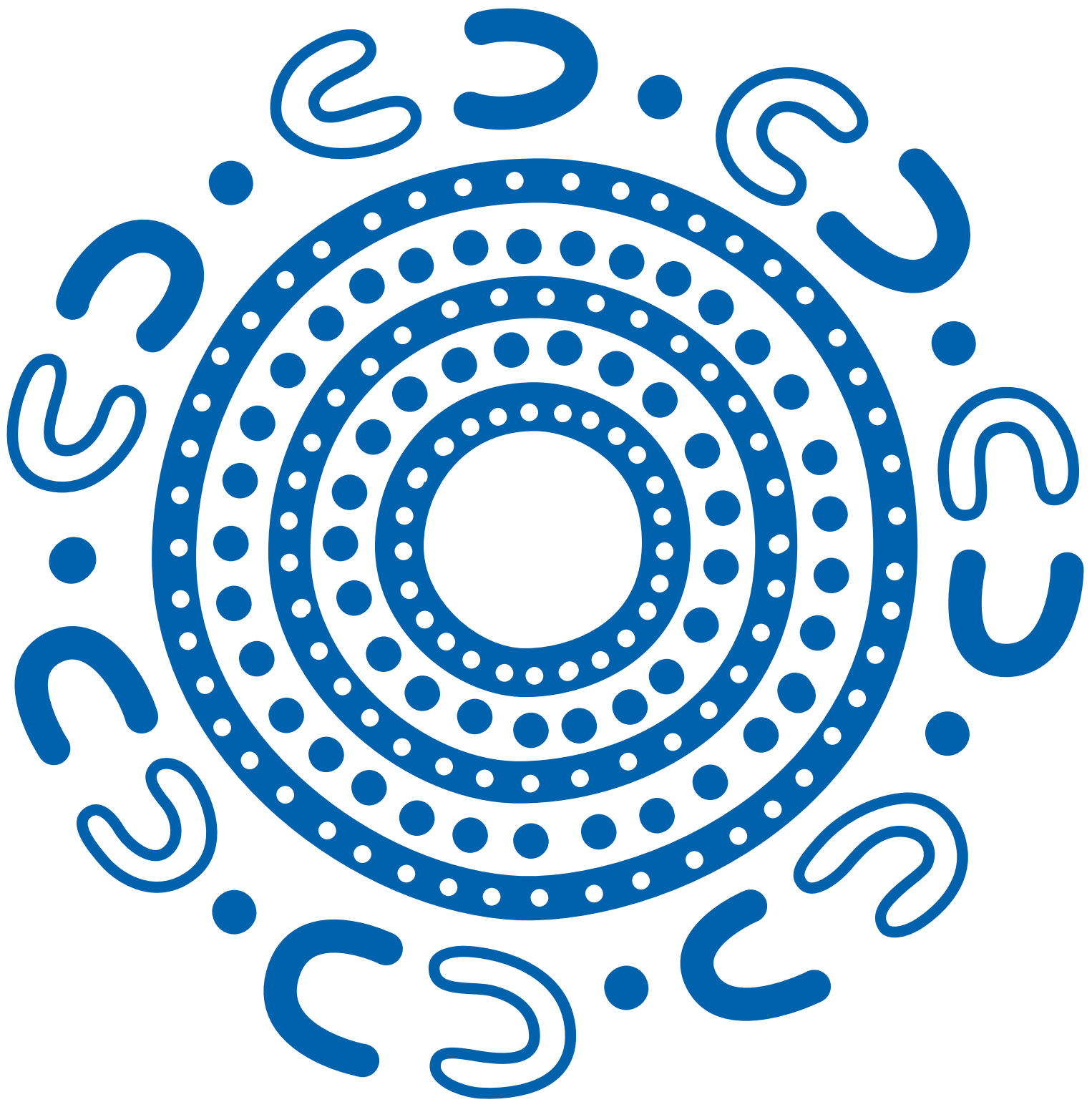


# CAPABILITY STATEMENT

Education

TAFE GIPPSLAND





**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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Chisholm Redevelopment Stage 1 Frankston, VIC

# PEOPLE WHO BUILD

Since our beginnings in 1972, ADCO has been steered by family values, trust and honesty. Everything we do is underpinned by our core values of responsibility, dynamism and teamwork.





## WHO WE ARE

**We are People Who Build. It's been that way for more than half a century and today we are one of Australia's largest construction businesses. Proudly, we continue to be family owned.**

### Our story

A force in Australian construction – guided by family values, trust and putting people first.

The ADCO story began back in 1972. In the years since then, we've grown to be a multi-billion-dollar construction business guided by an unwavering commitment to quality, our clients, and our people. These foundations have seen us become one of the top private companies in Australia with a blue-chip client list and an award-winning portfolio of almost 4,000 successfully completed buildings from early work packages to \$300+ million projects.

### Builder of Choice

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

Becoming the *Builder of Choice* doesn't just happen. It takes responsibility, teamwork and a dynamic mindset. It's about delivering on our promises and bringing energy to every stage of every project to achieve shared goals. It means completing projects on time, on budget and to the highest standards possible. We call this the ADCO Way, and it's embedded in our DNA. It's the way *People Who Build* go to work.



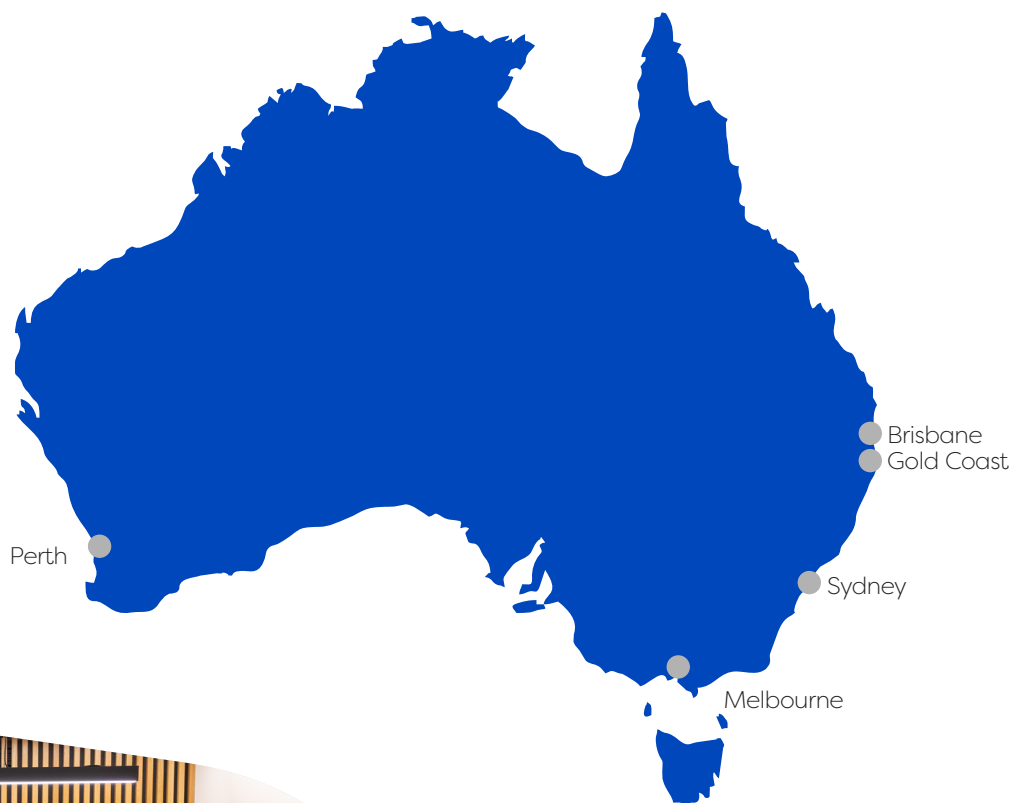


# EXPERTISE AND REACH

## ADCO has a true national presence with offices throughout Australia.

ADCO is an industry leader with an operational footprint that touches every corner of the Australian market. The strength of our award-winning expertise, capability and people is reflected by exceptionally high levels of repeat business and long-established client relationships across key private and institutional corporations, as well as all levels of government.

Each year, our projects are delivered via early contractor involvement, design, and construct, managing contractor, and traditional construction methods of procurement. Our national presence ensures we can offer holistic and seamlessly delivered projects up to \$300+ million anywhere in Australia.



● 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 a smarter  
tomorrow**

---

Victoria University Sunshine Skills Hub, VIC

**OUR EDUCATION  
CREDENTIALS**





# 200M+

largest project



# 1ST

6 star Green Star education  
project in Australia



# 375+

education projects  
completed



Indooroopilly State High School Hall and Tennis Court, QLD

**For over 50 years ADCO has been entrusted to deliver the educational facilities that teach our nation.**

Primary and secondary schools in the public, private and independent sectors complement our extensive tertiary portfolio of TAFE's and universities across Australia. Pre-qualified with all State and Territory Governments, ADCO continues to deliver Australia's most advanced learning facilities.



Bray Park State High School New Learning Centre, QLD

**“An excellent team, well led. ADCO focuses on solutions and on keeping momentum on the project – resulting in an on time and on budget outcome. Each team member displayed leadership in their respective roles.”**

**Tony Inglis**  
LA TROBE UNIVERSITY  
EXECUTIVE DIRECTOR INFRASTRUCTURE AND OPERATIONS



# OUR EDUCATION CLIENTS

We are proud to have provided educational facilities for a diverse range of clients around Australia. Testament to our success is our significant repeat clientele. Our education clients include:



La Trobe University Sports Stadium, VIC



A photograph of a modern school hallway. On the left, there is a row of white lockers. On the right, there are wooden bookshelves. The floor is covered in a patterned carpet. The ceiling is high with a grid of lights. A large blue abstract shape is overlaid on the right side of the image.

# 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.**





## The Forest High School, NSW

### SCHOOL INFRASTRUCTURE NSW

As part of The Frenchs Forest 2041 Place Strategy to creating a thriving town centre, the current Forest High School site will be redeveloped created the need to relocate the school to a newly acquired site at 187 Allambie Road, Allambie Heights.

The relocation provides School Infrastructure NSW (SINSW) opportunity to create a state-of-the-art education facility that focuses on excellence, innovation, opportunity and success for all students.

The Forest High School will provide capacity for the 2036 projected enrolment demand of 1,847 students and will include modern flexible learning spaces; a new library, canteen and administration spaces; a multi-purpose sports and performance hall; new outdoor sports courts and landscaped recreation and outdoor learning spaces.

The project, spanning across two-stories, will be targeting 5 Star Green Star accreditation with plans for provision of solar panels, water tanks, use of sustainable materials and efficient fixtures and fittings. The design of the school has considered existing trees on site and aims to retain as many trees and bushland as possible while providing the needs of a modern high school.

Type	<b>Design &amp; Construct</b>
Value	<b>\$120 million</b>
Duration	<b>25 months</b>
Environmental Rating	<b>Targeting 5 Star Green Star</b>





## Austral and Leppington Public Schools, NSW

### SCHOOL INFRASTRUCTURE NSW

ADCO has been engaged as head contractor to deliver the staged redevelopment of both Austral Public School and Leppington Public School under a single contract for \$170 million—part of a broader strategic initiative by the NSW Government to address the impacts of rapid population growth in south-west Sydney.

These concurrently delivered projects represent a major investment in public education, supporting SINSW's vision for inclusive, adaptable, and future-ready learning environments across NSW.

Leveraging our deep experience in education construction, we will deliver these projects with minimal disruption to school operations. Backed by dedicated teams, sustainable design principles, and a well-coordinated delivery approach, these projects will result in high-quality, future-proofed learning environments aligned with the Department's long-term educational infrastructure goals.

Type	<b>Design &amp; Construct</b>
Value	<b>\$170 million</b>
Duration	<b>46 months (APS)</b> <b>38 months (LPS)</b>





## Condell Park High School, NSW

### SCHOOL INFRASTRUCTURE NSW

ADCO is excited to be SINSW's 'Builder of Choice' for the Condell Park High School project.

Supporting the NSW Government's commitment to modernising existing schools, this upgrade will replace demountable classrooms with modern, purpose-built facilities. The project addresses the growing population in the Bankstown area, ensuring students have access to future-focused learning environments.

Our project scope includes new teaching spaces to accommodate 1,060 students, featuring 16 General Learning Spaces in an EFSG-standardised hub layout with learning commons and multipurpose areas.

Additionally, the refurbishment of four buildings will provide 17 General Learning Spaces, 15 specialist teaching spaces, and seven support learning spaces. External works will improve site functionality and safety through a relocated car park, enhanced wayfinding, new landscaped areas, and upgraded access with walkways and ramps.

ADCO is committed to delivering a sustainable and responsible solution, integrating multiple 5 Star Green Star initiatives to align with the project's environmental goals.

Type	<b>Design &amp; Construct</b>
Value	<b>\$60 million</b>
Duration	<b>17 months</b>
Environmental Rating	<b>Targeting 5 Star Green Star</b>







## Cobblebank Secondary Inclusion School, VIC

### VICTORIAN SCHOOL BUILDING AUTHORITY (VSBA)



ADCO is excited to be selected as the Builder of Choice to deliver the Cobblebank 7-12 Secondary Supported Inclusion School for the VSBA. The project is to be located on a greenfield site at 305-329 Ferris Road, Cobblebank in the City of Melton, approximately 33km north-west of Melbourne's CBD.

The school has been designed to provide an inclusive learning environment with a planned capacity of 1,600 mainstream students and 130 Supported Inclusion Students, with future potential to accommodate up to 2,270 students.

Stage 1 scope, which supports an initial enrolment of 865 students, will include:

- A two-storey Administration & Learning Building
- A three-storey Learning Building (Building A)
- A vibrant Community Hub featuring a double court gym, fitness room, music and drama rooms, and food technology areas
- Outdoor learning and play areas, including a soccer pitch, hardcourts, welcome mat, and landscaping
- Staff car park
- Development of all associated site works and services



Type	Design & Construct
Value	\$64million
Duration	13 months





## Sir Joseph Banks High School, NSW

### SCHOOL INFRASTRUCTURE NSW

ADCO is excited to be SINSW's 'Builder of Choice' for the Sir Joseph Banks High School project.

Supporting the NSW Government's commitment to modernising existing schools, this upgrade will replace demountable classrooms with modern, purpose-built facilities. The project addresses the growing population in the Bankstown area, ensuring students have access to future-focused learning environments.

Our project scope includes new teaching spaces for 1,240 students, featuring 16 General Learning Spaces in an EFSG-standardised hub layout with learning commons and multipurpose areas. Core facilities will include a new administration and staff area, a medium-sized multipurpose hall, and additional staff and student amenities.

External works involve a relocated car park with additional spaces, improved pedestrian entries for safety, new landscaped areas, and a COLA structure for shade and weather protection.

ADCO is committed to delivering a sustainable and responsible solution, integrating multiple 5 Star Green Star initiatives to align with the project's environmental goals.

Type	<b>Design &amp; Construct</b>
Value	<b>\$50 million</b>
Duration	<b>15 months</b>
Environmental Rating	<b>Targeting 5 Star Green Star</b>





## Roebourne District High School (DHS) New School Redevelopment, WA

### WA GOVERNMENT

ADCO is pleased to be awarded the redevelopment of Roebourne DHS. This is an important investment in the future of local students and the wider community.

The major redevelopment will provide new facilities for the staff and students attending the school. This includes a particular focus on the delivery of programs to engage First Nations children and a design that provides greater opportunities for all staff and students to understand and respect First Nations history, culture, and language.

Works include the demolition of existing school structures in stages, with the construction of a new primary school, cafeteria and cooking block,

administration and student services block, dance, music and sport hall, science and library block, high school, language centre, car park, landscaping, and recreational areas.

The new school is being built in its entirety at the existing school site which is located 30 minutes north of Karratha. The school has been operating at its present site since 1961 and its redevelopment will greatly enhance the availability of school facilities to the local families in and around the Pilbara Region.

Type	<b>Design &amp; Construct</b>
Value	<b>\$67 million</b>
Duration	<b>22 months</b>



# Joan Montgomery Centre, VIC

## PRESBYTERIAN LADIES' COLLEGE

After completing the ECI phase, ADCO delivered the Joan Montgomery Centre for the Presbyterian Ladies' College. Located in Burwood, the centre provides a new state-of-the-art sporting facility, housing a new elite aquatic and fitness centre with high-quality sporting amenities.

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

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

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

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

**Cheryl Penberthy**

PRINCIPAL, PRESBYTERIAN LADIES COLLEGE



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







## Teaching & Learning Building, VIC

### CAULFIELD GRAMMAR SCHOOL

The state-of-the-art Caulfield Grammar Senior School Teaching and Learning Building is the second project ADCO has delivered at the Caulfield Campus and the first major project to delivered under the school's 'Mind for Life' strategy.

With a focus on well-being, the school has been designed for now and generations to come, providing comfort for both learners and educators.

The 5-level facility provides space for collaboration and flexibility and includes 28 classrooms, 8 science laboratories, a design-tech space, a function room and several informal learning spaces and break-out hubs.

The high quality project is targeting 6 Star Green Star and WELL Gold certification.

Type	<b>Design &amp; Construct</b>
Value	<b>\$75 million</b>
Duration	<b>23 months</b>
Environmental Rating	<b>Targeting 6 Star Green Star Design and As Built and WELL Gold certification</b>





## Narrabeen Education Precinct, NSW

### SCHOOL INFRASTRUCTURE NSW

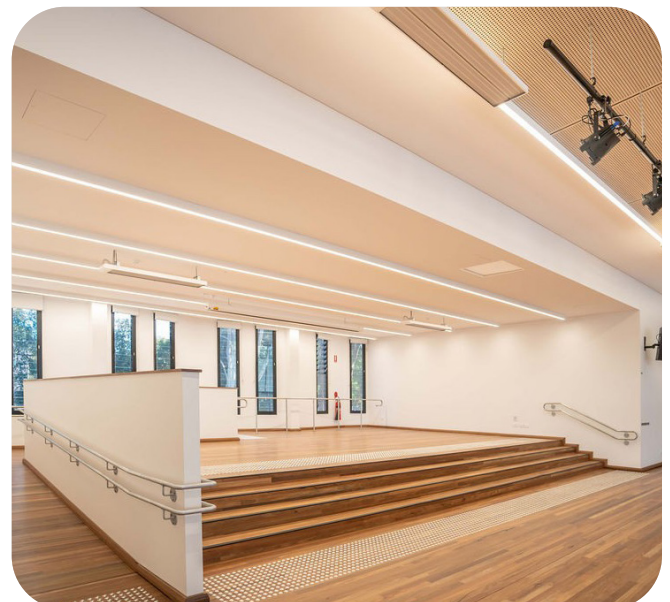
ADCO is proud to have been selected as the 'Builder of Choice' for SINSW's Narrabeen Education Precinct. The project included the expansion of Narrabeen North Public School through additional permanent teaching spaces and core facilities to meet project enrollment growth. This project provided opportunity to showcase ADCO as the school Builder of Choice and our strength in delivering state-of-the-art education facilities in live environments.

The project delivered:

- 15 general learning spaces and shared practical learning areas
- Hall and covered outdoor learning area
- Administration and staff facilities
- Utility areas and outside school hours care facilities
- Landscaping and general external works



Type	<b>Design &amp; Construct</b>
Value	<b>\$33 million</b>
Duration	<b>16 months</b>
Environmental Rating	<b>Targeting 5 Star Green Star</b>





**Southern Suburbs Cluster: Gulyangarri Public School & Liverpool West Public School**

**SCHOOL INFRASTRUCTURE NSW**

**Gulyangarri Public School:**

Construction of a new 3-storey administration and teaching building along with a double storey hall to cater for approximately 550 students. The new school provides 24 mainstream teaching spaces, 4 support units, 4 special programs units, 1 preschool, hall, library, ancillary facilities, playing fields, Kiss & Drop and car parking.

**Liverpool West Public School:**

This project is comprised of new building and upgrade works to the existing Liverpool West Public School.

The works provided an additional 44 teaching spaces, preschool, 4 support unit classrooms, canteen, administration, staff facilities, hall, library, and external works. The new school was constructed using both Kit-of-Parts and insitu construction techniques.

The school commenced operations for staff and students at the beginning of Term 2 in 2023.

**“ADCO engaged strongly with project stakeholders through all phases of design and subsequent delivery..We found their approach to be very positive, collaborative and extremely effective in achieving all key requirements for the projects.”**

**Justin Barrett**  
KAZBAR HOLDINGS  
DIRECTOR







## University of Western Australia (UWA) Reid Library Refurbishment, WA

### THE UNIVERSITY OF WESTERN AUSTRALIA

Located just 5 kilometers from Perth, Reid Library is one of the University's busiest buildings, boasting a substantial collection of informal learning and research spaces. It is a hub frequented by students from various UWA disciplines, as well as the broader community.

ADCO has successfully delivered the refurbishment works to this iconic building, with a goal to maximise opportunities, enhance well-being, inclusivity, and community engagement. The scope of works included addressing significant existing deficiencies and the end-of-life status of the building's service infrastructure, which involved improving sustainability and future-proofing services and infrastructure for greater efficiency and reduced costs.

Importantly, ADCO worked with the UWA team to enhance the student experience by upgrading facilities and providing contemporary spaces, supporting UWA's Master Plan, including the 2030 Vision, the 2025 Strategic Plan, and the Estate Strategy.

Type	Managing Contractor
Value	\$18 million
Duration	10 months





## Bond University Institute of Health and Sport, QLD

### BOND UNIVERSITY

Bond University Institute of Health and Sport Expansion is an impressive new development, completed by ADCO and contributing to our extensive portfolio of works for Bond University at Robina, Gold Coast QLD.

ADCO worked collaboratively with Bond University through an Early Contractor Involvement (ECI) phase to develop the design for construction and expansion of the existing Robina Campus which forms part of the current Bond Institute of Health Science (BIHS).

The expansion project is comprised of an 11,500m<sup>2</sup>, 5-storey building with a central atrium, and contains specialist education and training facilities supporting the delivery of the courses offered by Bond's Institute of Health and Sport (BIHS).

The BIHS building contains several flexible learning areas for students in addition to formal specialised teaching spaces for the various disciplines within the BIHS which include occupational therapy, exercise and sports science, physiotherapy, nutrition and dietetics.

Significant project challenges that ADCO overcame were the complex installation of the raking curved facade of the main building and the new bridge interface linking the new and existing buildings.

The project won the 2024 Master Builder's Qld (Gold Coast) Award for Education Facilities over \$10 million.



Type	ECI to Design & Construct
Value	\$45 million
Duration	16 months







Botanic Ridge Primary School

## New Schools 2020 & 2022 Bundles, VIC

### VICTORIAN SCHOOL BUILDING AUTHORITY (VSBA)

Building on ADCO's success delivering vertical school projects for the VSBA, we were appointed to deliver a bundle of eight new schools as part of their 2020 Program of Works.

The scope saw the design and construction of eight primary schools, some with attached Early Learning Centres and various sporting infrastructure. ADCO also delivered the design and construction of the Botanic Ridge Primary School which incorporated a full modular, off-site, prefabricated delivery methodology. Schools delivered under 2020 contract included: Beveridge Primary, Botanic Ridge Primary, Casey Fields Primary, Davis Creek Primary, Elevation Secondary College, Grayling Primary, Lucas Primary and Riverwalk Primary School.

Following ADCO's success on the schools 2020 bundle, we were subsequently awarded another bundle consisting of five larger schools in the 2022 Program of Works. These included: Deanside Primary School, Gilgai Plains Primary School, Strathtulloh Primary School, Willowbank Primary School and Wollert Primary School.

Each school offers an administration building with library, art, food and science learning spaces, a performing arts and physical education building, two learning neighbourhoods, outdoor hardcourts, sports field, bike sheds and playground.

A key component of the 2022 bundle, Wollert Primary School is a Supported Inclusion School, which includes high-quality, evidence-based educational provision for students with disabilities to study alongside mainstream students to the greatest extent possible in a safe, accessible, and supportive environment.



Type	Design & Construct
Value	\$350 million (cumulatively)
Duration	13 months (per bundle)





## NextSense Centre for Innovation, NSW

### NEXTSENSE

ADCO delivered the \$75 million NextSense Centre for Innovation, on Macquarie University's campus in Sydney's north.

NextSense's (previously known as the Royal Institute for the Deaf and Blind) state-of-the-art, exemplar facility delivers innovative and dedicated services to people with hearing or vision loss and advance education in these fields of learning. The future-focused development provides best-practice support, to achieve exceptional outcomes for current and future generations.

NextSense relocated from the original North Rocks facility to its new Macquarie University location. This bolsters the strong partnership and collaborative relationship that exists between NextSense and Macquarie University, enhancing research, collaboration and resources.

ADCO delivered this exciting project using industry leading technologies such as virtual reality and LiDAR scanning to enhance the client's experience and create an entirely transparent construction journey. The project is also targeting a 5 Star Green Star certification.



Type	<b>Design &amp; Construct</b>
Value	<b>\$75 million</b>
Duration	<b>24 months</b>
Environmental Rating	<b>Targeting 5 Star Green Star</b>





## Institute of Applied Technology for Construction, NSW

### TAFE NSW

ADCO has completed building the 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.



The project was awarded the 2024 MBA NSW Excellence in Construction (Tertiary Buildings \$10-\$70m).

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>





## Bond University, QLD

### BOND UNIVERSITY

ADCO's proud association with Bond University spans over 20 years and 25 projects. Our relationship has been a true partnership in the roll out of the University's capital works program across the Gold Coast campus.

Key project highlights include the multi award-winning Mirvac School of Sustainable development, the first 6 Star Green Star Education project in Australia, the Bond Institute of Health and Sport (BIHS), and the Abedian School of Architecture. This incredibly challenging project, designed by UK architect Sir Peter Cook, and its complex 'scoop' structure demanded many Australian construction firsts. The School of Architecture has been recognised locally and internationally for its stunning design and build quality. Elite sporting facilities include the Bond Institute of Health and Sport, and the rugby and AFL fields. The multimedia learning centre has been highly acclaimed at Queensland's RAIA Interior Design Awards.

**"I site-managed the first ADCO building at Bond University in 2004 with my son Jarvis alongside me. He was eager to enter the construction industry and is now a well-regarded ADCO project manager on the gold coast. ADCO has gone on to complete many high-class finished buildings at Bond University; we are their builder of choice."**

**Wayne Robertson**  
ADCO, SITE MANAGER

Type	ECI to Design & Construct
Value	Cumulatively in excess of \$250 million
Duration	Various
Environmental Rating	6 Star Green Star (GBCA)



Chisholm Institute Frankston  
Redevelopment Stage 1, VIC

CHISHOLM INSTITUTE

The \$60 million redevelopment for Chisholm Institute in Frankston involved the construction of one of the most advanced, innovative and contemporary teaching facilities in Victoria.

The finalised, state-of-the-art complex now provides a consolidated student hub, flexible learning hubs and contemporary teaching facilities over four storeys.

Building A is now home to nursing, allied health, early childhood education and hair and beauty.

Building B is a two-level collaborative training space that reflects real-world construction projects. Purpose-built and flexible, the integrated design combines student learning in plumbing, construction, electrical, and electro-technology from certificate to degree level qualifications. Construction of the project took place over two separable portions: the construction of building A, and the refurbishment of building B in addition to surrounding external works.

Type	Construct Only
Value	\$60 million
Duration	20 months

“The project has required significant planning, project management, collaboration and at times, patience. It is through ADCO’s commitment that we have delivered a training facility that sets Chisholm apart from our competitors and leads the way in vocational education.”

Stephen G Marks  
CHISHOLM INSTITUTE  
BOARD CHAIR







## South Melbourne Vertical School, VIC

VICTORIAN SCHOOL BUILDING AUTHORITY (VSBA)

ADCO has completed the \$40 million South Melbourne Primary School, a new state-of-the-art building completed in just over 12 months. As the first vertical school to be rolled out for the Victorian Government, it was imperative that this project was handed over on time and delivered to a high standard.

The works involved a detailed excavation of the site and the construction of a new vertical school over six levels. The shared school and community facility caters for 525 students with an early learning centre, multi-purpose community rooms and indoor and outdoor multi-purpose sports courts. Incorporating an early learning centre, the shared school and community facility caters for 525 students. Distinctive design features include multipurpose community rooms plus indoor and outdoor sports courts.



**“South Melbourne vertical school was an enjoyable project from start to finish. We overcame a number of challenges as a team and it’s great to have worked on what is now something of a Melbourne landmark.”**

**Tiffany Lucas**

ADCO  
CONTRACTS ADMINISTRATOR



Type	<b>Construct Only</b>
Value	<b>\$40 million</b>
Duration	<b>12 months</b>





# Ridge View Secondary College, WA

## WA GOVERNMENT

Our Ridge View project involved construction of a new secondary school on a greenfield site in the outer suburbs of Perth. The resulting works have accommodated 725 students from Years 7 to 12 and was completed in time for the school year.

Buildings included in the project scope are administration, information resource centre, staff centre and cafeteria, student services, technologies learning area, health and physical education building, storage and bin area and fire pump and irrigation pump rooms.

The facilities have been designed with simple, yet strong forms based on the proportion, scale and rhythm of their component parts. Exposed structure, mono pitch roofs, contrast of solid to glazed walls and clear articulation at ground and roof level provide dynamic views around the buildings.

The external elements of the school incorporate full sports facilities including multi-purpose hardcourts football oval and soccer pitch and hard and soft landscape areas, parking and drop-off facilities, and a transportable unit zone.

The works incorporate everything, from the staff centre and cafe to the high-tech learning areas and health and physical education building.



Type	Construct Only
Value	\$35 million
Duration	16 months







## Victoria University Sunshine Skills Hub, VIC

### VICTORIA UNIVERSITY

ADCO was pleased to build Victoria University's \$35 million Skills Hub at their Sunshine campus in Melbourne's west. One of several successful capital works projects delivered by ADCO in partnership with Victoria University.

The eye-catching, three-storey facility was designed by Woods Bagot and holds a 5 Star Green Star design rating. The Skills Hub offers students TAFE courses in health, community services and trades-related fields, with modern support services and amenities as well as flexible spaces, specialised teaching equipment incorporating robots, virtual reality goggles, computerised mannequins and simulation equipment, and environments to help students learn through real-life scenarios.

The visual design features a striking façade which incorporates a programmable LED lighting system and was subject to a design and construct solution by ADCO. Internally, the building incorporates high quality timber finishes and polished concrete floors to enhance the learning environment.

Type	Construct Only
Value	\$35 million
Duration	15 months
Environmental Rating	5 Star Green Star design (GBCA)





## St Leonard's College Inspiring Innovations, VIC

### ST LEONARD'S COLLEGE

The Inspiring Innovations project at St Leonard's College provides a supportive atmosphere for student development and is designed to be in sympathy with existing buildings on the site and the surrounding residential neighbourhood.

Key elements of the new development include: the New Leonardian Performing Arts Centre, with an approximate floor area of 2,800m<sup>2</sup> and capacity to seat 600 patrons, a brand new, three-storey building with teaching spaces, a canteen, eleven dedicated learning areas, a lecturette and dedicated exam area with a total floor area of roughly 4,200m<sup>2</sup>, and an external outdoor agora linking the two new buildings.

The project's architecture beautifully blends contemporary design with the existing heritage feel of the school campus, which maintains buildings constructed as early as the 1870s.

St Leonard's College Inspiring Innovations won the 2022 Master Builders Victoria Excellence Award \$30 - \$80m category and the 2022 Master Builders National Commercial Construction \$50m-100m and Master Builder of the Year.



Type	<b>Design &amp; Construct</b>
Value	<b>\$50 million</b>
Duration	<b>18 months</b>







## Hedland State High School, WA

### WA GOVERNMENT

ADCO delivered the new facilities at Hedland Senior High School in South Hedland, Western Australia, for the WA Government.

The eye-catching school features striking REDCOR steel façade paneling, which was rusted off-site prior to installation.

The build involved two separable portions, consisting of a new gymnasium and classroom building, and refurbishments to the STEM, IT and English areas. The gymnasium offers multipurpose, Helsinki 10/10 sprung sports flooring suitable for basketball, netball, volleyball, and badminton.

The project was awarded Master Builder's Best Education Building (\$10-\$20m) Excellence in Construction for the Kimberley & Pilbara region and also 'Best Regional Project' overall.

As the Builder of Choice for the High School and both stage one and two of the Port Hedland International Airport, ADCO is proud to be building these important developments for the Port Hedland community.

Type  
Value  
Duration

**Construct Only**  
**\$13 million**  
**13 months**







## McKinnon Secondary College, VIC

### VICTORIAN SCHOOL BUILDING AUTHORITY (VSBA)

McKinnon Secondary College was completed in time for students to start the school year on their brand-new campus in Bentleigh East, Victoria.

ADCO's build for Victorian School Building Authority (VSBA) offers students a new, four-storey building that caters for up to 1100 students.

Officially serving as the new middle school campus for the school, Years 8 and 9, students enjoy world-class, modern learning environments for science, technology, design, art, music and drama – as well as a brand-new gymnasium with retractable seating, a commercial kitchen, outdoor sports amenities and landscaping.

Type	Design & Construct
Value	\$45 million
Duration	18 months





## Morwell Trade Skills Centre (MTSC), VIC

### TAFE GIPPSLAND

ADCO built the Morwell Trade Skills Centre (MTSC) project for TAFE Gippsland, in Victoria.

Designed by GHD, the \$35 million upgrade to the TAFE Gippsland campus in Morwell delivers a modern, high-quality training facility in the heart of the Latrobe Valley.

The project included demolition of an existing single-storey building, and the construction of the new 5,000m<sup>2</sup> two-storey facility. The MTSC provides facilities for students to train in: electro-technology, new energy systems, instrumentation and plumbing trade training, with specialist workshops, lab facilities and general-purpose classrooms.

The facility now provides many new vocational training opportunities to students of the Latrobe Valley and broader Gippsland region.



Type	Construct Only
Value	\$35 million
Duration	18 months
Environmental Rating	5 Star Green Star Education V1 (GBCA)





## Pymble Ladies College Aquatic Centre, NSW

### UNITED CHURCH IN AUSTRALIA PROPERTY TRUST

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

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

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

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

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

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Type	Design and Construct
Value	\$40 million
Duration	20 months







## South Rock State School, QLD

### DEPARTMENT OF EDUCATION QLD

ADCO was the Builder of Choice for the South Rock State School (Yarrabilba Stage 2) development, located south of Brisbane for the Queensland Department of Education.

The \$60 million design and construct project is a new State Primary School of the highest standards. Comprising of 28 general learning areas and two flexible learning areas across the Years 1-3 and Years 4-6 precincts, a central campus resource centre, multipurpose hall, sports and playground facilities, canteen and covered areas, and administrative facilities including staff amenities.

ADCO's design and delivery have managed the integration of several significant efficiencies and value add initiatives into the school's master planning phase. These innovations provided the Department of Education with certainty of delivery, especially around program for this key piece of State infrastructure.



Type	<b>Design &amp; Construct</b>
Value	<b>\$60 million</b>
Duration	<b>12 months</b>







## La Trobe University Sports Stadium, VIC

### LA TROBE UNIVERSITY

The La Trobe University Sports Park at La Trobe University, Melbourne, has been designed as the first purpose-built facility of its kind in Australia. The sprawling site integrates academic research and teaching functions with world-class playing facilities for professional, state and community clubs.

The striking, \$50 million development at the University's Bundoora campus was delivered through a design and construct method of procurement.

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

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

The Sports Park has a major focus on environmental sustainability, with the Stadium achieving a 6 Star Design and As Built rating from the Australian Green Building Council.



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





## Deakin University Student Accommodation, VIC

### DEAKIN UNIVERSITY

ADCO's team completed the \$66 million student accommodation for Deakin University on their Burwood campus. The development provides 512 beds in a combination of two, four and six-bedroom apartments within three buildings, up to thirteen levels high.

The project features the latest in communal facilities for students, including a central common area with lounge, kitchen and dining zones, dedicated study rooms, laundrette facilities, open-plan recreation space with flexible furniture and a games area, landscaped outdoor entertainment area with BBQ, seating and lights, and rooftop solar panels.

The \$66 million student accommodation project integrates 2, 4 and 6-bedroom apartments within three buildings, over 13 levels.

The existing administration area was also refurbished to enhance student services. Construction was delivered over two stages – the first stage involved the concurrent delivery of wings 1 and 2, and the second stage delivered wing 3.

Type	<b>Construct Only</b>
Value	<b>\$66 million</b>
Duration	<b>12 months</b>
Environmental Rating	<b>5 Star Green Star Certified Building (GBCA)</b>



## OTHER EDUCATION PROJECTS



### North Kellyville Public School

SCHOOL INFRASTRUCTURE  
NSW

Type	Design & Construct
Value	\$41 million
Location	North Kellyville, NSW



### Baldavis South Secondary School

DEPARTMENT OF EDUCATION  
WA

Type	Construct Only
Value	\$35 million
Location	Perth, WA



### Curl Curl North Public School

SCHOOL INFRASTRUCTURE  
NSW

Type	Design & Construct
Value	\$31 million
Location	North Curl Curl, NSW



### Southern Cross University Building C

SOUTHERN CROSS UNIVERSITY

Type	Construct Only
Value	\$40 million
Location	Gold Coast, QLD



### Knox Grammar Great Hall and Aquatic Centre

UNITING CHURCH IN AUSTRALIA  
PROPERTY TRUST

Type	Constructi Only
Value	\$30 million
Location	Wahroonga, NSW



### James Cook University Student Accommodation

JAMES COOK UNIVERSITY

Type	Design & Construct
Value	\$35 million
Location	Cairns, QLD









**“We are delighted ADCO  
has become our partner  
in development and  
construction over the past  
decade, being a critical  
partner in the successful  
delivery of innovative  
buildings for Bond  
University.”**

**Professor Tim Brailsford**  
BOND UNIVERSITY



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 lower left 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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