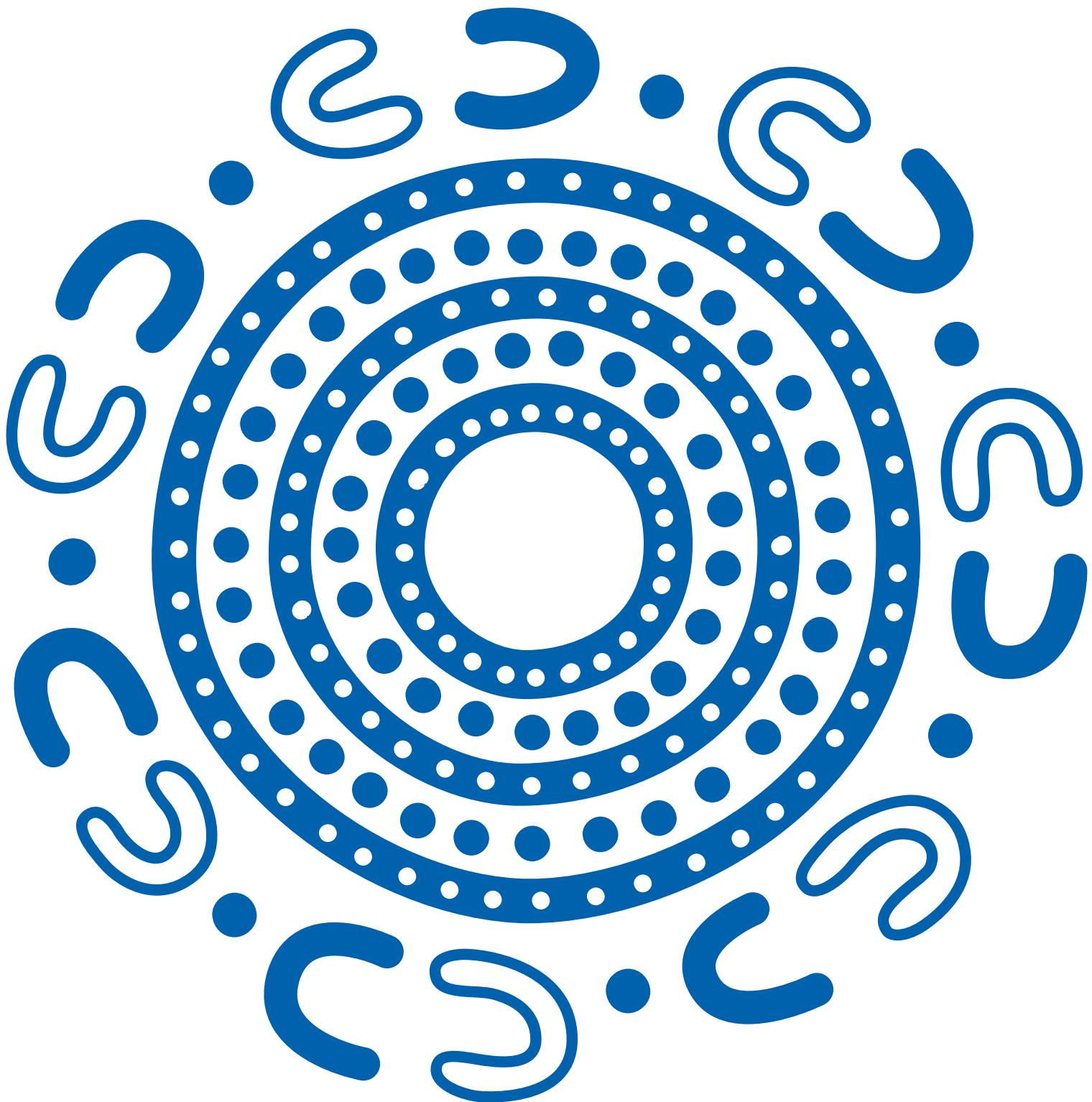


CAPABILITY STATEMENT

Commercial

January 2026





**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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**Accreditations,
certifications and
memberships**

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 accountability, commitment 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, trade partners, consultants, and our people.

Becoming the *Builder of Choice* doesn't happen. It's the result of how we act. We understand our roles and we take personal ownership of our actions – no excuses. We get the job done – no matter the challenge. We work as one team – with one goal and limitless potential. 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 our *People Who Build* go to work.



**AUSTRALIA
BEST
MANAGED
COMPANIES**



ADCO
BUILDER OF CHOICE

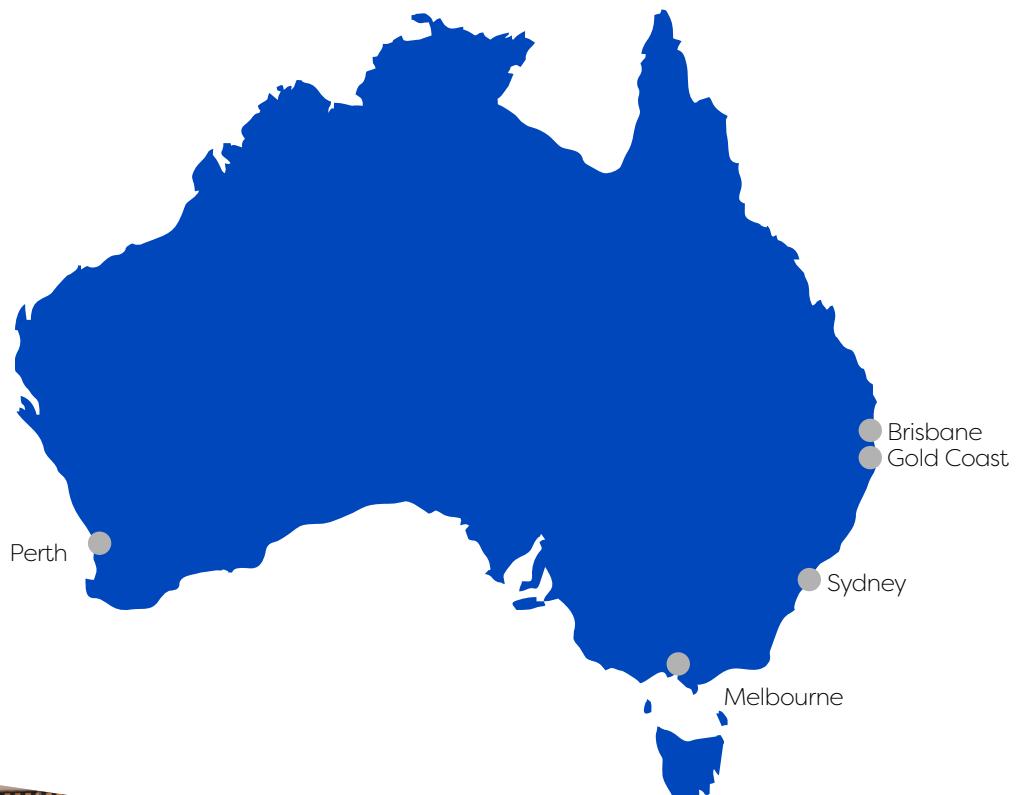
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1972 – 2022

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.

 **DO IT ONCE,
DO IT RIGHT**



We are People
Who Build
sustainable
workplaces

Hames Sharley, WA



OUR COMMERCIAL
CREDENTIALS



Green Star rated projects



mass timber projects



360+

commercial projects completed



Public Transport Operations Control Centre, WA

Our vast commercial portfolio comprises major developments completed for government and key institutional private clients.

Each year we design, construct and fit out outstanding commercial spaces – from architecturally designed, Green Star and NABERS-rated office towers, to aviation projects, extensive refurbishments and new fit outs of existing office buildings.



Department of Planning, Industry and Environment, NSW

“I was impressed with ADCO’s ability to deliver a highly complex project of this scale within the confines of the Brisbane CBD. Their team displayed superior levels of key stakeholder management - they really valued us a client and what we wanted to achieve. The end result is one we are all proud of.”

Stephen Gosling
VERDE PROPERTY
DIRECTOR

OUR COMMERCIAL CLIENTS

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



Robina Town Centre Office Building, Qld

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.

MPark Stage 3 & 4, NSW

STOCKLAND

ADCO's largest project to date, MPark Stage 3 & 4 project comprises of:

Stage 3 - Building C: A PCA A Grade 6-storey commercial tower with three basement levels, predominantly for car parking, and features key views over Lane Cove National Park and the central park. An Agreement for Lease (AFL) has been executed with Johnson & Johnson who are the anchor tenant, leasing the entire building. ADCO will also deliver an integrated fit out package for Johnson & Johnson in conjunction with the main works.

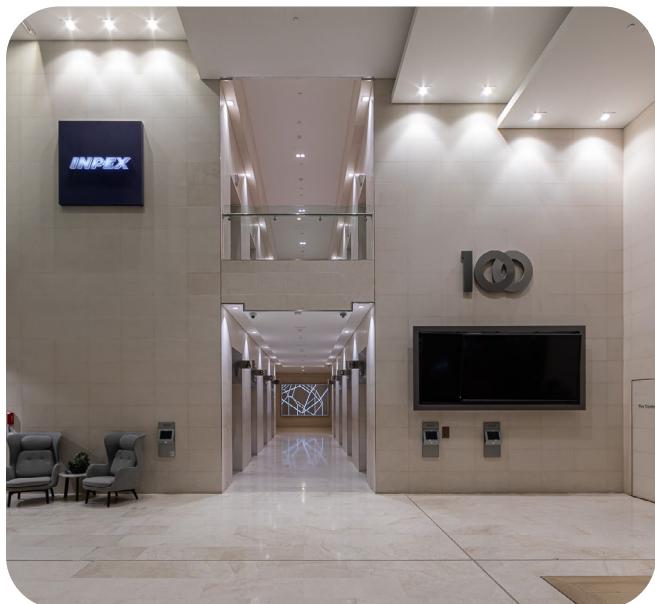
Stage 4 - Building D and the Park: A PCA A Grade 7-storey commercial tower with four basement levels. There will be an internal connecting road link to the rear of Building D between the two private roads designed to service Buildings A and Building C.

At 2,760m², "The Park" is the centre piece of the M_Park precinct and is designed to encourage social interaction and be a place for activities, wellness and relaxation for tenants and the wider Macquarie Park community. The Park connects Buildings A, C and D and ensures that the workspace of these Buildings extends to the Park

MPark Stage 3 & 4 will achieve 6 Star Green Star, meeting high-performance sustainability targets benefiting the efficiency of the building throughout its life cycle with a value engineered option to achieve 5-star if requested by Stockland.

Type	Design & Construct
Value	\$185 million
Duration	26 months
Environmental Rating	Targeting 6 Star Green Star





Enex Upgrades, WA

ISPT PTY LTD

ADCO has recently completed the live refurbishment of Enex, a PCA A-grade mixed-use commercial building that includes a loading dock in the basement, a Woolworths on Level 1, the ENEX retail mall on Level 2, and a 24-floor office tower above. The ENEX mall provides a key pedestrian link between St Georges Terrace and Hay Street.

The project involved extensive works across the 4 basement levels and 3 retail levels, including a building extension and a new facade. ADCO's brief outlined maximising unused space and improving the building's usability for tenants. To achieve this, ADCO constructed a new 8-door lift lobby to Level 2 above the existing lift lobby to the building's St Georges Terrace entrance.

As the works were conducted within a live and busy inner-city retail environment, our team programmed the works to be executed across 2 shifts spanning 19 hours (from 9 pm to 5 pm), over 19-months. This approach accommodated Woolworths' and other retail and commercial tenant's trading hours. ADCO scheduled all noisy and high-risk activities during the night shift to minimise disruptions, including the upgrade of mechanical and electrical services to meet a 4.5-star NABERS rating.

Our team delivered an excellent result for ISPT, enhancing ENEX's interior, facade and connectivity to both street frontages, as well as maximising its Net Lettable Area.

Type	ECI to Design & Construct
Value	\$44 million
Duration	19 months

Nellie Hamilton Centre, NSW

QUEANBEYAN-PALERANG REGIONAL COUNCIL

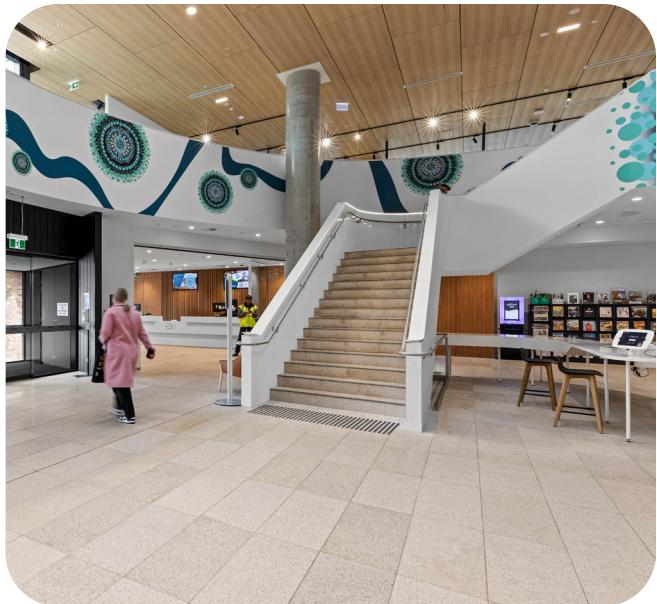
ADCO has completed the design and construction of the Nellie Hamilton Centre for Queanbeyan-Palerang Regional Council (QPRC).

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

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

As a major cultural and civic precinct, the QCCP is targeting a 5 Star Green Star Design & As-built rating v1.3 and 5 Star NABERS Energy Commitment Agreement.

Type	Design & Construct
Value	\$73 million
Duration	36 months





Parliament West Perth Office, WA

PIVOT GROUP

ADCO is pleased to be building the \$18 million Parliament Place Offices project, which will accommodate parliamentary offices for the WA State Government once complete.

Adjacent to WA's Parliament House in the prominent West Perth location on Harvest Terrace, the project involves the construction of a four-storey office building with two basement levels.

Designed by Bollig Design Group (BDG), the building will incorporate a concrete structure base build with precast panels, inclusive of toilets, lifts, 48 single secured basement car parking bays with electric car charging points and finished with decorative Donnybrook Stone cladding, curtain walling and associated landscaping.

The project must aim to satisfy minimum 4.5 Star NABERS Office Base Building Energy rating, 4.5 Star NABERS Office Base Building Water rating and 5 Star Green Star Design/As-Built Rating requirements.

ADCO is looking forward to delivering this office accommodation project for our client Pivot Group.

Type	Design & Construct
Duration	14 months
Value	\$18 million
Environmental Rating	Targeting: 4.5 Star NABERS Office Base Building Energy rating 4.5 Star NABERS Office Base Building Water rating 5 Star Green Star Design/As-Built Rating requirements (GBCA)



Centre for Innovation, NSW

NEXTSENSE

ADCO is delighted to be delivering 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 will deliver innovative and dedicated services to people with hearing or vision loss and advance education in these fields of learning. The future-focused development will provide best-practice support, to achieve exceptional outcomes for current and future generations.

NextSense will relocate from the existing North Rocks facility to its new Macquarie University location. This will bolster the strong partnership and collaborative relationship that exists between NextSense and Macquarie University, enhancing research, collaboration and resources.

To ensure a successful project outcome, ADCO will deliver 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	Design & Construct
Value	\$75 million
Duration	24 months
Environmental Rating	Targeting 5 Star Green Star



Public Transport Operations and Control Centre (PTOCC), WA

PUBLIC TRANSPORT AUTHORITY (PTA), WA

ADCO recently completed the construction and fitout of the Public Transport Operations Control Centre (PTOCC), a new 6-storey facility at East Perth train station that will support the PTA's High-Capacity Signalling (HCS) project. The HCS project is a key component of the WA Government's METRONET initiative and will upgrade Perth's existing rail signalling and control systems to an integrated communications-based system, increasing network capacity and allowing trains to run more frequently.

Following completion of the base build, ADCO was requested by the PTA to deliver their Public Transport Operations Migration (PTOM) project. PTOM involved delivery of a Central Monitoring Room (CMR) and associated facilities, and the cold shell fitout of a new interim Network Control Centre (NCC).

ADCO delivered 20 operator desks, a customisable 3.24m x 19.2m DvLED video wall, and a raised access floor for enhanced communications flexibility as part of the project. Works also involved the installation of a full-height internal curtain wall with acoustically rated glazing from Level 1 to Level 2, which our team ensured structural integrity despite facing challenges with its complex installation.

Type	Design & Construct
Value	\$72 million
Duration	24 months (base build) 6 months (fitout)





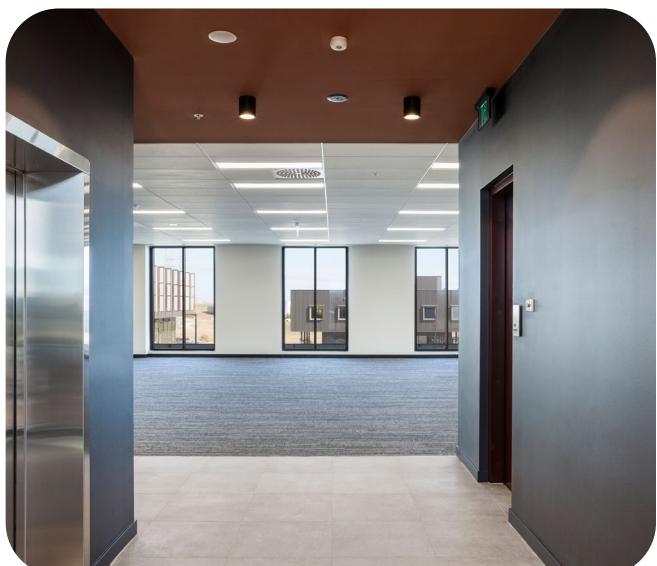
Clydestone Square, Vic

H.CO PROPERTY DEVELOPERS

ADCO has delivered the Clydestone Square mixed-use commercial development in south-east Melbourne for H.CO Property Developers.

The project features three separate, uniquely designed buildings – two of them double-storey and one four-storey building with basement car park. This mini-civic precinct includes a health and wellbeing focus, with a medical centre, pharmacy, gym, health related services, retail space and café/restaurant.

The three buildings are positioned around a central outdoor car park, which includes seven electric vehicle charging points and 48 bicycle racks. A landscaped town square located on the Matterhorn Drive side of the development has been designed as the main pedestrian entry into the precinct and provides a space that connects Building B and C with outdoor dining areas.



Type	Design & Construct
Duration	14 months
Value	\$15 million

Herston Private Hospital, Qld

WREN STREET HEALTH INVESTMENTS PTY LTD

ADCO's Queensland team proudly completed this important facet of Brisbane's Herston quarter health precinct for Wren Street Health Investments.

The 11-storey, private hospital and commercial development is built to house a day hospital and specialist medical suites over five levels, with car parking over seven storeys.

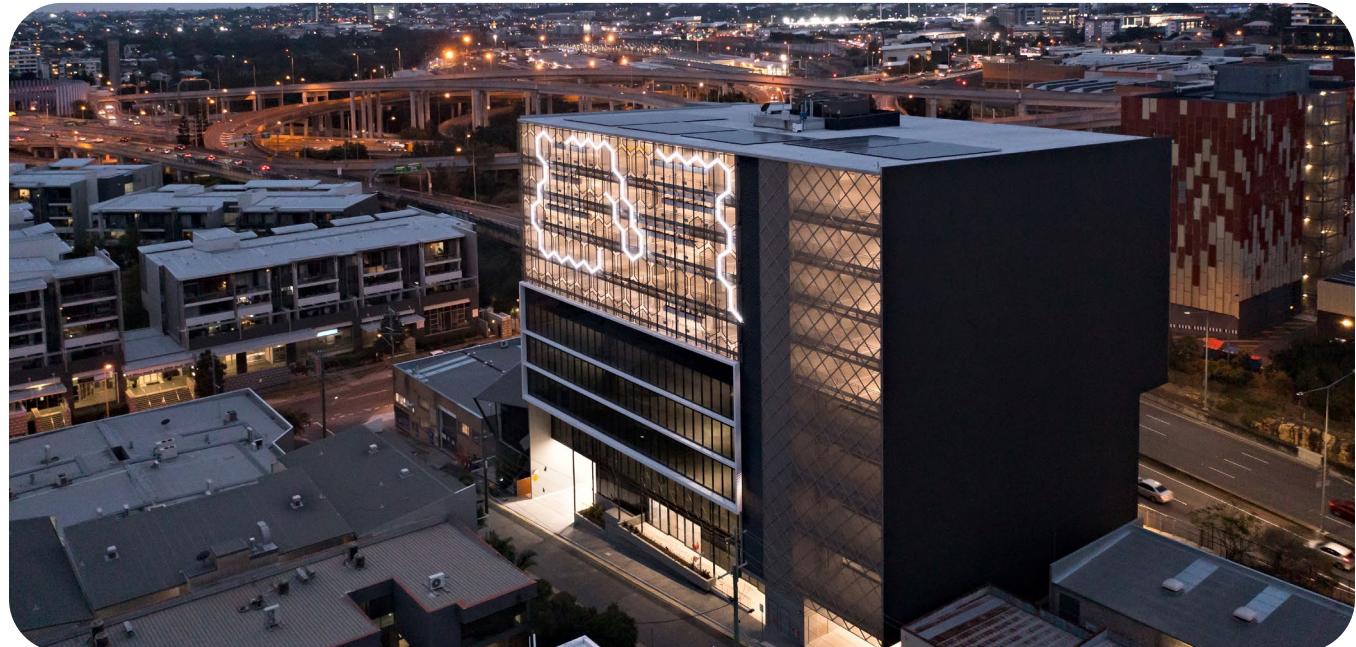
The day hospital provides three state-of-the-art theatres, a spacious, well-lit and modern foyer with adjacent cafe offers doctors, staff, patients and carers a space to wait for relatives, conduct meetings or take time out in their busy days. Patient care is vastly improved thanks to the dedicated upper-level car park with direct access to specialist suites and the day hospital.

The project required complex logistical solutions, and medical practitioners were consulted in the design. Premium finishes were selected, resulting in a boutique, upmarket feel.

The façade is an architectural feature consisting of a series of aluminium hexagons with façade plantings which will soon grow out to provide greenery.

ADCO's team were highly commended by the client for their collective initiative, expertise and teamwork across the whole project.

Type	Design & Construct
Value	\$30 million
Duration	18 months





San Parkway Clinic Wahroonga, NSW

SYDNEY ADVENTIST HOSPITAL

SAN Clinic Parkway comprises of three individual buildings interconnected by way of an impressive central atrium and elevated walkways. The buildings are a combination of three and four storeys and incorporate a high level of contemporary design aesthetic and the latest in environmental sustainability.

The clinic offers 248 car spaces across three levels of underground parking. SAN Clinic's co-location with Sydney Adventist Hospital together with the architectural excellence of the design has ensured that this facility is a notable address among medical and health professionals.

Type**Design & Construct****Value****\$35 million****Duration****20 months**

Australian Federal Police Gold Coast Airport, Qld

QUEENSLAND AIRPORTS

Following ADCO's successful delivery of the Cairns and Melbourne Airport office developments for the Australian Federal Police, our Gold Coast team were awarded the contract to facilitate the new office accommodation for the AFP at Gold Coast Airport.

The scope of works for the \$10 million base build project included the design and construct a three-storey high commercial office building, a secure compound area, access roads, car park, a new substation, and a significant retaining wall along the adjoining creek.

As well as maintaining a high quality of finish throughout the building, in order to adhere to the Australian Federal Police security requirements, the build had to be of an extremely durable standard to withstand high impact and life cycle costings for enhanced security and rapid emergency deployment.

The project further enhances ADCO's long-term relationship with the client Queensland Airports Limited, that has seen us complete multiple projects at the Coolangatta Terminal and commercial precinct.

The project further enhances ADCO's long-term relationship with the client Queensland Airports Limited, that has seen us complete multiple projects at the Coolangatta Terminal and commercial precinct.

Type	Design & Construct
Value	\$10 million
Duration	11 months





Hames Sharley Head Office, WA

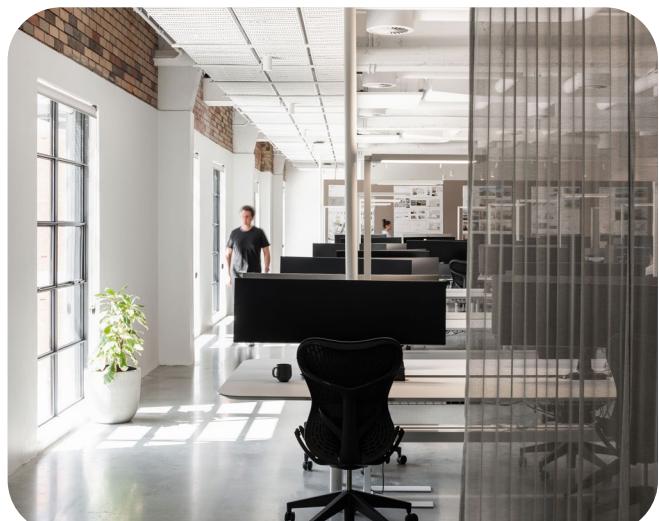
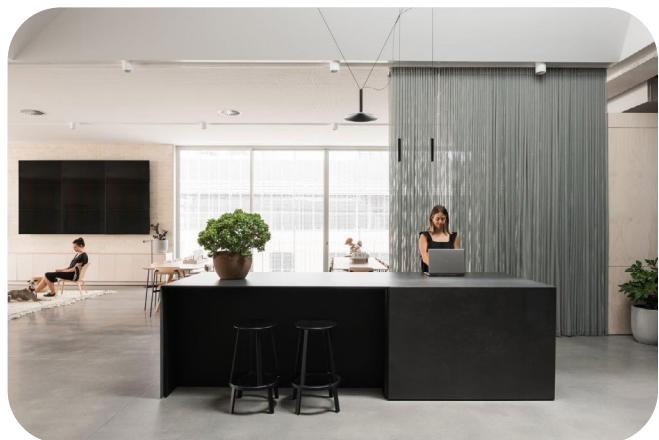
HAMES SHARLEY

ADCO has completed the modifications, building extension and fit-out of the Perth Central Development at 720 Hay Street to facilitate the new Hames Sharley Architects WA head office, in the heart of Perth's shopping precinct. The project consisted of several interventions throughout the building, from adaptation of the basement structures and amenities to upgrades of the upper levels.

The design involved alterations to the basement layout and structure to create bike parking facilities and enabled installation of lift pits, upgrades of ground floor lobby entrance, installation of 2 new lifts servicing levels 1 to 4, upgrades to Level 2 to facilitate interconnection with Level 3 enabling Hames Sharley office layout, the extension of existing level 3 increasing floor plate via suspended recessed floor area which promotes a flexible space for the creative meeting area and the creation of a roof terrace which houses the client's bee keeping activities.

The Hames Sharley WA Head Office provides the public with a unique landmark and point of reference and the building users with enjoyment of a pleasant workspace and unobstructed city views.

The project was awarded Best Refurbishment or Renovation (\$5m – \$10m) at the MBA WA Awards 2022.



Type	Construct Only
Value	\$5.5 million
Duration	12 months



SRG Strathpine Development, Qld

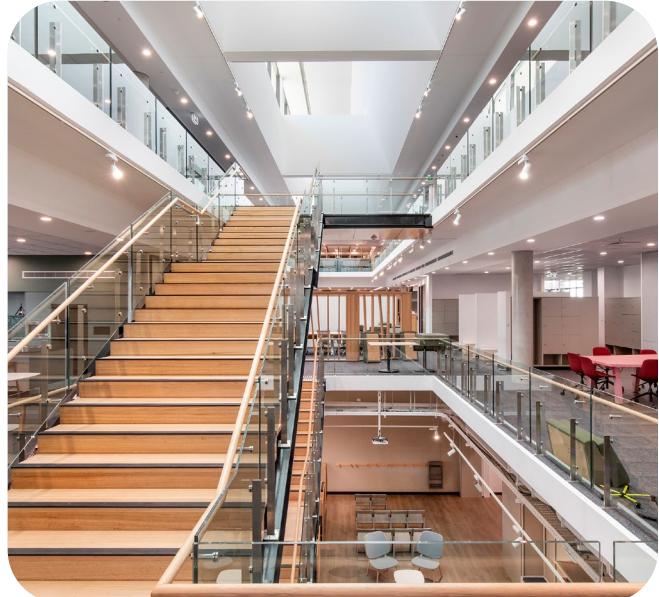
PRIMEWEST

SRG Strathpine was built as part of Primewest's \$75 million development, the Strathpine Central Precinct. ADCO completed the \$40 million Super Retail Group's head offices – a major component within the new master planned development.

The eye-catching commercial block comprises a three-storey, A-grade office block offering 7,000m² net lettable area with a 586-space staff car park with associated driveways and landscaping integrated in with the campus-style office premises.

The design incorporates a feature staircase that transcends the 3 level atrium, which in conjunction with the architectural skylights provides a sense of light and space in keeping with the communal workspace theme envisaged for the entire development. The project is also at the cutting edge of sustainable design and technologies resulting in a 4.5 Star NABERS ratings for the development.

ADCO delivered the construction of the base building, designed by architects Cottée Parker and integrated the fit-out works designed by Woods Bagot.



Type	Construct Only
Value	\$40 million
Duration	12 months
Environmental Rating	4.5 Star (NABERS)



Robert Bosch Group Headquarters, Vic

BOSCH

ADCO was named Builder of Choice for Robert Bosch's new Australasian Head office in Clayton, in Melbourne's South.

The \$40 million commercial development saw construction of a 11,800m² multi-functional building incorporating offices, workshops, test facilities, training rooms, a cafeteria, an auditorium, and employee amenities over four levels.

The building achieved an extremely high air permeability rating of 2.3m³/hr.m², which falls just short of the Air Tightness Testing & Measurement Association's (ATTMA) world best practice for office buildings score of 2.0. This result was achieved by using air barrier materials and excellent attention to detail by the project team.

The facade showcases glazed curtain walls, aluminium framed windows, aluminium composite cladding, rendered concrete pre-cast panels and large metal sheeted soffits.

The first-floor office space overlooks a 1,500m² outdoor 'green' terrace which includes extensive planting, timber decking and large concrete pavers.

The project was an immensely successful undertaking for all parties and incredibly well received by Bosch's employees and user groups.

Type	Construct Only
Value	\$40 million
Duration	18 months



Department of Planning, Industry and Environment (DPIE), NSW

VERDE PROPERTY

ADCO was awarded the design and construct contract by Verde Property to deliver new office space accommodation for the NSW Government's Department of Planning, Industry & Environment as its anchor tenant.

The \$75 million commercial development provides 8,500m² of NLA, allowing space for 800 staff to work flexibly at any time, and a multi-storey car park component offering 400 spaces, EV charging stations and high quality end-of-trip facilities. The building is also designed as a technology Hub allowing flexibility and communication across the functions of the department irrespective of physical location. The project also doubles as an emergency operations centre and secondary commercial asset should anything happen to the department's other operations throughout NSW. ADCO's design and delivery team also facilitated the integrated fit out for DPIE, providing a contemporary, technology enriched flexible working environment for their staff.

At the forefront of sustainable design and construction, the project is also a 5 Star green star and 4.5 NABERS rated development with solar panels providing much of the power for the development, and electric car recharge stations also designed into the building.

In an Early Contractor Involvement (ECI) role, ADCO's design team progressed the project from early feasibility to full development approval.

Type	ECI to Design & Construct
Value	\$75 million
Duration	20 months
Environmental Rating	5 Star Green Star Design & As Built (GBCA), 4.5 Star (NABERS)



Toyota Powertrain, Vic

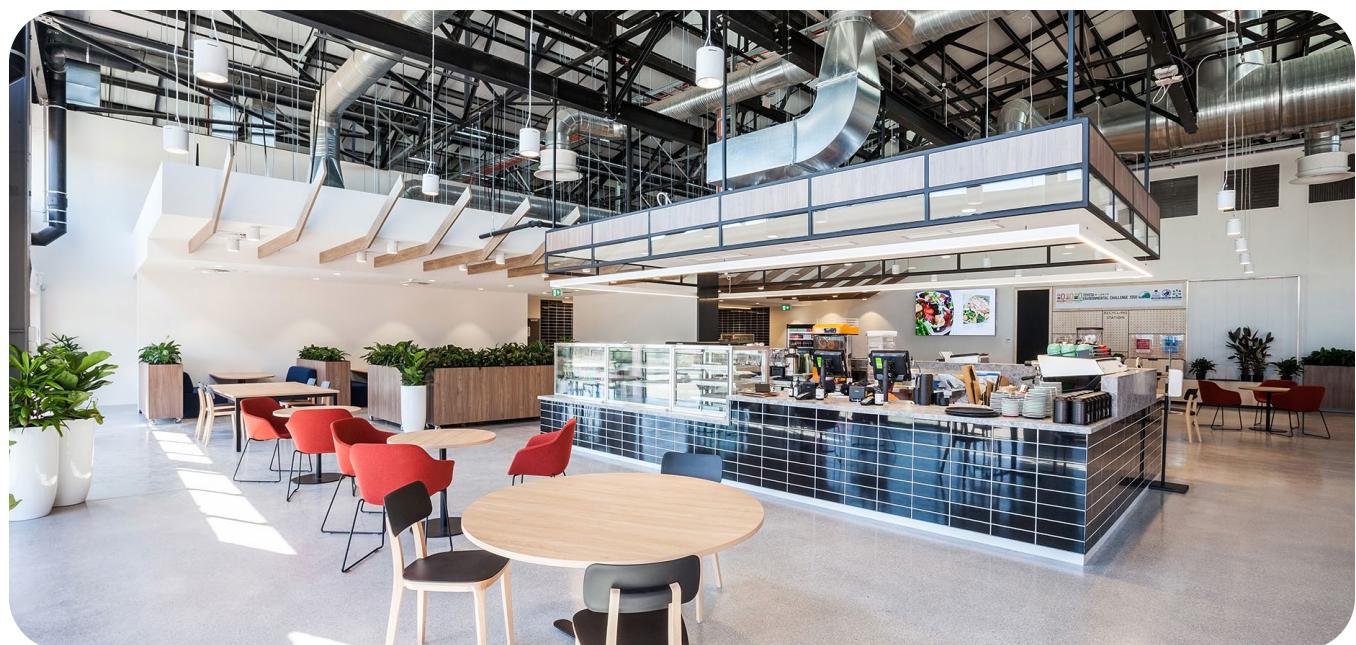
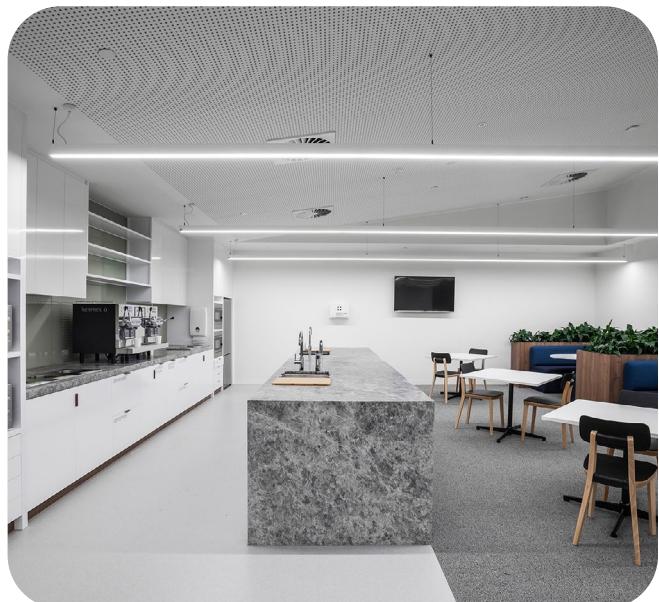
TOYOTA

ADCO was awarded the \$35 million redevelopment of the Toyota Powertrain manufacturing building in Altona North, to provide a new state-of-the-art administration, research and showroom facility.

The works involved the demolition and strip out of the existing Powertrain facility to complement the new works, which include a contemporary open plan office, auditorium, workshops, workbays and testing areas, training rooms, display showroom, design studio and indoor viewing platform.

The new refurbishment now provides the Toyota campus with a state-of-the-art administration, research and showroom facility.

Type	Construct Only
Value	\$35 million
Duration	12 months





Camden Council Administration Centre, NSW

CAMDEN COUNCIL

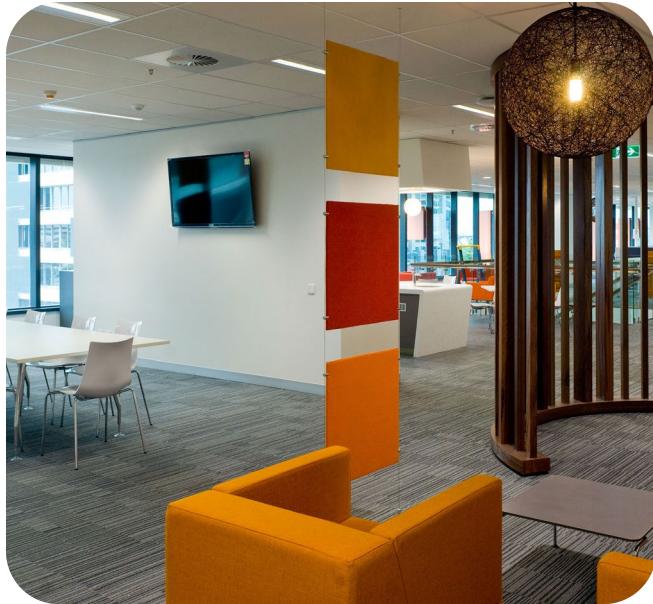
The Camden Council Administration Centre project continues ADCO's proud involvement in the establishment of the Oran Park town centre.

Having completed the \$45 million first stage of the town centre, ADCO soon commenced the delivery of this \$30 million, 5 Star Green Star-rated office building in the heart of the precinct, purpose-built for Camden Council administration team.

The new facilities allow the Council to service the needs of the growing LGA more effectively and efficiently. The Council is committed to providing the best services, facilities and outcomes for the community through facilities such as the new administration building.

The council's centralised administration building included accommodation for staff, an open plan customer service centre with meeting booths/kiosks, multi-purpose rooms for council meetings, events and public amenities.

Type	Design & Construct
Value	\$30 million
Duration	12 months
Environmental Rating	5 Star Green Star (GBCA)



Green Square Close, Qld

CITY OF BRISBANE INVESTMENT CORPORATION

The City of Brisbane Investment Corporation (CBIC) engaged ADCO to undertake the design and construction of this highly complex, commercial office tower in Brisbane's CBD. The \$55 million build incorporated 16,5000m² of A-grade quality net lettable area across 12 floors.

The project was located on a challenging site, with restricted access for materials handling and limited area for storage and provision of site amenities. As part of the project, a 7,500m² integrated fit-out for Queensland Utilities was finalised incorporating double glazing, ultra-efficient building services and building management system, 154 car parking spaces, 172 bike parks, and significant end-of-trip cycle facilities.

The Green Square commercial development was awarded the Brisbane MBA award for Best Commercial Project (Office Accommodation Over \$5 Million).

"I was impressed with ADCO's ability to deliver a highly complex project of this scale within the confines of the Brisbane CBD. Their team displayed superior levels of key stakeholder management - they really valued us a client and what we wanted to achieve. The end result is one we are all proud of."

Scott Hyndman
CBIC
SENIOR DEVELOPMENT MANAGER



Type	ECI to Design & Construct
Value	\$55 million
Duration	20 months
Environmental Rating	5 Star Green Star Office Design, 5 Star Green Star Office As Built (GBCA)

Werrington Corporate Park Centre, NSW

UNIVERSITY OF WESTERN SYDNEY

The \$35 million, three-storey Werrington Corporate Park Centre is part of a high-tech development of leased office accommodation, car parking and support facilities for corporate business entities provided by Western Sydney University, Werrington.

The development was delivered under a fast-tracked program, while still achieving a 5 Star Green Star rating and highest quality of finishes.

The building's design takes advantage of its leafy, parkland context, with notable use of glass. This is continued internally with tenancies located either side of an open, central daylit atrium flooding the interior with light. An atrium café, terraces, gardens and entry forecourt all double as collaborative and informal meeting spaces while environmentally friendly and high-quality materials reinforce the sense of contemporary workplace.

This visionary project achieved the university's sustainability commitment to a 5-star Green Star rated commercial development.

Following a fast-track time frame the extensive first stage work was completed to the highest standards.

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

"ADCO's integrated approach to design and construction was a real benefit on this project. They delivered a great outcome in terms of design, quality of build and overall cost. I was very impressed."

Stacey Fyshwick

(THEN) WESTERN SYDNEY UNIVERSITY (WERRINGTON CORPORATE)





NSW Fire and Rescue, NSW

MINISTER FOR FINANCE AND SERVICES

The \$30 million design and construct development involved the construction of a new, three-storey building at Greenacre, including integrated fit-out and additional under-croft car parking for 132 vehicles.

The project displays a high level of design aesthetic in terms of form and function and a contemporary open plan workspace. Key architectural features include the concrete 'off-form' elliptical columns and curtain wall façade system.

Each of these design elements has allowed for large open areas and state-of-the-art collaborative facilities incorporated into the new building design.

The raked angles of the elliptical columns were inspired by a fire fighter's ladder as it is rests adjacent to a building during a rescue operation.

Type	Design & Construct
Value	\$30 million
Duration	15 months

Central Government Relocation to 52 Martin Place, NSW

DEPARTMENT OF PUBLIC WORKS NSW

The \$54 million project was delivered over six separable portions and included significant fit-out works with base building and services upgrades, new IT, AV, server and data facilities, which were meticulously planned during the 2.5-month ECI period.

The level of key stakeholder management applied on the project was significant. Proving ADCO's ability to work effectively within the client's parameters, the project was delivered under a fast-track program of nine calendar months.

The project was delivered within an occupied office building with works staged and coordinated to minimise disruption to other tenants within and near the development's multiple workfronts.

The project featured significant base building and services upgrades, including new IT, AV, server and data facilities.

This project was delivered under a fast-track program of nine calendar months.

Type	ECI to Design & Construct
Value	\$54 million
Duration	9 months

“Working 24 hours a day in an operational building with strict noise restrictions due to the proximity to a live television studio posed enormous challenges. The degree of collaboration between ADCO, our Client and our trade partners really was extraordinary.”

Sam Cavalaro
ADCO
SENIOR PROJECT MANAGER





Robina Town Centre Office Building, Qld

QIC

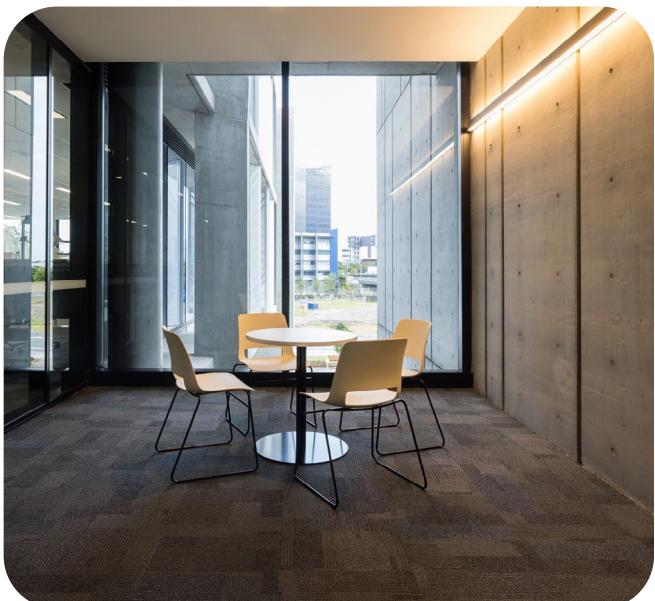
ADCO has completed the new Robina Town Centre Office Building on the Gold Coast.

The project, for long-time client QIC, involved the delivery of a single-stage commercial office building including base building, integrated fit out and the diversion of local road network Edgewater Court.

The building was delivered in four separable portions, with works including modifications to the existing road works, upgrade and relocation of existing services infrastructure, with the two wings of the building connected by a common core and 7138m² of NLA commercial office space.



Type	Design & Construct
Value	\$30 million
Duration	17 months
Environmental Rating	6 Star Office Base Building NABERS Energy rating
	5.5 Star NABERS Water rating





Mercedes-Benz Alexandria, NSW

CAPITAL CITY HOLDINGS

ADCO completed Capital City Holdings' Perfect Auto Body facility on Botany Road, Alexandria, inner Sydney.

The \$25 million development offers our client a four-storey, state-of-the-art workshop facility across nearly 10,000m² with offices and amenities.

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

A complex project, the facility was built within a series of shoring systems retaining neighbouring properties, located on an arterial road within the inner city.

Type	Design & Construct
Value	\$25 million
Duration	15 months



AFP Head Office Melbourne Airport, Vic

AUSTRALIA PACIFIC AIRPORTS MELBOURNE (APAM)

ADCO was engaged on a design and construct basis by Melbourne Airport to carry out the delivery of the purpose built office accommodation for the Australian Federal Police at Tullamarine airport.

A 5 Star Green Star project, the building includes substantial environmentally sustainable design principles such as electronically controlled external blinds to reduce heat loads on the building, a central atrium providing natural ventilation, grey water recycling and storm water harvesting.

The four level office building was completed under a fast track construction program of 10 months to ensure the AFP were able to take possession in line with the expiry of their existing building.

The facility provides a unique, contemporary office space in close proximity to the air and land side components of the airport.

Type	Design & Construct
Value	\$15 million
Duration	10 months
Environmental Rating	5 Star Green Star Design (GBCA)

OTHER COMMERCIAL PROJECTS



Port of Brisbane Authority Head Office

PORT OF BRISBANE AUTHORITY

Type	Design & Construct
Value	\$35 million
Location	Port of Brisbane, QLD



Beaufort Building Essendon

ESSENDON FIELDS

Type	Design & Construct
Value	\$14 million
Location	Essendon, VIC



Coronation Drive Office Park Building 4

AMP CAPITAL

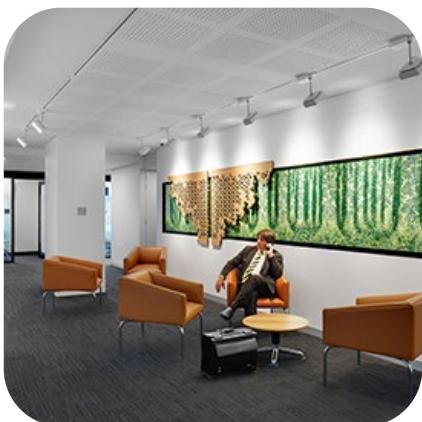
Type	Design & Construct
Value	\$60 million
Location	Milton, QLD



Qantas Group Flight Training Facility

QANTAS GROUP

Type	Design & Construct
Value	\$100 million
Location	Mascot, NSW



State Administrative Tribunal Fit-out

WA GOVERNMENT

Type	Construct Only
Value	\$14 million
Location	Perth, WA



South Regional Business Centre

CITY OF BRISBANE INVESTMENT CORPORATION

Type	Design & Construct
Value	\$17 million
Location	Brisbane, QLD

A photograph of a modern office hallway. The ceiling is white with linear lighting fixtures. Large windows on the left provide a view of the exterior. A person is walking away from the camera down the hallway. A large, semi-transparent blue graphic shape is overlaid on the right side of the image, containing the testimonial text.

“ADCO managed the entire project from early planning, through design and ultimately construction with aplomb. They are a great company to work with and their dedication and consistency of performance has underpinned our relationship that extends over 20 years.”

Stephen Gosling
VERDE PROPERTY
DIRECTOR

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 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. In furtherance of Tom's commitment to community and industry, he chairs the Brinsmead Hill Family Foundation which focuses on mental health, education and community support and is a Board Member of Australian International Marine Export Group and on the Australian Olympic and Paralympic Team Appeal Committee Queensland.

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



NATIONAL TEAM



Neil Harding

Managing Director

Neil has led ADCO since 2017, overseeing a period of dynamic change and growth. With more than 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).



Sean Conroy

Chief Risk Officer

Sean brings over 30 years of experience in the construction industry, spanning Ireland, the UK, and Australia.

As a qualified Quantity Surveyor and Lawyer, admitted to the Supreme Court of NSW, Sean possesses a unique skill set that enables him to navigate the complex technical, legal, commercial, and regulatory challenges of the commercial construction sector.

His expertise provides invaluable direction and support to both our team and clients throughout all phases of project development. Sean holds multiple tertiary and postgraduate qualifications, including a Bachelor of Laws and the prestigious University Medal from the University of New South Wales. His proactive management style and depth of experience ensure that ADCO remains at the forefront of project delivery excellence.

NATIONAL TEAM



Shanelle Woodall

Head of Corporate Affairs

Shanelle brings over 20 years of industry experience to her role as Head of Corporate Affairs. With a multifaceted 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 of Women of ADCO and committee member of the National Association of Women in Construction (QLD).



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.

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



Shaun Brooks

Chief Information Officer

Shaun brings a wealth of experience to ADCO, having spent over 20 years in senior technology leadership roles, driving enterprise-wide digital transformation, cloud and AI adoption, and operational excellence.

His career spans the investments, property, and construction sectors, with a core focus on building digital capability that enables productivity and business growth. Having worked across Australia and led transformational projects in every major geography, Shaun's global perspective is underpinned by a commitment to innovation, collaboration, and authentic leadership. Shaun is passionate about building high-performance cultures, doing the basics well and delivering technology that creates lasting impact.



Ben Van Dijk

General Manager - blue by ADCO

With over 25 years of experience in the construction, fitout, and refurbishment industries, Ben brings a wealth of expertise across multiple sectors. His career has spanned roles from Contracts Administrator to General Manager, giving him a deep understanding of what it takes to successfully deliver projects for clients.

Ben has worked both nationally and internationally, contributing to projects with multinational and Australia-wide builders. His leadership is defined by a commitment to building high-performing teams and fostering strong relationships with clients, consultants, and trade partners.

As General Manager at blue by ADCO, Ben plays a key role in strategic business planning and implementation, helping drive operational excellence and long-term growth. He holds an MBA with distinction from Warwick Business School (UK) and a bachelor's degree from Western Sydney University.

“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 the 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 has more than 15 years of expertise across 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 and project.

Lyn sat as a National Director of NAWIC from 2021 to 2024, is a Graduate of the Australian Institute of Company Directors 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.



Nathan Thomas

VIC State Manager

Nathan has been with ADCO for over 10 years and has played a pivotal role as Construction Manager within the Victorian branch for the past 5 years.

With 20 years of construction industry experience across Australia and the UK, Nathan brings a wealth of knowledge and strategic insight to his role as State Manager. Nathan's deep understanding of the modern construction landscape enables him to lead teams that consistently deliver exceptional outcomes for clients and stakeholders. He is passionate about fostering positive, collaborative environments and driving innovation to enhance project delivery and team performance.

A graduate of the inaugural ADCO Leaders Program and an active contributor to our innovation group, Novus, Nathan champions leadership development and forward-thinking practices across the business. He holds a Bachelor of Construction Management with Honours from Deakin University.

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.



Environmental, Social and Governance

We commit to the integration of our environment social and governance (ESG) framework across our business undertakings.



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.



Modern Slavery

We recognise our responsibility as part of a global supply chain.



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.



Women of ADCO

ADCO is a leader in elevating the status and influence of women in Australia's construction industry.



Novus

Innovation isn't optional. Our future success depends on it.

We have an in-house group of innovation champions, NOVUS, established in 2019.



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.

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.



Supply Nation

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



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.



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.



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.



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.



adcoconstruct.com.au

Sydney Melbourne Brisbane Gold Coast Perth