bowral & District Hospital Redevelopment is an environmentally and socially sustainable project that provides a fantastic heritage link to the area's local identity and community through the Bowral Brown brick façade. It is a celebration of the town's identity, while also celebrating historic supplier Bowral Bricks, founded in 1922.

### Relevance to Defence and Special Projects

- Stringent quality requirements
- User driven specific spaces
- Technically challenging specifications
- Environmental and Whole of life (WOL) design driven decisions.

**Type**  
**Value**  
**Duration**

**Design & Construct**  
**\$67.5 million**  
**17 months**







## Institute of Applied Technology for Construction, NSW

### TAFE NSW

ADCO has completed building the \$85m Institute of Applied Technology for Construction (IATC) at TAFE NSW Kingswood – Nepean, in Sydney's west.

The flagship educational centre is supporting the pipeline of major infrastructure projects; civil construction works, and residential developments, as well as future projects that service Western Sydney's fast-growing population. It has been designed to accommodate up to 3,500 enrolments by 2030, assuming 700 apprentices per year.

ADCO's unique approach included use of innovative partners for future-proofing the facility, a pathway from 5 Star Green Star up to 6 Star design and as-built, and a learning-enabled construction site.

Type	<b>Design &amp; Construct</b>
Value	<b>\$85 million</b>
Duration	<b>23 months</b>
Environmental Rating	<b>Targeting 6 Star design and as built (GBCA)</b>





## Griffith Base Hospital Redevelopment, NSW

### HEALTH INFRASTRUCTURE

ADCO is delivering the NSW Government's \$250m Griffith Base Hospital Redevelopment in the Riverina region. Appointed principal contractor for the new Clinical Services Building, the development includes an emergency department, maternity and paediatric services, operating theatres, surgical and medical inpatient units, medical imaging, and ambulatory and outpatient services including expanded renal and oncology services and specialist clinics.

The new development will support all clinical and non-clinical services, replacing the existing facilities at Griffith Base Hospital with modern innovative spaces capable of delivering contemporary models of care for current and future needs of the Murrumbidgee Local Health District (MLHD).

The project is being designed to 4 Star Green Star.

### Relevance to Defence and Special Projects

- Regionally delivered major project with client requirement to maximise local industry involvement
- Staging and sequencing works to suit an operational environment
- Design management development and resolution of specific project issues
- Detailed commissioning and handover process

Type	<b>Design &amp; Construct</b>
Value	<b>\$250 million</b>
Duration	<b>38 months</b>
Environmental Rating	<b>Targeting 4 Star Green Star</b>





## Nellie Hamilton Centre, NSW

### QUEANBEYAN-PALERANG REGIONAL COUNCIL

ADCO has completed the design and construction of the Nellie Hamilton Centre for Queanbeyan-Palerang Regional Council (QPRC).

Consolidating Council staff spread across 11 buildings across the CBD, the development completes the Council's CBD Transformation Strategy. This also involved modernising the surrounding public and commercial space and improving connections to the existing Bicentennial Hall and Q Theatre.

The works involved constructing a contemporary flexible workspace for the Government across two integrated towers, dedicated council administration, including shopfront and public library space, meeting rooms and break-out spaces, community and commercial space, a gallery connecting the office building to Bicentennial Hall and Q Theatre, 100 basement car parking spaces for council offices and public and a rooftop garden.



### Relevance to Defence and Special Projects

- Contemporary working accommodation
- Staging and managing works in a live precinct including, HV, stormwater, sewer and communications
- Close working relationship developed and sustained with various project stakeholders
- Government client with stringent budget and schedule constraints and quality requirements



Type	<b>Design &amp; Construct</b>
Value	<b>\$73 million</b>
Duration	<b>36 months</b>
Environmental Rating	<b>Targeting 5 Star Green Star Design and As Built</b>





## Bay Pavilions Arts + Aquatic Centre

### EUROBODALLA SHIRE COUNCIL

Bay Pavilions (formerly known as the Batemans Bay Regional Arts, Aquatic and Leisure Centre) is a significant community building amalgamating health, wellbeing, fitness, arts, and a performance theatre into one facility for the enjoyment of the people that live and visit the South Coast of NSW.

The facility provides a 25m, 8 lane pool with ramp access, a warm-water therapy pool, an indoor leisure pool with learn-to-swim and toddler areas, water-play areas and waterslides, a gym, group fitness rooms, and amenities. The centre also contains arts and cultural facilities including a, 350-seat theatre, dressing and green rooms, rehearsal space, art exhibition and storage space, meeting and multi-purpose rooms and amenities.

ADCO was highly supportive of local employment and supporting local businesses within the Eurobodalla and greater region throughout construction.

### Relevance to Defence and Special Projects

- Community infrastructure and utility spaces with various purpose built areas
- Design management to optimise outcomes and deliver operational efficiencies
- Regionally delivered major project with client requirement to maximise local industry involvement
- Strict safety and access control measures required throughout construction due to close proximity of local community to the precinct



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





## Hitachi Remanufacturing Facility, WA

### FORRESTDALE

ADCO proudly delivered Hitachi Construction Machinery Australia's re-manufacturing facility and Stage 3 mining equipment assembly after 12 months of construction.

Undertaken at Hitachi's existing Forrestdale facility, the first stages of the works saw the establishment of a steel structure building with 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 Stage 3 addition provides a 5,300 m<sup>2</sup> warehouse and 200 m<sup>2</sup> office area for Hitachi, and is equipped with multiple gantry cranes, the largest 2 being 200 tonnes each, for assembly activities.

The building was constructed with a combined solution of pre-fabricated concrete panels and structural steel frame. The operational areas of the workshop is a hard-wearing 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.

The first stages of the project were awarded the 2020 Master Builder's Best Industrial Building (\$10m-\$20m) award. Stage 3 of the project also recently won the 2023 Master Builder's Best Industrial Building (\$20m-\$50m) award.

As part of the project ADCO worked in collaboration with an external client appointed contractor for the installation of the cranes.



### Relevance to Defence and Special Projects

- Design management to optimise efficiency, Whole of life (WOL) and Environmentally Sustainable Design outcomes
- Interface with client and stakeholders
- Project team required to develop comprehensive understanding of the clients capability requirements to do develop the optimum facilities outcome within the available budget
- Integration of external client contractors
- Civil and industrial expertise

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







## State Basketball Centre, VIC

### DEVELOPMENT VICTORIA

The \$132m Design & Construct project is located at the existing State Basketball Centre within the Knox Regional Sports Park, Wantirna South. The aim of the project is to meet the growing demand and participation of basketball within the community, whilst also offering a facility that meets state and national needs.

The investment, made by the Victorian Government and Knox City Council will establish the Centre as the premier basketball facility in Australia and will offer additional support for gymnastics, transforming the venue and the broader precinct into the premier sports park in Melbourne's East. The project's core scope aims to deliver:

- 12 new indoor courts to add to the existing 6 courts
- New gymnastics facilities
- Refurbished clubhouse, referee's spaces and administration for Knox Basketball Incorporated
- An extended sports administration hub providing a permanent home for Basketball Victoria and Basketball Australia and other tenants
- Facilities to support 2 tenant professional teams
- A new basketball centre of excellence, forming the central hub of a state wide, high performance program
- A sustainable 5 Star Green Star facility

### Relevance to Defence and Special Projects

- Design and Construct considering the end user needs, Whole of life (WOL) costs and optimising value for money
- Government project delivered to suit the needs of stakeholders, associations and community
- Large span industrial facilities
- Attention to detail for specialist finishes
- Works staged and sequenced through delivery as part of a wider precinct
- Environmental best practice facilities design



Type	Design and Construct
Value	\$132 million
Duration	24 months
Environmental Rating	Targeting 5 Star Green Star





## Lakelands Station, WA

### PUBLIC TRANSPORT AUTHORITY OF WESTERN AUSTRALIA

After a successful Early Contractor Involvement (ECI) method of procurement, ADCO was selected as the head contractor to design and build Lakelands Station as part of the WA Government's METRONET program of projects.

This vital rail project saw the design and construction of the new train station, including an entry building with a pedestrian overpass connecting the train platforms, bus interchange, 400-bay car park and associated infrastructure.

The design of the station draws on local natural features like the wetlands, the Serpentine River, Yalbanberup Pool and Paganoni Lake.

Lakelands Station is located 7km north of Mandurah Station and services the growing suburbs of Lakelands, Madora Bay, Meadow Springs and surrounds and will see 2,300 commuters per day from day one, allowing them to access the busy Mandurah line to Perth.

ADCO was awarded with 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.

### Relevance to Defence and Special Projects

- Stringent coordination and security processes for working within a live rail corridor
- Staging and sequencing to minimise impact on live operations
- Complex commissioning and handover requirements
- Interface with client and stakeholders

Type	ECI to Design & Construct
Value	\$40 million
Duration	24 months







## 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, Bundamba and Coomera in Queensland, Islington in South Australia, Epping in Victoria and Casaurina in Western Australia,.

Our success across their portfolio also saw ADCO selected to complete their first national distribution centre, the cross dock facility at the Oakdale Industrial Estate in New South Wales. Providing the ingenuity of a dedicated onsite team to manage Costco's extensive list of nominated contractors and suppliers proved absolutely critical.

Fast-track programs were innovatively designed to be aligned with Costco's delivery methodology. Providing the ingenuity of a dedicated onsite team to manage Costco's extensive list of nominated contractors and suppliers 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.

### Relevance to Defence and Special Projects

- A close and trusted advisor relationship
- Precision tolerances on industrial floors
- Delivered to meet tight completion deadlines
- Industrial large span buildings
- Trusted relationships supported successful delivery
- Substantial civil, fuel and car parking scope

Type  
Value  
Duration

**ECI to Construct Only**  
**\$300 million**  
**9 projects**





**Banksia Hill Detention Centre -  
Crisis Care Unit (CCU), WA**

**WA GOVERNMENT**

ADCO was thrilled to be awarded the works to deliver a new Crisis Care Unit (CCU) at the existing maximum security Banksia Hill Detention Centre, WA's only all-gender juvenile detention facility catering for youths aged 10 to 17 years.

ADCO is currently delivering the standalone building adjacent to the southwest boundary of the fully operational Detention Centre in the Perth suburb of Canning Vale, with the live works requiring a specialised safety and security approach from our team.

On completion, the new CCU will provide Banksia Hill with an additional 8-bed unit, with 2 at-risk beds and support facilities, a 'low stimulus' room, a day room, staff station and amenities, program room, e-visits room, and consult and interview rooms.

The new CCU will serve to address the complex needs of WA's most high-risk youth by providing the level of safety, supervision and therapeutic support needed to stabilise behaviours, making it safe to reintegrate individuals back into the main Banksia Hill facility.

Drawing on our strengths delivering several high-security projects for State and Federal Government for over 45 years, ADCO is equipped to achieve the specialised project requirements for the new CCU. Our team are making a fast-start on this vital community work to support WA's most at-risk youth.

Type	Construct Only
Value	\$26 million
Duration	12 months





## Victoria Police Mounted Branch and Dog Squad, VIC

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

Type	Design & Construct
Value	\$12 million
Location	Attwood, VIC



## Australian Federal Police Gold Coast Airport, QLD

A \$10m base build project including the construction of a 3 storey commercial office building, secure compound area, access roads, car park, new substation and retaining wall along the adjoining creek.

Type	Design & Construct
Value	\$10 million
Location	Gold Coast, QLD



## Australian Federal Police Cairns Office, QLD

ADCO delivered the Cairns Australian Federal Police (AFP) building in the Cairns Airport precinct, adjacent to the southern end of the runway. Totalling 2,920 m<sup>2</sup> of GFA over two levels, the building provides high-class office facilities as well as holding cells and interview rooms.

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



## Australian Federal Police Building, Melbourne Airport, VIC

The purpose-built facility for the Australian Federal Police at Tullamarine airport is a 5 Star Green Star, 4 level office building. The project was completed under a fast track construction program of 10 months.

Type	Design & Construct
Value	\$15 million
Location	Melbourne, VIC
Environmental Rating	5 Star Green Star





### WA Police Fit-out, WA

The WA Police Fit-out in Perth consisted of the demolition and refurbishment of 3 floors and end-of-trip facility within a secure live operational building.

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Type	<b>Construct Only</b>
Value	<b>\$6 million</b>
Location	<b>Perth, WA</b>



### Australian Federal Police K9 Facility, QLD

Construction of a purpose-built K9 Kennel Facility for the Australian Federal Police at Cairns Airport. The project included a purpose-built facility to house the AFP's dog team, who perform bomb appraisals and drug screening for the Airport.

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Type	<b>Negotiated</b>
Value	<b>\$3 million</b>
Location	<b>Cairns, QLD</b>



### Fire and Rescue Services Roll Out, ACT

The roll-out of new emergency services operations in the territory. This included the \$13 million Aranda project which offered new ambulance areas, accommodation, offices and facilities as well as a \$12m, state-of-the-art Fire and Rescue Station in South Tuggeranong.

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Type	<b>Design &amp; Construct</b>
Value	<b>\$25 million</b>
Location	<b>South Tuggeranong, ACT</b>



### HMAS Stirling Maintenance and Remedial Works, WA

The HMAS Stirling Military Base maintenance and remedial project involved the refurbishment of 36 existing operational buildings, incorporating upgrade and maintenance works to the buildings.

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Type	<b>Construct Only</b>
Value	<b>\$1 million</b>
Location	<b>Garden Island, WA</b>



A man and a woman are shown in profile, facing right, at what appears to be a construction or industrial site. The man, in the foreground, is wearing a white hard hat with the ADCO logo, safety glasses, and a high-visibility yellow vest over a light blue shirt. The woman, partially visible on the right, is also wearing a white hard hat with the ADCO logo and a high-visibility yellow vest over a blue shirt. The background is slightly blurred, showing some industrial structures and trees under a blue sky with clouds. A large, semi-transparent white shape is overlaid on the left side 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.









# Judith Brinsmead AM

## Chairman

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

Judy brings a focused leadership style and over three decades of experience in Construction and Property, having joined ADCO as an Executive Director in 1989. She has a detailed understanding of the business and continues to be instrumental in ADCO's success and growth. Strong on community, Judy is also a member of the Board of Trustees of Bond University and was on the Joint Marketing Committee for the 2018 Commonwealth Games.

# TOM HILL

## Director

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

His focus is on providing strong connections between our clients, our people and ADCO's vision and values. Tom chairs the Brinsmead Hill Family Foundation which focuses on mental health, education and community support.

Tom is on the Australian Olympic and Paralympic Team Appeal Committee Queensland.





## 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.



**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.



**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



### Sean Conroy

#### Chief Risk Officer

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.



### 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 Health Safety 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.



### Nick Hamilton

#### Head of Conversion

Nick brings over 15 years of experience in the construction industry, with deep insights into the Australian construction landscape and a strong understanding of the importance of stakeholder relationships.

His expertise spans multiple sectors, including Tier 1 delivery projects, where his hands-on approach and ability to meet strict deadlines have consistently driven exceptional project and client outcomes. Nick's professionalism and industry knowledge in tendering and project delivery have been key to the success of our business.

Nick graduated from the ADCO Leaders Program in 2024 and has held various roles, including Project Manager and Construction Manager. For the past five years, Nick has served as the QLD State Pre-Construction Manager at ADCO.

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

**Neil Harding**  
MANAGING DIRECTOR



# STATE MANAGERS



## Kristian Anthony

### NSW State Manager

Kristian joined ADCO in 2010 as a cadet and has since progressed to the role of NSW State Manager. His career trajectory includes key positions as Senior Project Manager and State Pre-Construction Manager, where he applied his skills and expertise.

An enthusiastic and astute leader, Kristian excels in developing high-performance teams that consistently exceed the expectations of clients and stakeholders.

Throughout his tenure at ADCO, he has earned a strong reputation for delivering outstanding results and building long-lasting relationships with key project stakeholders. Kristian holds a Bachelor of Engineering (Civil) from the University of New South Wales and is a graduate of both Australian Institute of Company Directors and the inaugural ADCO Leaders Program.



## 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.

# 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 AS45001:2018 (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 27001:2022 (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 Work Health and Safety Accreditation Scheme.



## Green Buildings

ADCO has been a proud member of the Green Building Council of Australia since 2006 and we continue to be committed to the success and increased adoption of sustainable construction practices.



## 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.



## Large Format Retail Association

ADCO is a longstanding member of the Large Format Retail Association (LFRA), Australia's peak industry association for the Large Format Retail sector.

## Member 2025

### Social Traders

BUYER FOR GOOD

## Social Traders

ADCO is a proud member of Social Traders, supporting certified enterprises to help drive inclusive, purpose-led procurement across our projects.





### 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.



### 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.



### Supply Nation

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



### 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.



### Best Managed Companies

ADCO was acknowledged as one of Australia's Best Managed Companies for 2 years running in 2022 and 2021.

The Best Managed Company 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.



### The National Association of Women in Construction

ADCO is a proud member of the National Association of Women in Construction (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.

ADCO shares NAWIC's vision of an equitable construction industry where women fully participate within all facets of the construction industry. ADCO's mission is to increase our female employment rate to 30% by 2030.

## Sydney

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# ADCO

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