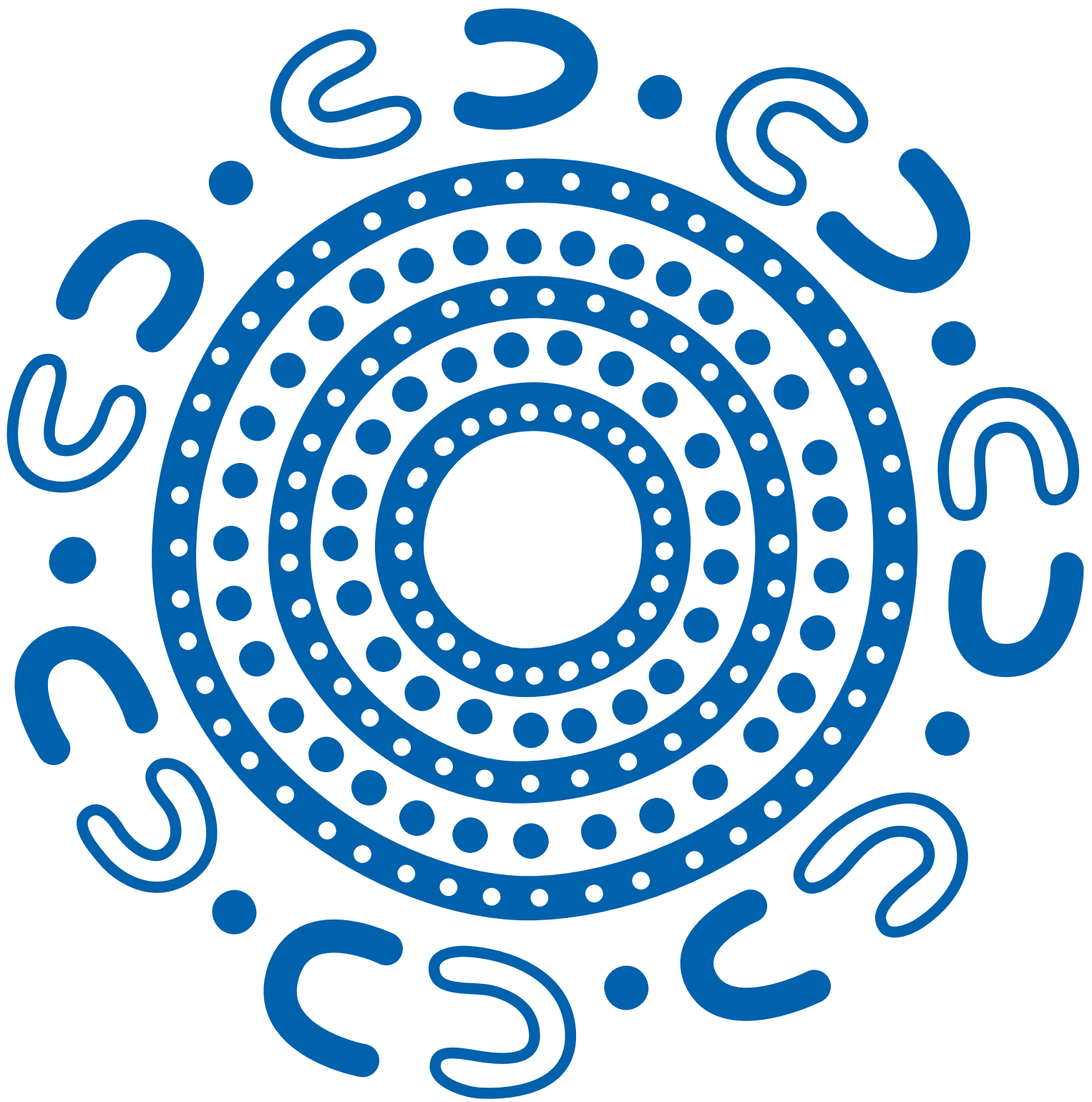


CAPABILITY STATEMENT

Sport and Leisure





**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.

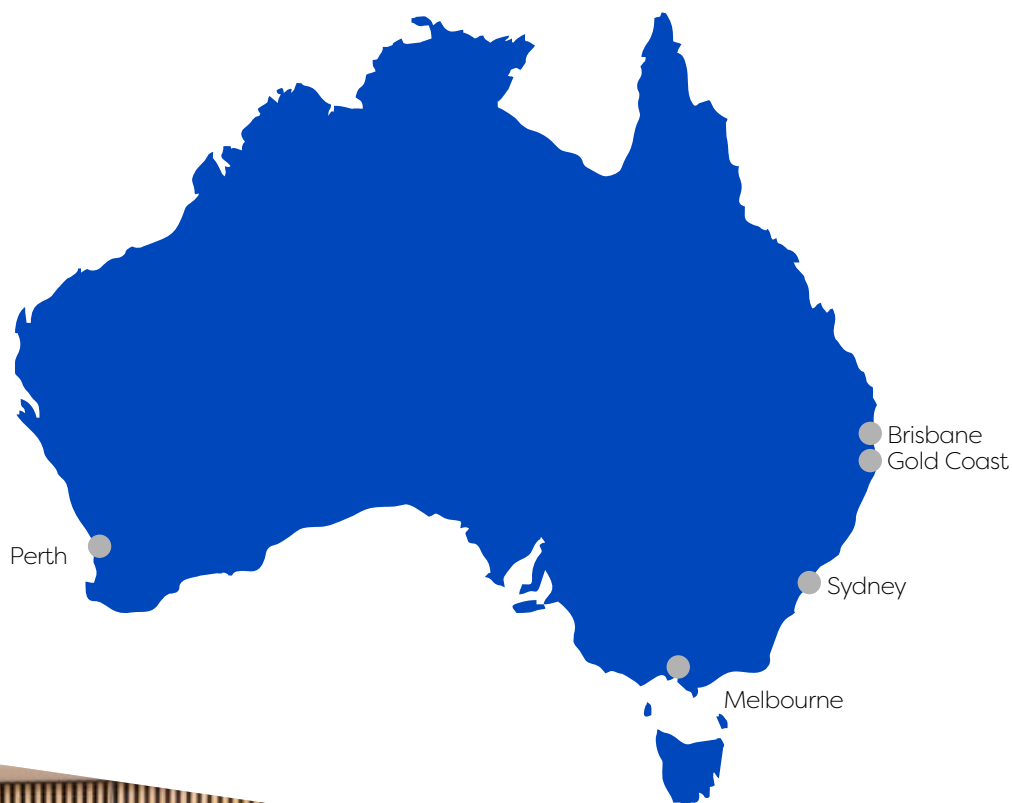


EXPERTISE AND REACH

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
outstanding
sporting
infrastructure**



**OUR SPORT AND LEISURE
CREDENTIALS**



4+

**FINA-certified pools
delivered**



15+

**high performance/ centre of
excellence projects delivered**



1ST

**6 star Green Star aquatic
centre in Australia**



Gippsland Regional Aquatic Centre, VIC

**ADCO is an industry leader in
delivering state-of-the-art
sport and leisure facilities.**

We have successfully completed over 50 large-scale aquatic, sport and community leisure developments.

Centres of sporting excellence, training and rehabilitation, and community aquatic and recreation facilities have been delivered for state and local government organisations, professional sporting teams, universities and private schools.



Brookvale Oval Redevelopment, NSW

“I would highly recommend ADCO to perform any work but particularly that which involves complexity, requires strong communication between the Principal and Contractor, or is undertaken within a live environment.”

Jon Couston
HEAD OF INFRASTRUCTURE AND MAJOR PROJECTS
ST KILDA FOOTBALL CLUB

“We enjoyed working with ADCO and we were particularly impressed with the site team and their ability to work with our business and its operational requirements whilst always putting the students and staff’s safety first.”

Anna Hakman
CAULFIELD GRAMMAR SCHOOL
HEAD OF STRATEGIC INFRASTRUCTURE

OUR SPORT AND LEISURE CLIENTS

We are proud to have provided sport and leisure facilities for many government and private organisations around the country. Testament to our success is our significant repeat clientele. Our sport and leisure clients include:



Tobruk Memorial Aquatic Centre, QLD

The background of the slide features a photograph of a modern building's interior. Large, stylized, light-colored letters are mounted on a dark wall. In the foreground, a person is seen from the side, walking down a set of stairs with a metal handrail. The scene is lit with warm, orange-toned light. Overlaid on the image are several geometric shapes: a large, light blue, semi-transparent shape that curves across the middle, and a solid blue shape in the bottom right corner.

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.

Dandenong Wellbeing Centre, VIC

CITY OF GREATER DANDENONG

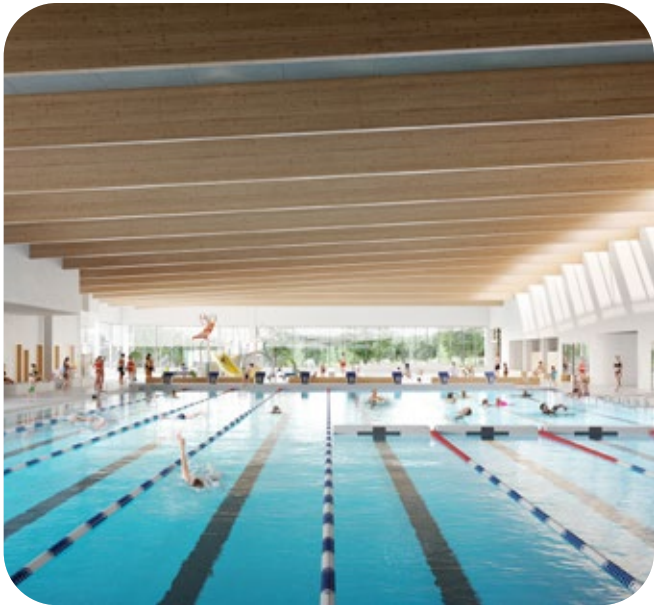
The Dandenong Wellbeing Centre is an upcoming state-of-the-art facility designed to enhance community health and wellness in the City of Greater Dandenong.

This modern complex will feature indoor pools, a gymnasium, dry program rooms, and community health facilities, including two warm water program pools. These pools are intended to meet the community’s demand for programmable warm water spaces, serving both structured programming and casual use.

The project features large-span engineered timber beams to the main pool hall, and foyer / entry areas. The centre will also offer over 200 square meters of allied health consulting suites, community rooms, a café, and an integrated sports pavilion for adjacent hockey fields. This holistic design aims to create a welcoming environment that encourages health, well-being, and social engagement among residents.

It will provide opportunities for people of all ages, cultures, and abilities to be active, social, and engaged in their health. The facility will offer swimming, general fitness, rehabilitation, social spaces, and culturally inclusive programs, playing a key role in supporting physical and mental wellbeing across the City of Greater Dandenong.

Type	Construct Only
Value	\$98 million
Duration	24 months
Environmental Rating	Targeting 6 Star Green Star





Mordí Aquatic Centre, VIC

KINGSTON CITY COUNCIL

We are excited to announce that ADCO has been appointed to construct the new Aquatic and Leisure Centre for the City of Kingston. Valued at \$87 million, this is the largest project ever undertaken by the City of Kingston and will be a great asset to the local community improving overall health and well-being.

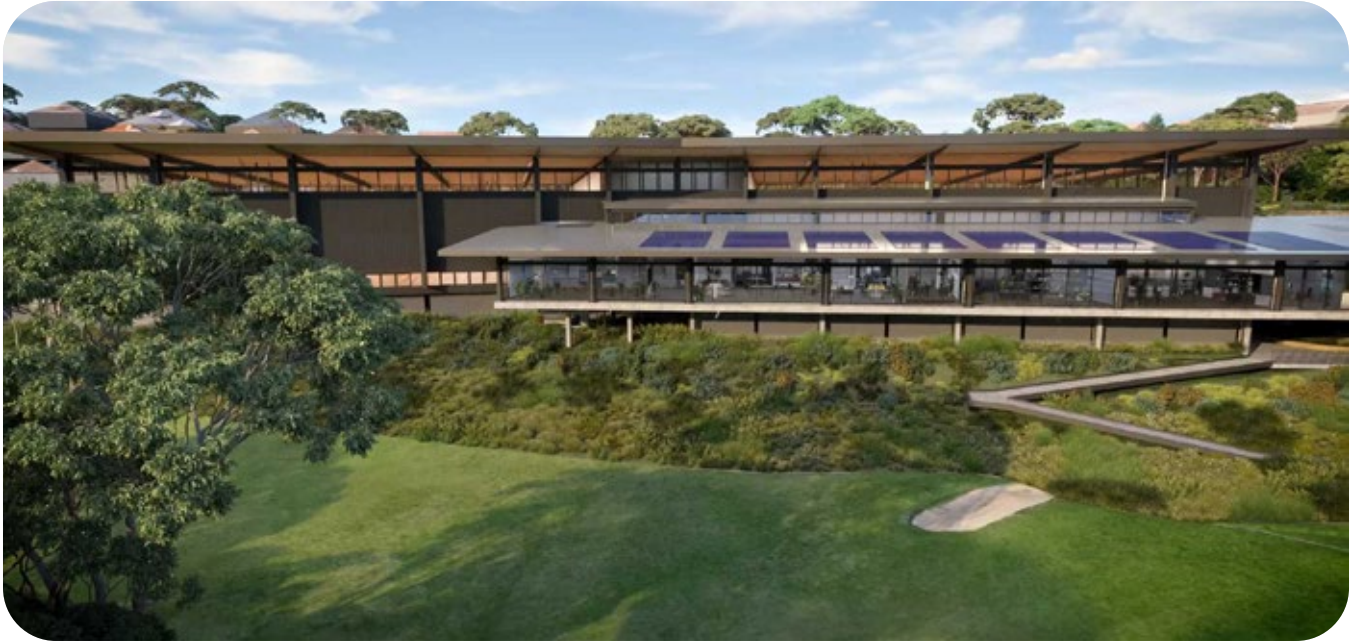
Key features of the new centre include:

- 4 Pools: A 50m multi-purpose lap swimming pool, learn-to-swim pool, warm water exercise pool, and leisure pool
- Wellness Facilities: Spa, sauna, and steam room for relaxation and recovery
- Gym and Fitness Areas: State-of-the-art facilities to support an active lifestyle
- Café: A vibrant space for socializing and refreshments; and
- Ancillary Services: Modern foyer, change village, and ample car parking.

Located at the Governor Road site in Mordialloc, construction is set to commence towards the end of the year, with completion anticipated by mid 2026.

We are proud to be part of this transformative project and look forward to contributing to a healthier and more connected community.

Type	Design & Construct
Value	\$87 million
Duration	24 months



Galuwa Recreation Centre, NSW

LANE COVE COUNCIL

ADCO prides itself on the strong and trusted relationships developed with our clients and the repeat business this brings. Following the successful delivery of The Canopy project, Lane Cove Council have again selected ADCO as its partner to deliver the new \$81 million Galuwa Recreation Centre (formerly the Lane Cove Sports and Recreation Centre).

Located at the existing Lane Cove Golf Course, the project will bring much needed sporting and function facilities to the lower North Shore area. The project will include indoor sports courts, bistro and dining spaces, function rooms, outdoor tennis courts, golf pro shop together with an on grade and undercroft carpark.

Looking over the 9th Hole, the final outcome will be an impressive architectural statement and valuable asset to the wider Lane Cove community.

Type	Design & Construct
Value	\$81 million
Duration	18 months



WACA Ground Improvement Project, WA

WESTERN AUSTRALIA CRICKET ASSOCIATION

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

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

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

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



Type	ECI to Construct Only
Value	\$160 million
Duration	25 months



Kennedy Community Centre, VIC

HAWTHORN FOOTBALL CLUB

ADCO has secured the Hawthorn Football Club, Kennedy Community Centre development; the club's new elite training and administration facility in Dingley.

Working with the consultant team to complete the ECI phase, ADCO is now on site completing the design and construction of the new headquarters and community facilities. The site spans 28 hectares and will include an MCG-sized training oval and elite aquatic and gym facilities for the Hawks men's and women's teams. The main oval will host home games for Hawthorn's AFLW team, VFL and community matches.

The Kennedy Community Centre will feature a community pavilion and oval built to ensure gender-equal facilities and public amenities, specifically for community use and engagement.

A flexible education and learning space will enable the delivery of flagship, partnered programs that mentor, lead, educate and inspire.

The facility will also include an indoor stadium for community basketball, netball, volleyball, and wheelchair AFL, a main oval and the Harris Elite Training and Administration Facility, which will cater for all Hawthorn teams equally.

Administrative spaces for community and not-for-profit organisations to share the club's resources will help create a healthy, inclusive, and cohesive culture through participation.



Type	ECI to Design & Construct
Value	\$100 million
Duration	19 months

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.

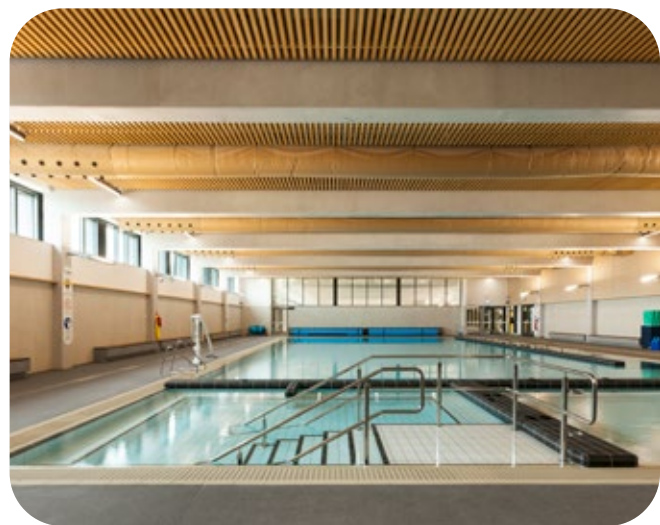
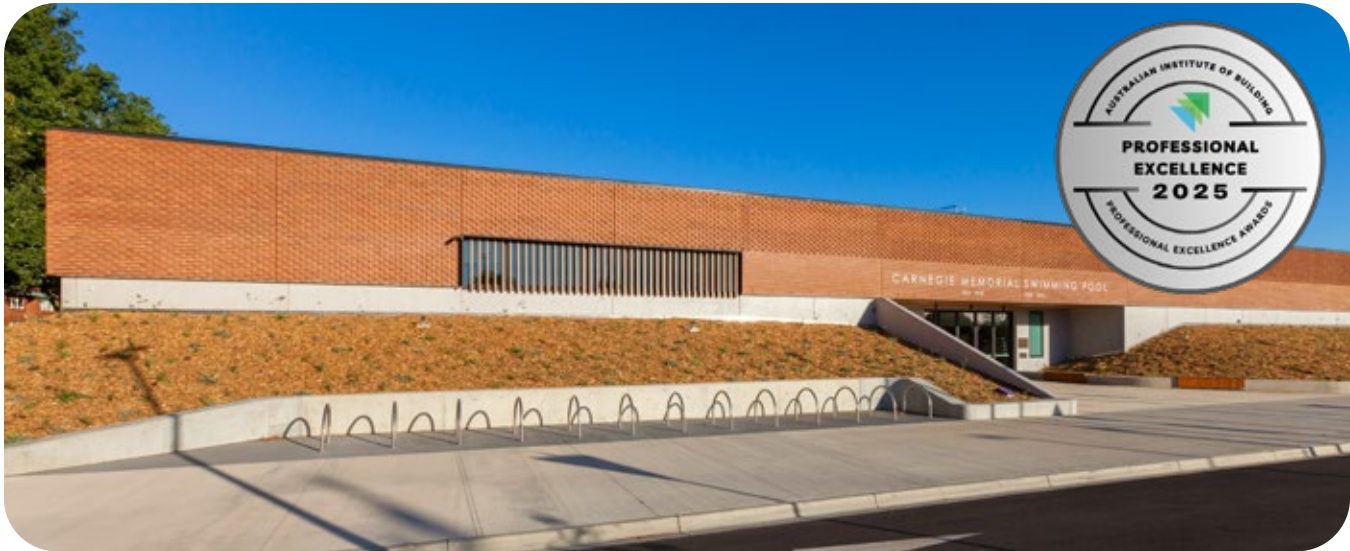
“Right from the first time I was introduced to the ADCO team, it was really evident to me that they were right across the level of detail required to get this project across the line. They bring to the table – every time – their expertise and their willingness to be part of a team.”

Cheryl Penberthy

PRINCIPAL, PRESBYTERIAN LADIES COLLEGE

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





Carnegie Memorial Swimming Pool, VIC

CITY OF GLEN EIRA

ADCO is proud to have collaborated with the City of Glen Eira for this state-of-the-art new aquatic and leisure facility in Carnegie. The hero façade will incorporate red brick, timber and concrete, which is a contemporary tribute to the original mid-century design.

This significant redevelopment included demolition and removal of the existing pools and surrounds, earthworks, the construction of a new building with associated services, external and internal pools, landscaping works, external works including extensive car parking.

The aquatics scope included a heated outdoor 50-metre pool and outdoor water play area, separate diving pool with 1m and 3m springboards, an indoor warm water program pool and 25 meter learn-to-swim pool as well as a spa, sauna and steam room.

Additionally, the centre features accessible change facilities, an indoor multipurpose program/community meeting room and health consulting, fitness rooms, spectator areas, lawn areas, barbecues and shaded seating.

The hero façade incorporates red brick, timber and concrete as a contemporary tribute to the original mid-century design.

ADCO is proud to have delivered one of our most sustainable aquatic centres, achieving a prestigious 6 Star Green Star Design rating. Featuring solar energy, water-saving technologies, and optimised ventilation, the facility supports the Council's emissions reduction pathway, ensuring long-term environmental and community benefits, welcoming everyone of all ages and abilities, including wheelchair access to the main pools and splash pad.

The project received the 2025 Australian Institute of Building – Professional Excellence in Building Awards, taking home the National Sustainability \$2M+ Award.

Type	Design & Construct
Value	\$75 million
Duration	21 months
Environmental Rating	Targeting 6 Star Green Star



State Basketball Centre, VIC

DEVELOPMENT VICTORIA

ADCO is delivering the \$132 million State Basketball Centre for Development Victoria in Melbourne's Wantirna South.

Construction includes twelve new indoor courts (adding to the existing six courts), new gymnastics facilities, refurbished clubhouse, referees' spaces and administration for Knox Basketball Incorporated, an extended sports administration hub providing a permanent home for Basketball Victoria, Basketball Australia and other tenants, facilities to support two tenant professional team, and a basketball centre of excellence, forming the central hub of a state-wide, high-performance program.

Throughout construction, works will support more than 500 jobs, and accommodate more than 100 ongoing roles once completed.

ADCO's expertise as one of Australia's foremost builders of community, sports and leisure centres was recognised, enabled us to be entrusted to build this important project for Development Victoria and the Knox City community.

The project won the 2025 Master Builder Victoria's Excellence in Social Procurement Award.

Type	Design & Construct
Value	\$132 million
Duration	24 months
Environmental Rating	Targeting 5 Star Green Star Building (GBCA)



Oran Park Leisure Centre, NSW

CAMDEN COUNCIL

The Oran Park Leisure Centre is a significant addition to the Oran Park precinct. This state-of-the-art facility is designed to support the growing needs of the Camden community, featuring a cutting-edge aquatic centre, gym, multiple indoor sports courts, and versatile community spaces. It provides a wide range of programs, including swimming lessons, fitness classes, and recreational activities for athletes and families alike.

A true anchor development for the area, it includes a 50-metre indoor Olympic swimming pool, learn to swim pool connected to a leisure pool, warm water pool, spa/sauna along with associated amenities, spectator seating and plant room spaces.

The facility provides the community with a sports pavilion with 4 basketball courts adaptable to multiple sports, a gymnasium with multipurpose rooms, appraisal rooms, office and storerooms as well as a reception area, retail space, café, kitchen and activity meeting rooms, with an underground basement car park and external on-grade parking.

As the Builder of Choice for this significant project, the largest ever delivered by Camden Council, we are incredibly proud of the impact this centre will have on the region. It is not just a place for physical activity, but a true hub for the community to come together, stay active, and connect.

The Oran Park Leisure Centre won the 2024 Outstanding Sport and Recreation Project Award at the Western Sydney Leadership Dialogue's Boomtown Awards.

Type	Construct Only
Value	\$63 million
Duration	17 months





Whitten Oval Redevelopment, VIC

WESTERN BULLDOGS FOOTBALL CLUB

ADCO is thrilled to have completed the \$62 million Western Bulldogs' Stage 2 Redevelopment of the Whitten Oval.

This remarkable project has transformed the Whitten Oval into an elite sports facility, now featuring:

- A state of the art E.J. Whitten Stand with versatile function rooms
- Modern administration offices and a Community Foundation Hub
- Comprehensive change room and recovery facilities
- Cutting edge broadcasting lighting and new community spaces
- Upgraded entryways, a refreshed club shop, and an interactive museum; and
- Top tier combined AFLW and AFL training facilities, including an indoor training field.

Working collaboratively with the client, consultants and our trade partners early on, ADCO assisted the Club in finalising the design development, developing staging, buildability and delivery strategies.

The early works involved the demolition of the existing E.J. Whitten Stand and upgrades to site services relocations.

We are proud to have delivered this project that supports both the Western Bulldogs and the wider community.



Type	ECI to Design & Construct
Value	\$62 million
Duration	24 months
Completion	May 2024



Stonnington Sports Centre, VIC

CITY OF STONNINGTON

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

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

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

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

Type	Design & Construct
Value	\$50 million
Duration	18 months
Environmental Rating	Targeting 5 Star Green Star

NSW Rugby League Centre of Excellence, NSW

NSW RUGBY LEAGUE

The \$35 million NSW Rugby League Centre of Excellence in Sydney Olympic Park is the state’s new home of the housing the administration of the Country Rugby League, University of New England, KARL and Men of League.

Situated directly across the road from the iconic ANZ Stadium, the NSWRL COE is a state-of-the-art facility that provides representative sides a place to train, prepare and manage their sporting ambitions.

NSWRL’s new home is much more than a sporting facility. It pays homage to the supporters and community in sharing this asset and providing incomparable access to the players. Walking in from Dawn Fraser Avenue towards the facility, a huge artistic feature screen sits above the main entry, sets the theme and provides the facility’s mark in Sydney’s prestigious sporting park.

The complex office advanced facilities, including a huge open plan gymnasium providing direct access to the adjacent external training field, premium change rooms, hydrotherapy and recovery pools, rehabilitation rooms, a sports science laboratory, executive players kitchen and function area, press conference auditorium rooms, media-editing suite and administration offices.

A tunnel directly links the facility to ANZ Stadium, which will be used by players during the State of Origin game night providing supporters a rare glimpse of their team.

The headquarters support senior football, junior football, indigenous programs and women’s rugby league. 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.

ADCO’s work on the Rugby Centre of Excellence won the NSW Master Builders Association Sporting Facilities award.



Type	Design & Construct
Value	\$35 million
Duration	14 months





Pimpama Sports Hub, QLD

CITY OF GOLD COAST

ADCO proudly delivered the world-class Pimpama Sports Hub for City of Gold Coast. The \$80 million facility was built in two separable portions, physically divided by a natural watercourse.

The sports hub now offers users a top-quality aquatic centre with five pools, café, fitness centre, community centre, meeting and function rooms, multipurpose hall, eight tennis courts, a 12-court netball facility, parks, car parking and a new signalised intersection on Rifle Range Road.

The aquatic centre offers a 10-lane outdoor swimming pool, indoor 25-metre pool, learn to swim and warm water therapy pools, outdoor children's water-play and fitness centre.

ADCO was proud to work with long-term repeat client the City of Gold Coast on the much-needed community infrastructure project which addresses the fast-growing Northern Gold Coast region's community and sporting needs. At completion, the sports hub was the City of Gold Coast's largest-ever civic infrastructure project.

Type
Value
Duration

Construct Only
\$80 million
20 months





QUT Sportsfield Car Park, QLD

QUEENSLAND UNIVERSITY OF TECHNOLOGY (QUT)

This facility provides a new multi-level car parking amenity for the campus together with an enhanced sporting facility for student recreational sporting activities, and for the teaching and learning requirements of QUT's Faculty of Health.

The lower two floors accommodate 800 cars and end of trip facilities, with the top floor sporting facility providing a full-size international FIFA-standard football field, sprint lanes, home/away seating, seminar rooms, a multi-purpose covered area and sports amenities and change rooms. Significant internal road and Herston Road infrastructure upgrades were included as part of the project to accommodate increased traffic volumes and movement.

Complementing the FIFA football field, the rooftop has sprint lanes, a covered area and home and away seating. The structure has been designed to take a future vertical expansion of two floors, with external appearance cleverly blended to disguise the car park and create a uniform aesthetic, as well as providing the required level of fenestration to provide natural ventilation. Significant internal roads and Herston road upgrades were included as part of the project to accommodate increased traffic volumes.



Type	Design & Construct
Value	\$30 million
Duration	12 months



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.

The new, \$40 million state-of-the-art sporting facility houses a new elite aquatic and fitness centre with high-quality sporting amenities.

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



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



Health and Sports Centre, QLD

BOND UNIVERSITY

ADCO completed the state-of-the-art Sports Centre, continuing our long and proud history of project delivery for the University, a relationship which spans over 15 years.

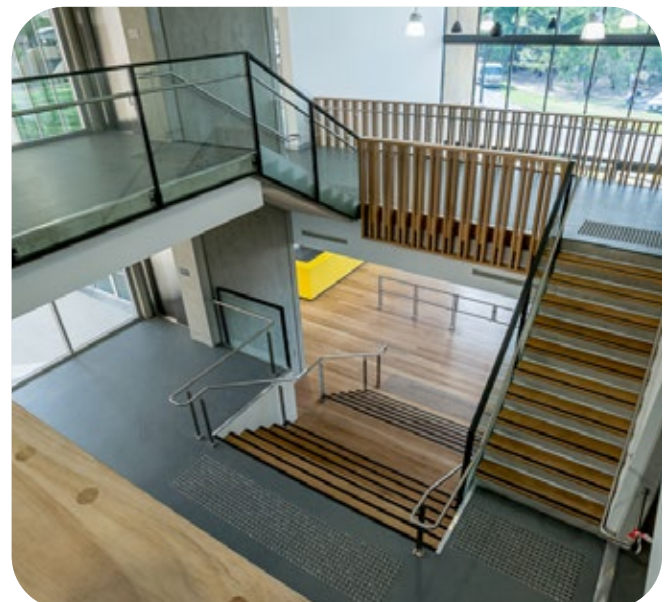
The elite sporting facility measures 2,700 m² and includes a gym with state-of-the-art fitness equipment; three group exercise rooms; two beach volleyball courts; a dedicated function area; and linkage pathways to the Olympic size pool.

The Sports Centre adds to Bond University's suite of elite sporting facilities constructed by ADCO, which include Institute of Health and Sport (BIHS), Rugby and AFL fields and the 50 metre heated pool.

The new facility is clad in Bond University's signature sandstone and is in keeping with the iconic nature of the campus architecture.



Type	ECI to Design & Construct
Value	\$8 million
Duration	10 months





La Trobe University Sports Park, VIC

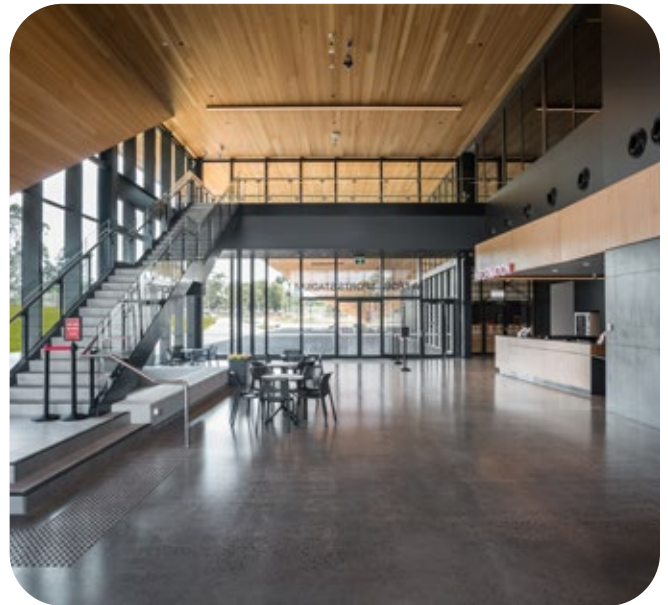
LA TROBE UNIVERSITY

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 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, biomechanics 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 Green Star Design and As Built rating from the Australian Green Building Council. Project scope saw the delivery of a state-of-the-art teaching and research building for La Trobe's Bundoora campus. The eye-catching building offers teaching and research facilities on levels 1 and 2, in addition to multiple sports and office facilities. Included in the works were six community courts plus surrounding plaza with associated softscape and hardscape landscaping.



Type	Design & Construct
Value	\$50 million
Duration	14 months
Environmental Rating	6 Star Green Star Design & As Built (GBCA)

Gippsland Regional Aquatic Centre, VIC

LATROBE CITY COUNCIL

The \$57 million Gippsland Regional Aquatic Centre (GRAC) in Traralgon offers multiple new sports and leisure facilities for Latrobe City Council, Victoria.

ADCO's work on this community project included the demolition of the existing outdoor pool complex, contaminated ground remediation, and Design and Construction of the new aquatic centre.

The aquatic centre features an indoor, FINA compliant, 50-metre competition pool including 500 spectator seats, indoor learn to swim and warm water pools, aquaplay equipment and slides, and an outdoor 25-metre pool. Also included are a gym, and various multi-purpose rooms and wellness spaces.

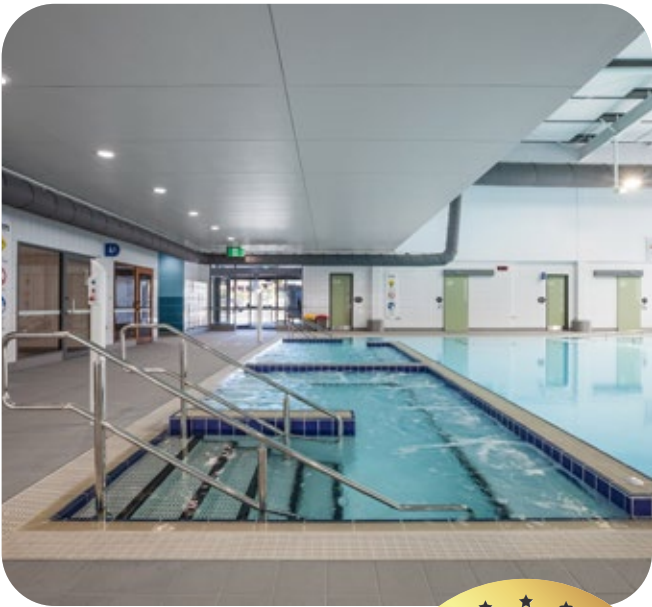
ADCO worked collaboratively with Latrobe City Council, the design team and local supply chain partners in finalising the Design and Constructing the facility within the constraints of the Client's cost budget.

ADCO worked collaboratively with Latrobe City Council, the design team and local supply chain partners in finalising the Design and Constructing the facility within the constraints of the client's cost budget.

“The Design and Construction of this project has been a success - thanks to ADCO. My team, my colleagues, our councillors and the community have been impressed with ADCO's performance and approach throughout this project and we look forward to successful collaboration through to contract completion”

Luke Mcgrath
LATROBE CITY COUNCIL
SENIOR PROJECT MANAGER

Type	ECI to Design & Construct
Value	\$57 million
Duration	23 months





Bay Pavilions, NSW

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 new complex replaces the old outdoor Batemans Bay pool that was built in 1960's and provides a state of the art centre with a vastly increased offering for users which in turn is able to provide a year round revenue stream for the client to successfully fund the operation and maintained of the building.

The facility provides a 25-metre, eight-lane pool with ramp access, a warm-water therapy pool, an indoor leisure pool with learn-to-swim and toddler areas, water-play areas and waterslides, a gym, group fitness rooms, and amenities.

The 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. — we anticipate that the job will provide 51 direct and 131 indirect jobs during the construction of this vital community facility.



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





Brimbank Aquatic and Wellness Centre, VIC

BRIMBANK CITY COUNCIL

ADCO is proud to have completed the design and construction of the new Brimbank Aquatic and Wellness Centre to replace the old St Albans Leisure Centre, for Brimbank City Council in Melbourne's west.

The \$55 million contract saw the demolition of the existing St Albans Leisure Centre and the construction of the new Health and Wellbeing hub. Featuring a 50 metre, 10 lane Olympic-sized swimming pool with an adjustable swim wall, a learn-to-swim pool, a warm water recovery pool, aqua play area and 2 water slides, a 24-hour gym, a wellness centre, a community program room and meeting and function rooms.



The project features state-of-the-art mechanical ventilation systems, with fully electric heat pump technology – a first for this size and type of facility in Australia. The project is the first Aquatic Centre in Australia to achieve a 6 Star Green Star Design rating and a 6 Star Green Star Design & As-built rating.

The project was awarded the 2024 National Australian Institute of Building - Professional Excellence in Building Awards – Sustainability over \$2 million.

Type	Design & Construct
Value	\$55 million
Duration	18 months
Environmental Rating	6 Star Green Star Design & As-built



Brookvale Oval, NSW

MANLY WARRINGAH SEA EAGLES

The \$33 million Brookvale Oval development resulted in a 3,000-person covered seating area, high-performance training facilities, medical and rehabilitation facilities, an elite-level gymnasium, aquatic recovery pools, amenities, and food and beverage facilities for the Manly Sea Eagles.

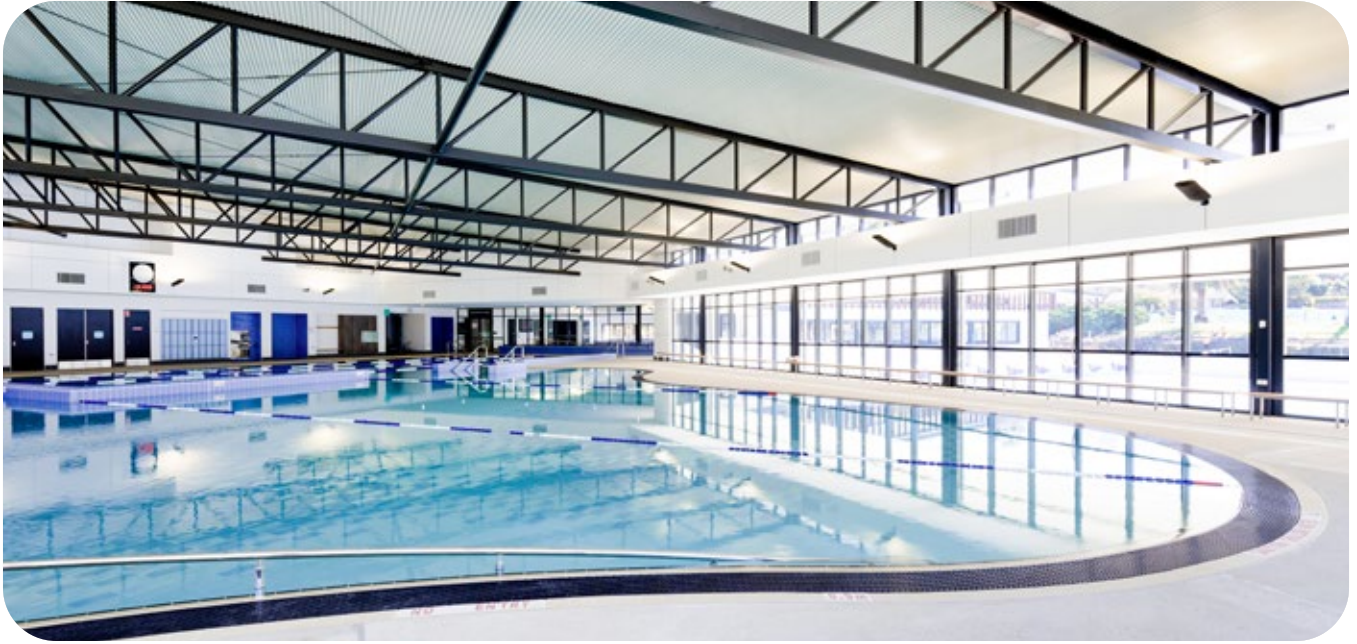
The oval redevelopment project also provides support for women's sports as well as dedicated, multipurpose education facilities and meeting rooms.

ADCO was pleased to deliver this high-quality sports and leisure development for the Manly Sea Eagles and the Northern Beaches community, a much-needed facility ready in time for the incoming NRL season.

Type
Value
Duration

Design & Construct
\$33 million
18 months





Waves Fitness and Aquatic Centre, NSW

HILLS SHIRE COUNCIL

Adding to our comprehensive aquatic and leisure centre pedigree, we are delighted to have completed the new Waves Aquatic and Leisure Centre in Baulkham Hills, in Sydney's north-west.

The long-awaited, \$55 million aquatic centre for The Hills Shire Council offers locals a FINA-approved 50-metre, 10-lane Olympic swimming pool, a 25-metre indoor learn-to-swim pool, a 20-metre warm water pool, gym and fitness centre, spa and sauna facilities, in addition to a new reception, retail facilities, off-street parking and clubhouse.

With over 40 schools and 360,000 residents just a short drive from the centre, the facility is able to host regional events and school swimming carnivals.



Type	Design & Construct
Value	\$55 million
Duration	17 months





Toodyay Sport and Recreation Centre, WA

SHIRE OF TOODYAY

ADCO has completed the Toodyay Sport and Recreation precinct for the Shire of Toodyay, 85km northeast of Perth. The new complex includes a six-lane 25-metre lap pool, a leisure pool, eight new mixed-use sports courts, soccer and rugby facilities with new floodlighting, change-rooms and external landscaping.

A comprehensive community pavilion with catering facilities and function spaces overlooks the new complex and the picturesque Toodyay countryside.

The integrated facility provides a long-awaited community and sports hub for Toodyay's 4,500 residents, having been part of the council's planning for the last 47 years.

It is also located adjacent to Toodyay District High School – providing an easy-to-access fitness and social outlet for local young people, and the local community.

ADCO was pleased to work with project manager Limnios & Johns and architect Cameron Chisholm Nicol to bring this important regional sports and leisure project to life.

Type
Value
Duration

Design & Construct
\$13 million
15 months

Concord Oval, NSW

CITY OF CANADA BAY

ADCO was the builder of choice for the redevelopment of Concord Oval in Sydney’s Inner West – the City of Canada Bay’s most ambitious and largest infrastructure project to date.

The finished project includes a multi-use sports and recreation facility, including two new multi-purpose buildings, car parking and heritage items.

The redevelopment creates living recreation spaces for the forecasted increased population throughout the Burwood-Concord and Canada Bay precincts.

The development accommodates the Wests Tigers Rugby League Football Clubs Centre of Excellence, West Harbour Rugby high-performance training facility, indoor mixed-use sports courts as well as functional areas including; training gym, shared community spaces, match day facilities, spectator stands and rooms, and improvements to local road and accessibility infrastructure.

Type	Design & Construct
Value	\$87.5 million
Duration	25 months





Ikon Park, VIC

CARLTON FOOTBALL CLUB

ADCO was proud to be delivery partner on the \$50 million redevelopment of Melbourne's Ikon park, the historical home of the Carlton Football Club and the AFLW.

The Ikon Park Redevelopment provides a high-performance training facility, the largest indoor AFL training centre in Victoria, hydrotherapy and aquatic facilities, dedicated integrated AFLW change-rooms, match day competition amenities, improved and expanded education spaces, Allied health services, updated staff administration spaces, enhanced car parking solutions and improved oval lighting in order to broadcast night games.

ADCO fostered a collaborative relationship with Carlton Football Club, and were proud to come on board as the Club's main Indigenous community engagement sponsor and to also provide assistance to the Carlton Respects initiative – a dedicated advocacy program to prevent domestic violence.

The modern, state-of-the-art development at Ikon Park caters to the club's complex sporting requirements, and provides a true home of the burgeoning growth of women's football.



Type	Design & Construct
Value	\$50 million
Duration	24 months



Heffron Centre, NSW

RANDWICK CITY COUNCIL

Located in Sydney's Eastern Suburbs, the world-class Heffron Centre, home to the local community of Randwick City Council features:

- South Sydney Rabbitohs and community high performance centre and NRL Standard Showcase Field
- Facilities to support Souths Cares' educational and community programs
- A new indoor multi-purpose sports centre with two halls to accommodate sports such as netball, basketball, badminton, volleyball and indoor futsal; and
- A new dedicated gymnastics centre 33 per cent larger than the existing building with high quality amenities such as air conditioning, dedicated change-rooms and bathrooms, office administration and parent / participant viewing areas.

Enduring a significant 17-year planning and approval process, this highly anticipated development is Randwick City Council's largest ever project and will pay homage to those in the community who have persevered to bring this state-of-the-art facility to fruition.

A true anchor development for the south-eastern beaches, it enables grassroots and elite sports co-exist at Heffron Park. It is the new home for the South Sydney Rabbitohs who will move their headquarters and Souths Cares community outreach work from their spiritual home of Redfern into their south-east supporter heartland of Randwick City.

Type	Design & Construct
Value	\$58 million
Duration	19 months



Puckapunyal Health and Wellbeing Centre, VIC

DEPARTMENT OF DEFENCE

ADCO has recently delivered the \$40 million Health and Wellbeing Centre for the Department of Defence at Puckapunyal in regional Victoria.

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

The facility offers a 50-metre indoor swimming pool, a multi-functional weights and cardio area, external training areas, support, storage, administrative spaces and associated car parks.

The project also involved the demolition of existing pool and gym buildings after the finalisation of the main build.



Type	Design & Construct
Value	\$40 million
Duration	28 months





HBF Park Women’s FIFA World Cup Upgrade Works, WA

WA GOVERNMENT

ADCO is proud to be builder of choice for the upgrade of Perth’s HBF Park. Works were completed in readiness for the world’s biggest women’s football event.

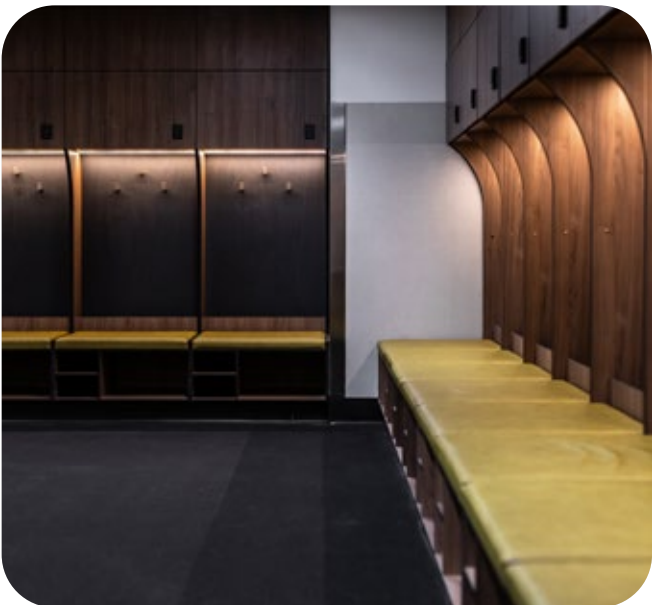
Upgrades to the park included sports lighting and head frame replacement, a tunnel from change rooms to the pitch, outside broadcasting facilities and press box extension, and upgrades to change-rooms, offices and other amenities, ribbon signage and video boards.

ADCO also undertook post-event refurbishment works as part of construction contract.

As one of Australia’s foremost builders of sports facilities, we successfully completed this important project along with VenuesWest, Cox Architecture, WA Department of Finance and the WA Department of Local Government, Sport and Cultural Industries.

ADCO was awarded the 2024 WA Master Builder’s Excellence in Construction Best Refurbishment (\$20–\$50m) and the Specialist Commercial Category, Excellence in Waste Management.

Type	Construct Only
Value	\$28 million
Duration	11 months



OTHER LEISURE AND AQUATIC PROJECTS



Craigieburn Leisure and Aquatic Centre

HUME CITY COUNCIL

Type	Construct Only
Value	\$37 million
Location	Craigieburn, VIC



Knox Grammar Great Hall and Aquatic Centre

UNITING CHURCH IN AUSTRALIA
PROPERTY TRUST

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



Frankston Regional Aquatic Centre

FRANKSTON CITY COUNCIL

Type	Design & Construct
Value	\$45 million
Location	Frankston, VIC



Wyndham Aquatic and Events Centre

WYNDHAM CITY COUNCIL

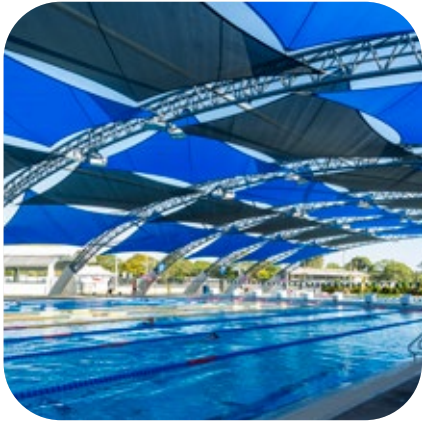
Type	Construct Only
Value	\$47 million
Location	Hoppers Crossing, VIC



St Kilda Football Club Moorabbin Reserve

ST KILDA FOOTBALL CLUB

Type	ECI to Design & Construct
Value	\$27 million
Location	Moorabbin, VIC



Tobruk Memorial Aquatic Centre

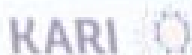
CAIRNS CITY COUNCIL

Type	Construct Only
Value	\$21 million
Location	Cairns, QLD



“The NSW Rugby League Centre of Excellence project has been an exciting and rewarding project for the client, project team and subcontractors. It has been a pleasure working with such a recognised sporting community and completing a landmark building adjacent to the iconic ANZ Stadium.”

DAVID LOCK
SENIOR PROJECT MANAGER



A photograph of two people at a construction site. On the left, a man in profile wearing a white hard hat with 'ADCO' on it, safety glasses, and a high-visibility vest over a white shirt. On the right, a woman with a braid wearing a similar hard hat and vest. The background is a blurred construction site with a blue sky and trees. A large white curved 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

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 of Strategic Partnerships

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.

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 AND 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.



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.

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