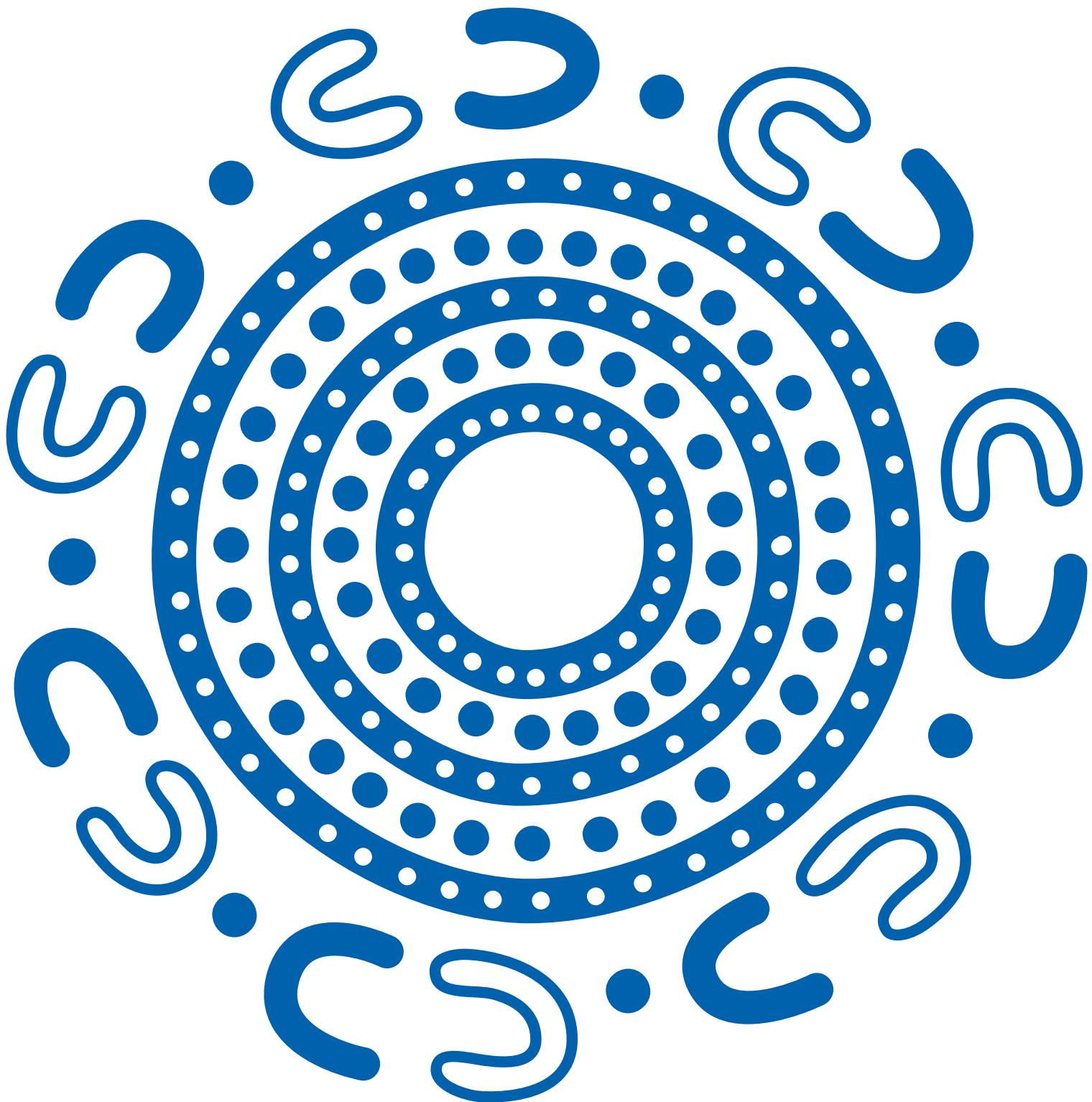


CAPABILITY STATEMENT

Community

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.

CONTENTS

04

People Who Build

06

Expertise and reach

Safer by Choice

08

Our community credentials

11

Our clients

12

Our work

41

Other community projects

44

Our people

National team
State Managers

50

Financial strength

52

**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.



**BEST
MANAGED
COMPANIES**



ADCO
BUILDER OF CHOICE

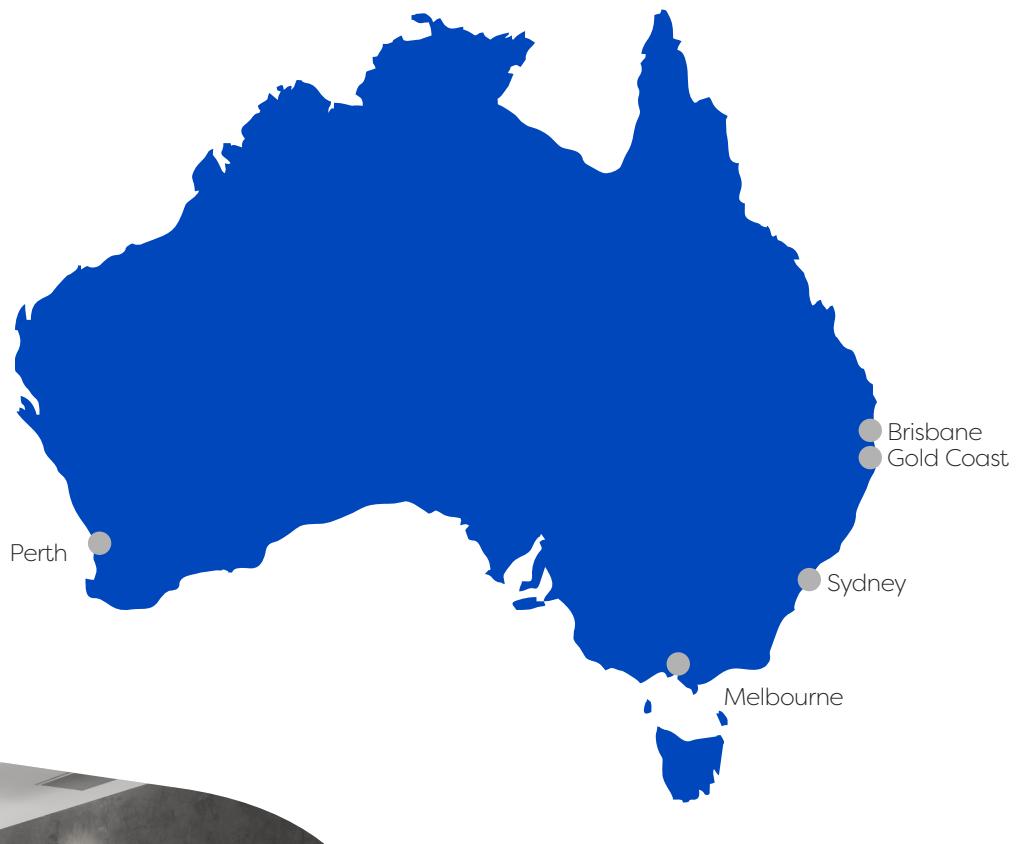
50
1972 – 2022

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.



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
connected
communities

The Pavillion Performing Arts Centre, NSW



OUR COMMUNITY CREDENTIALS



650+

State, Local and Federal
Government projects



\$200M+

largest project



75

hospitality and club projects



Our portfolio includes an array of government-owned developments encompassing cultural, performing arts and entertainment precincts.

For many decades we have been entrusted to deliver key social infrastructure projects that bring Australians together to perform, exercise, play and be entertained. As a fully accredited contractor for all Australian states and territories, as well as the Federal Government, ADCO delivers the facilities that shape our nation's communities.



“ADCO are a well-organised and professional organisation. They provided risk mitigation strategies to ensure our project proceeded smoothly and through best practice community consultation they developed excellent partnerships with those affected by the project.”

Craig Wrightson
LANE COVE COUNCIL
GENERAL MANAGER

OUR COMMUNITY CLIENTS

We are proud to have provided community facilities for some of the largest Government and private organisations in the country. Testament to our success is our significant repeat clientele. Our community sector clients include:



State Basketball Centre, Vic

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 DANDELONG

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





Rouse Hill Town Centre, NSW

GPT GROUP

ADCO has been selected as Builder of Choice for the design and construction of Stage 2 of the Rouse Hill Town Centre (RHTC) project.

RHTC is a vibrant mixed-use precinct in Sydney's northwest, renowned for its seamless integration of retail, commercial, civic, community, and residential spaces. The region is undergoing rapid growth, with the population expected to reach 500,000 within the next 25 years.

This exciting development includes approximately 40,000m² of site area with an additional 10,621m² with over 47 retail space, accommodating mini-major and specialty tenancies. It also sets the foundation for future growth, with plans to integrate multi-story apartment buildings. By replacing existing open-air parking and service areas, the project will support RHTC's continued

growth while meeting the increasing demands of retailers and the community.

As part of the project, ADCO will secure all necessary authority approvals and deliver a thoughtfully designed community space. The additional building structures and services will not only enhance the retail experience but also provide essential infrastructure for the future residential components of the development.

Type

Design & Construct

\$135 million

Value

18 months



Mordi 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



Perth Concert Hall ECI and Enabling Works, WA

DEPARTMENT OF FINANCE

The Perth Concert Hall is preparing for a transformative redevelopment and ADCO is proud to play a key role in this significant project.

We were appointed to deliver the Early Contractor Involvement (ECI) and Enabling Works phases, which lay the foundation for the venue's next chapter while preserving its heritage and world-class acoustics.

The ECI phase provided detailed investigations, management plans, and reports to support the WA Government's design team for the Main Works. The enabling phase included the demolition of the southern forecourt and car park, as well as structural remediation in preparation for the Main Works starting early 2026.

This redevelopment will enhance the visitor experience for local, interstate, and international audiences while safeguarding the cultural and architectural integrity of this iconic venue.

ADCO is proud to contribute to a project that will support the arts community and ensure the Perth Concert Hall remains a leading cultural destination for years to come.

The Main Works will feature:

- Level 1 and Level 2 Redevelopment – including expanded spaces and auditorium reconfiguration.
- Building Repair and Service Upgrades – enhancing infrastructure while preserving the venue's heritage.
- Forecourt and Façade Upgrades – creating new landscaped spaces and improving public access.

Type

ECI to Construct Only

Value

\$120 million

Duration

9 months (ECI)

17 months (Main Works)



Kennedy Community Centre, Vic

HAWTHORN FOOTBALL CLUB

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

Working with the consultant team to complete the ECI phase, ADCO completed the design and construction of the new headquarters and community facility, an impressive site spanning 28 hectares.

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

The Centre includes the Harris Elite Performance and Administration facility, which caters for all Hawthorn teams equally and includes an elite gymnasium, full aquatic facilities, including a magnesium pool and dry sauna and equal amenities and locker rooms for both AFL and AFLW programs.

Alongside an MCG-sized training oval is the dedicated AFLW Oval and Community Pavilion, boasting full broadcast facilities, floodlights for night games and purpose-built spaces for future AFLW matches and community use.

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

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



WACA Ground Improvement Project, WA

WESTERN AUSTRALIA CRICKET ASSOCIATION

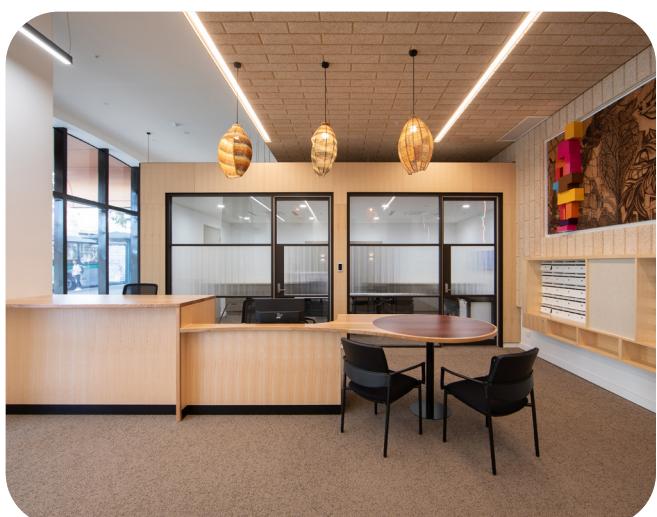
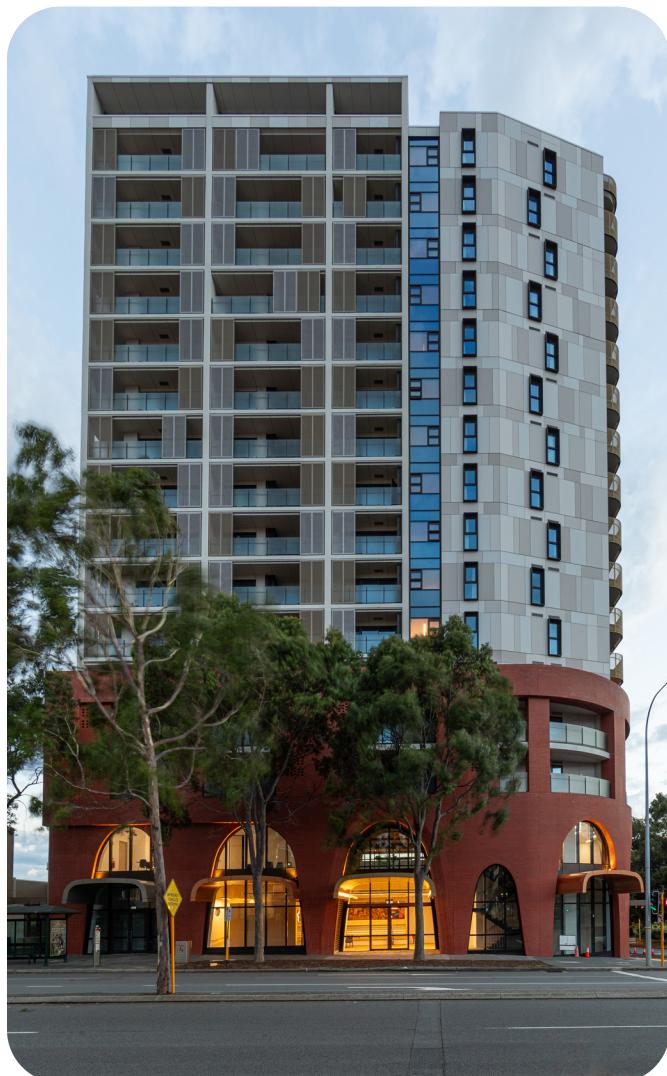
ADCO is proud to be a part of the transformation of the iconic WACA Ground which will soon become a 10,000-seat, multi-sport and community facility.

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 our WA Cricket 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	\$188 million
Duration	31 months



Common Ground, WA

DEPARTMENT OF COMMUNITIES

The WA Housing Authority, operating within the Department of Communities is progressing the delivery of the “Common Ground facility” in Perth as part of the “All Paths Lead to a Home”, Western Australia’s 10-Year Strategy on Homelessness 2020-2030.

Common Ground is an evidence-based model of permanent, supportive housing where people who have experienced chronic homelessness and/or rough sleeping are housed and supported, alongside low-income earners, in a purpose-built residence, and on-site, wrap-around services are provided to individuals who need them.

These services include case management support and may also include support for physical and mental illnesses, support for substance abuse, links to education, training and employment opportunities.

ADCO was selected as the Builder of Choice on the project which involved the construction of 29 studio and 83 one-bedroom apartments with self-contained kitchens and bathrooms.

Other features include secure landscaped podium with shared BBQ areas, shade structure and seating areas, communal dining, lounge and kitchen spaces, leasable commercial spaces for the provision of on-site medical services, café and community services. Office spaces and meeting rooms for Community Housing providers and operators and vehicle parking will also be provided.

Type

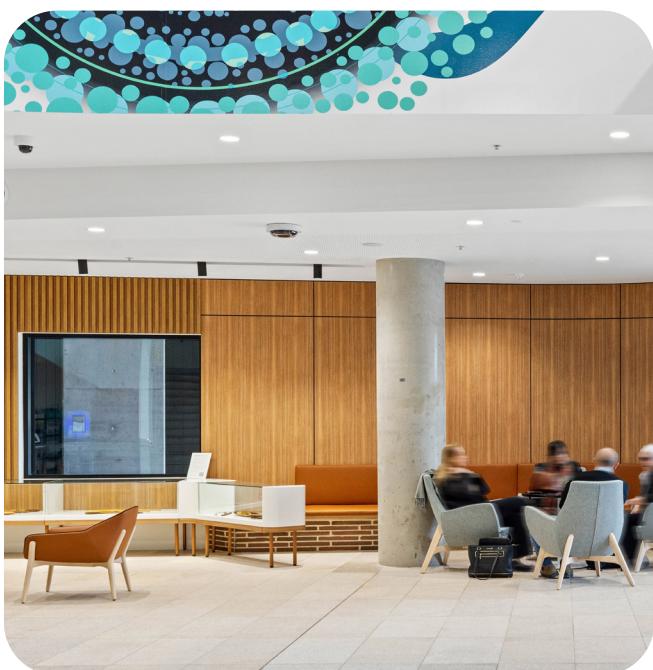
Construct Only

Value

\$70 million

Duration

20 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.

Type	Design & Construct
Value	\$73 million
Duration	36 months
Environmental Rating	Targeting 5 Star Green Star Design and As Built





RUAH Centre, WA

RUAH COMMUNITY SERVICES

ADCO is proud to have delivered a purpose built centre for women and children escaping family violence for Ruah Community Services in Northbridge Perth.

The first of its kind, the \$27 million Ruah Centre for Women and Children is a seven-storey development providing accommodation and support services for women and children as they recover from domestic violence, assisting them in building a new future for themselves.

The facility includes 3 floors dedicated to women's health and family empowerment services, 2 floors with support services and 2 floors of short-term accommodation.

Considered a centre of excellence the building will also facilitate research and collaboration to help end family violence.

“ADCO’s proposal and a very thorough due diligence process had demonstrated the Australian company’s strong track record in the delivery of similar projects and a strong alignment with RUAH values.”

DEBRA ZANELLA

CHIEF EXECUTIVE OFFICER
RUAH COMMUNITY SERVICES

Type**Design & Construct****Value****\$27 million****Duration****15 months**



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 & Recreation Project Award at the Western Sydney Leadership Dialogue's Boomtown Awards.

Type	Construct Only
Value	\$63 million
Duration	17 months



Kaggarabah, Qld

QLD GOVERNMENT DEPARTMENT OF ENERGY & PUBLIC WORKS

ADCO is proud to have been the builder of choice for the revitalisation of Kaggarabah (formerly known as the Joyce Wilding Hostel); a centre that has provided refuge for vulnerable women and children in Queensland for over half a century.

The development adds seven two-storey blocks to the existing site, with four apartments in each, set in a shared, landscaped surrounding. An integrated communal hub provides space for essential support services and communal interactions, with another five apartments located above.



Sheltered BBQ facilities, a yarning circle, a kids' play area, a community garden and a parking area are also part of the facilities ADCO's team are completing. The centre is designed so visitors filter through the hub before they are officially granted access to the short-term accommodation area.

The facility benefits the local community significantly by continuing to aid vulnerable women and children as they seek assistance from domestic violence.

Kaggarabah Housing Project – Community Service Facilities is the 2024 Master Builders Queensland – Brisbane Housing and Construction Awards Winner.

Type	Construct Only
Value	\$20 million
Duration	12 months



Stonnington Sports Centre, Vic

CITY OF STONNINGTON

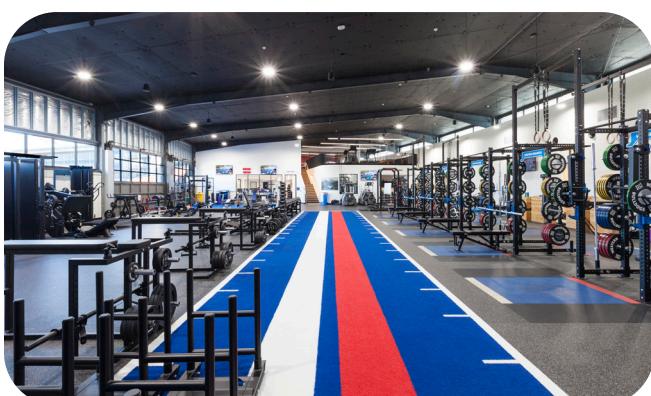
ADCO partnered with The City of Stonnington to deliver the design and construction of the \$50 million Stonnington Sports Centre.

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 and Construct
Value	\$50 million
Duration	18 months
Environmental Rating	Targeting 5 Star Green Star



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:

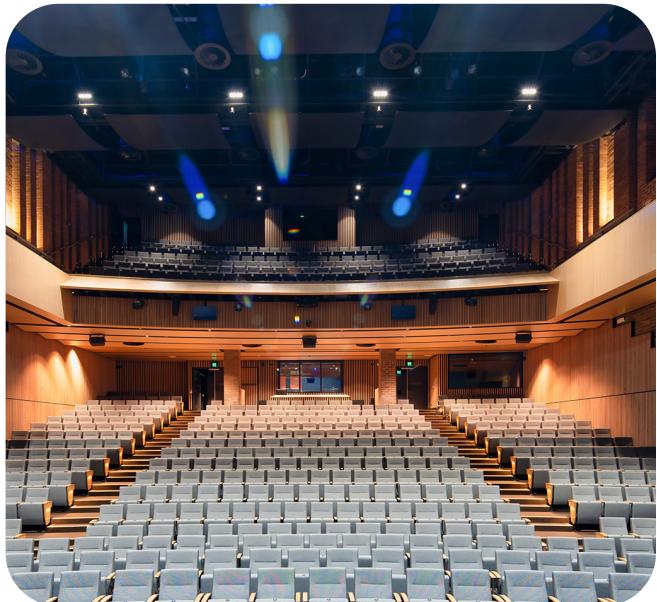
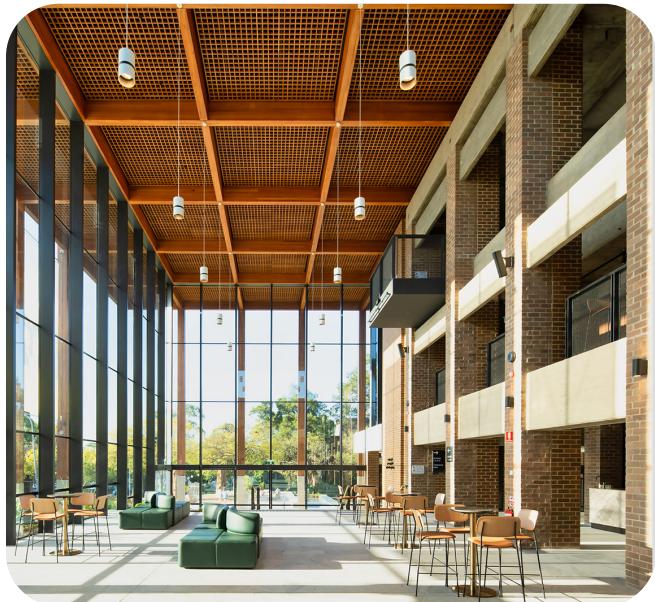
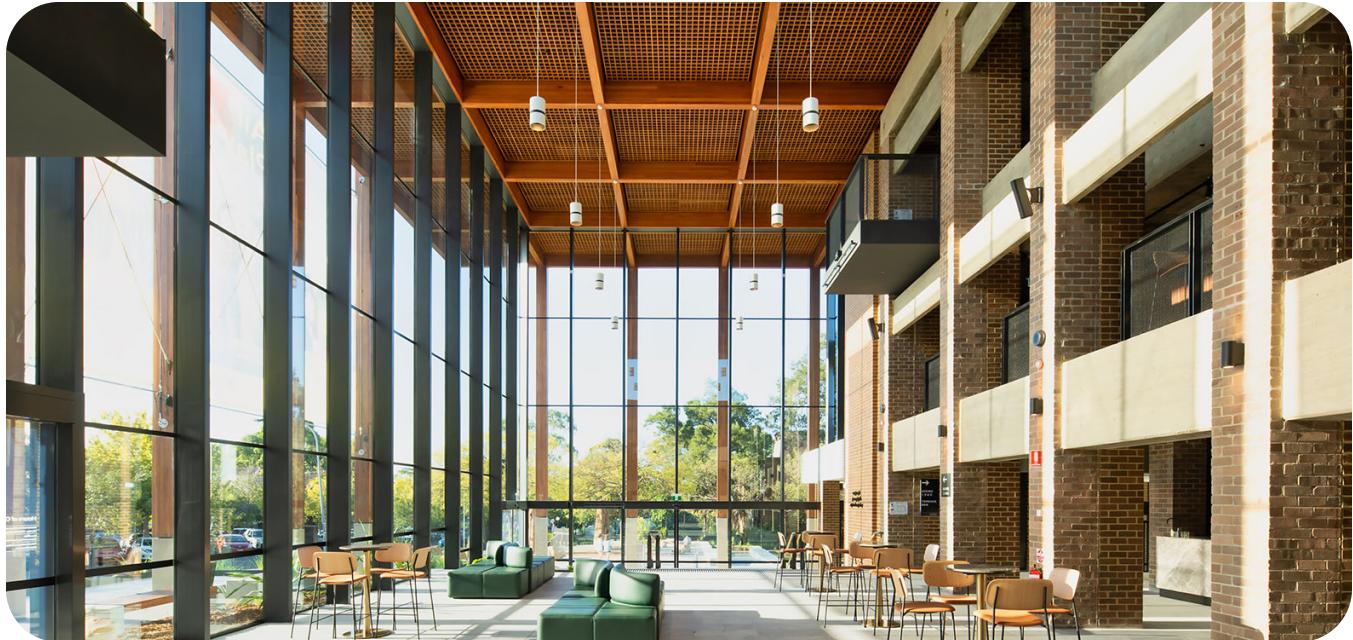
- A state of the art E.J. Whitten Stand with versatile function rooms
- Modern administration offices and a Community Foundation Hub
- Comprehensive change room and recovery facilities
- Cutting edge broadcasting lighting and new community spaces
- Upgraded entryways, a refreshed club shop, and an interactive 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



The Pavilion Performing Arts Centre, NSW

SUTHERLAND SHIRE COUNCIL

The Pavilion is the new home of performing arts in Sutherland Shire, rebuilt on the site of the Sutherland Entertainment Centre, located in Sydney's south.

The building's key architectural feature is a striking Glulam timber atrium, locally sourced from Victoria which provides a stunning and grand entrance to the new development.

The new 683-seat auditorium, orchestra pit, stage, flytower, dressing rooms, meeting rooms and rehearsal space, ensures the community is now capable of hosting larger and more varied performances within the Shire area. New vertical transportation has been installed to provide enhanced access and mobility.

External landscaping to the surrounding Peace Park area provides a more integrated relationship with the building and connects the promenade with the new development.

This exciting project has been a true collaboration between our client Sutherland Shire Council, superintendent Root Partnership and architects NBRSC/CHROFI.

Type
Value
Duration

Design & Construct
\$41 million
20 months



Bay Pavilions, NSW

EUROBODALLA SHIRE COUNCIL

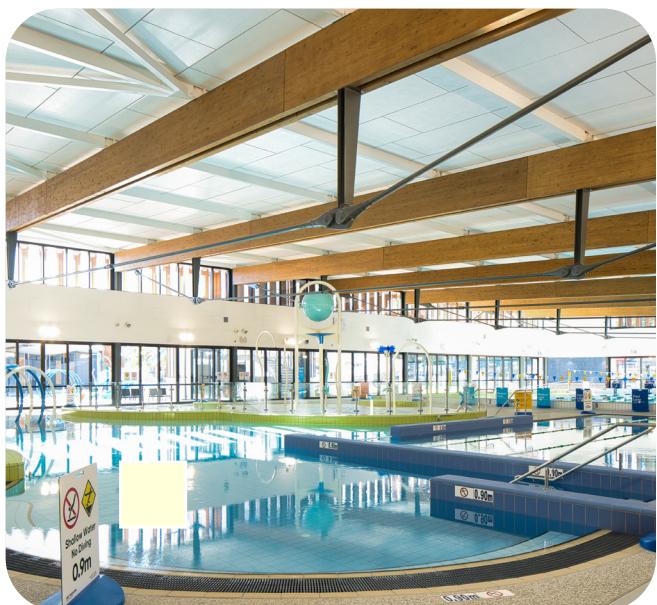
ADCO proudly completed the new leisure, aquatic and arts precinct in Batemans Bay for Eurobodalla Shire Council, now open for use on the South Coast of NSW.

The new Bay Pavilions has now replaced Batemans Bay's existing pool at Mackay Park, providing 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 Bay Pavilions offer arts and cultural facilities including the 350-seat Yuin theatre, dressing and green rooms, rehearsal space, art exhibition and storage space, meeting and multi-purpose rooms and amenities.

ADCO was pleased to work with Eurobodalla Shire Council and architects NBRS to bring this long-awaited project to life.

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



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.

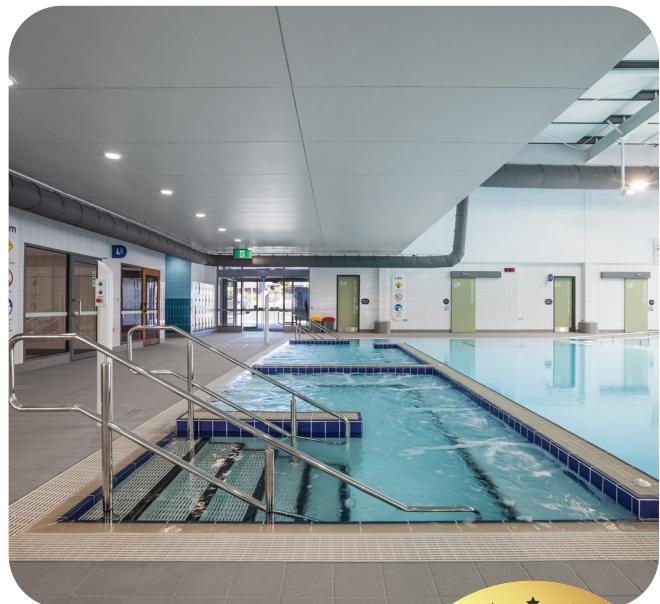
ADCO worked collaboratively with Latrobe City Council, the design team and local supply chain partners in finalising the Design and Constructing the facility within the constraints of the client's cost budget.

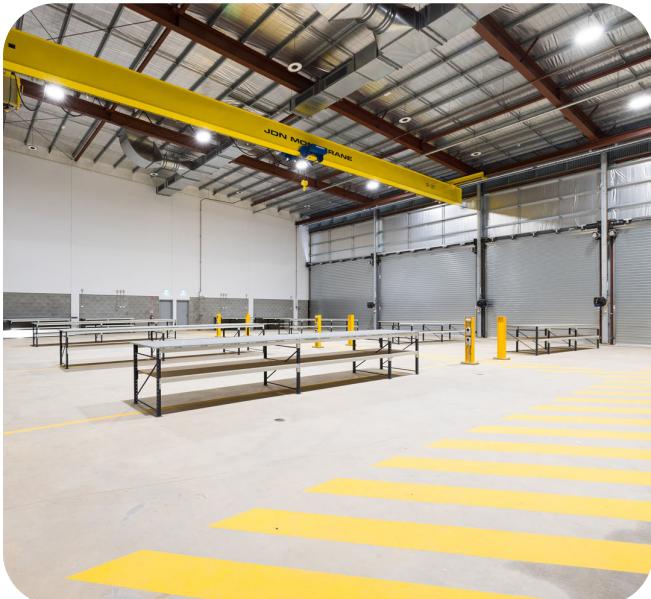
Type	ECI to Design & Construct
Value	\$57 million
Duration	23 months

"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





Narangba Works Depot, Qld

MORETON BAY REGIONAL COUNCIL

The project scope for the new Moreton Bay Regional Council (MBRC) Works Depot which is situated along Boundary Road in Narangba has enabled the amalgamation of three existing MBRC depots into the one facility.

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

The site covers an area of 60,828m² and GFA of 6,456m² and is listed on the Environmental Management Register (EMR) due to its history of landfill use including sewage sludge, tannery and metal coating wastes. The extensive earthworks associated with this project included dynamic compaction of the existing fill and the import of circa 135,000m³ of imported material to level the site and allow the construction of the depot in clean fill areas.

Type	Construct Only
Value	\$38 million
Period	24 months



Shepparton Law Courts, Vic

COURT SERVICES VICTORIA

ADCO secured the \$70 million Shepparton Law Courts Main Works redevelopment through an Early Contractor Involvement (ECI) method of procurement.

Stage 1 involved the construction of a new multi-jurisdictional courts facility capable of meeting current and future community demand. The new centre is comprised of a multi-level facility housing six court rooms, basement, custodial zone, security facilities, judicial chambers, and administrative areas, offices, meeting rooms, lobby and associated amenities.

The facilities reflect the most contemporary applications of courthouse design, information technology, environmental sustainability and changing justice delivery models. The design also ensures capability to accommodate future service demands in the region.

The entry lobby is inspired by the image of the ancient River Red Gum and the base of the new building founded on brick – a throwback of older country court houses. The new five-story building engages with the older adjacent 1930s Court House by way of a generous landscaped public plaza that serves the courts' staff and visitors.

Stage Two works involved the demolition of the existing 1980's court house and the completion of the forecourt.

The multi-level facility includes six courtrooms, a custodial zone, security facilities, judicial chambers, administrative areas and associated amenities.

The strategy to construct the new court building, before demolishing the existing 1980s court, was designed so that legal proceedings could continue unhindered.



“The project was delivered on target and i would say that at the end of the day it is a bloody good building. It is a quality product which they really delivered well. The finishes are excellent.”

Brian Stephenson
EX COO COURT SERVICES VICTORIA



Type	ECI to Construct Only
Value	\$70 million
Duration	21 months

Gold Coast Cultural Precinct, Qld

CITY OF GOLD COAST

This striking, world-class community facility includes a Versatile Outdoor Space (VOS) – a stage and event platform in a garden-style amphitheatre, catering for audiences of 5,000, and able to host a wide range of civic events and performances.

Within the VOS, the performance stage has full lighting and sound installations behind the retractable amphitheatre wall, allowing the multi-functional space to be used as a conference/event room. Included within the amphitheatre structure is a catering kitchen and dressing rooms.

Additional works included extensive landscaping, seating, toilet amenities, and pedestrian and cycle bridges.

The performance stage has full lighting and sound installations behind the retractable amphitheatre wall, allowing the multi-functional space to be used also as a conference/event room. Included within the amphitheatre structure is a catering kitchen and dressing rooms.

Type	Managing Contractor
Value	\$35 million
Duration	14 months





Shellharbour Civic Centre, NSW

SHELLHARBOUR CITY COUNCIL

This spectacular development on NSW's South Coast is fronted by an expansive plaza filled with trees and public art. Described as the cultural heart of Shellharbour, it includes new administration offices, council chambers, a city library with interactive children's play area, museum, café, a 350-seat auditorium for public events, and multi-level parking for 170 cars.

Shellharbour City Council's vision was to create an iconic landmark that both stands out from its setting and enhances it. Integral to the design is the centre's iconic wave-like steel feature roof.

This new landmark development achieved a 5 Star Green Star As-Built Public Building Rating and won the Australian Library and Information Association's Library Design Award, the Public Works Australia Engineering Excellence for Local Government Award, and the NSW "Public Architecture Award" from the Australian Institute of Architects.

The landmark development achieved a 5 Star Green Star as-built public building rating and has won several awards.

A significant accomplishment and major design feat, it is a shining example of ADCO's ability to work with challenging materials and deliver construction excellence without compromising on the architect's original vision.



Type	ECI to Design & Construct
Value	\$65 million
Duration	22 months
Environmental Rating	5 Star Green Star As Built Public Building (GBCA)

The Canopy, NSW

LANE COVE COUNCIL

Design defines ADCO as much as construction quality. This \$85 million project involved the redevelopment of Lane Cove's village parking into a dynamic, multi-purpose public space.

Construction saw Rosenthal Avenue car park become a new, centralised green space, supported by 500 improved underground car parking spaces and an additional retail precinct.

The meticulously landscaped green space offers the community a new amphitheatre, play equipment, space for seven restaurants with indoor and outdoor seating, BBQ facilities, amenities, extensive landscaping and a 'green wall' vertical garden and a footbridge providing pedestrian connectivity across Rosenthal Avenue. The space is complemented by eye-catching feature art, notably the large curved and raking canopy roof with mirror reflective shingles and skylight.

ALDI and Coles are anchor tenants, with stores located one level below ground, accessible from both park and car park levels. The space is complemented by eye-catching feature art, notably the large curved and raking canopy roof with mirror reflective shingles and skylight.

The ambitious project saw demolition of an at-grade, 170-space car park which was replaced by four underground car-parking levels offering 500 spaces and two large supermarkets underneath 6000m² of green, public domain space.

Type	ECI to Design & Construct
Value	\$85 million
Duration	34 months



Melton Library, Vic

MELTON SHIRE COUNCIL

ADCO delivered this major community initiative for Melton Shire Council in Victoria. The prestigious building targeted a 5 Star Green Star Design and as Built rating under the Public building Tool of the GBCA.

ADCO managed the Green Star process — researching, developing and incorporating several products not previously awarded points under the public rating tool. This resulted in e-crete precast panels used in a structural setting being awarded innovation points for the first time in Australia. ADCO's commitment to the Green Star process ensured all targeted points were achieved, culminating in the project successfully attaining its targeted 5 Star As-Built rating.

Melton's new learning hub also caters for children's education and entertainment programs and provides dedicated facilities for community-based programs such as maternal and child health services. Specialist teaching spaces incorporate the latest in wireless connectivity and groundbreaking audio/visual and information technology management systems.

ADCO's commitment to the Green Star process ensured all targeted points were achieved, culminating in the project successfully attaining its targeted 5 Star as-built rating.

Melton's new learning hub also caters for children's education and entertainment programs and provides dedicated facilities for community-based programs such as maternal and child health services.

Specialist teaching spaces incorporate the latest in wireless connectivity and groundbreaking audio/visual and information technology management systems.

Type	Construct Only
Value	\$20 million
Duration	16 months
Environmental Rating	5 Star Public Building, As Built 5 Star Public Building Design (GBCA)





Banyule City Council Aquatic Centre and Council Chambers, Vic

BANYULE CITY COUNCIL

The 5 Star Green Star office building project for Banyule City Council integrated a vertical extension to the existing WaterMarc Aquatic and Leisure Centre, previously constructed by ADCO.

The visually striking, three-level office building provides expanded customer service facilities, with a one-stop shop for payments and enquiries and offers more community meeting rooms and 2,200m² of commercially let office space. An environmentally sustainable building, it was designed to a minimum 5 Star Green Star rating.

Type	Design & Construct
Value	\$77 million
Duration	17 months
Environmental Rating	5 Star Green Star Design (GBCA)



Wenty Leagues Club, NSW

WENTY LEAGUES CLUB

As a recognised leader in the community and hospitality sectors, ADCO teamed with Wenty Leagues Club to upgrade their existing main facilities. The extensive works included the extension of the building over three levels, as well as the major refurbishment of the mezzanine.

The solution honours the Wenty Leagues Club masterplan, which was developed with the community's needs in mind and focuses on providing a bustling dining, entertainment and function precinct.

ADCO was awarded the \$85 million project based on our ability to solve the logistical issues of working within an existing building and adjacent to an operational club. The first stage of the stunning extension is now complete and open to patrons, after just over a year of careful planning. This important milestone has delivered a unique and premium casual dining and entertainment precinct which includes a variety of food offerings, main bar, expansive kids' play area, ample indoor seating and outdoor alfresco dining area – all supported by one of the largest kitchen fit-outs in Sydney.

A new 248-space basement and suspended car park, grand entry, and the highly anticipated Char Steakhouse were also handed over during a busy 2019 with subsequent staged works completed in 2020, including a new cocktail bar, pre-function bar space and function and meeting rooms.

Entertainment areas include a spacious grand foyer, an expansive marketplace, courtyard pavilion and alfresco dining area. The updated facility also boasts impressive lower ground and multi-deck parking.

Type
Value
Duration

Design & Construct
\$85 million
30 months





Swan River Foreshore, WA

CITY FORESHORE DEVELOPMENTS

This acclaimed development takes the form of an entertainment precinct located on the picturesque Swan River foreshore at East Perth. The ambitious contemporary tourism and hospitality project comprises three feature buildings, home to a premium mix of world-class attractions. Cafés and restaurants range in style from waterfront alfresco dining to a late-night supper club.

The design integrates a boutique brewery, tourist retail outlets, function centre and iconic sky garden.

Completed in August 2016, the cosmopolitan precinct continues to delight local and overseas visitors alike.

“ADCO’s point of difference is they are not contractually motivated, that is important, they are solutions focused, and they communicate the issues very well. There is no trickery about them, they are totally up-front, totally honest and if we have a problem it is a collective problem and we find a solution together.”

Tony Papalia

TOTAL PROJECT MANAGEMENT (PT FRASER)

Type	Construct Only
Value	\$25 million
Duration	19 months

Art Gallery of Western Australia Refurbishment, WA

BMW

ADCO proudly undertook a major transformation of the Art Gallery of Western Australia (AGWA)'s rooftop, in addition to basement-level restoration lab improvements.

AGWA's existing rooftop was redeveloped to offer 'Elevate' – an open-air sculpture walk featuring pieces from the State Collection, a multi-purpose venue with capacity of 500 people, a new internal gallery, sky bridge, external lift and a 34-metre artwork.

Type	Construct Only
Value	\$10 million
Duration	15 months



Construction utilised 75 tonnes of steel, 180,000 screws to fix down 13,500 linear metres of decking boards, 27 tonnes worth of glass installed and procured from overseas, with the largest auto door installed weighing in at 700kg. Additionally, the largest artwork in the WA state-owned collection which is 34 metres long was also installed, created by Noongar artist Christopher Pease.

Existing conservation labs occupying the rooftop were relocated to the basement level and improvements to better preserve WA art were undertaken.

ADCO was pleased to work with Perth-based TAG Architects and Sydney firm fjm as project architects.

ADCO's quality delivery of the project was recognised in the 2022 Western Australian Master Builders Awards where it won Best refurbishment or renovation project in the \$10-20 million category.



Bundanon Art Museum and Bridge for Creative Learning, NSW

BUNDANON TRUST

ADCO was delighted to lead our client Bundanon's project to build a subterranean art museum and Bridge for Creative Learning at Riversdale.

Nestled alongside the Shoalhaven River, Bundanon's collection of nearly 4,000 artworks and objects, valued at over \$43 million, will be safely housed in the new subterranean Art Museum, built into the hillside and protected from bushfires. The Art Museum will showcase a year-round program of modern and contemporary exhibitions, celebrating the work of many artists including Arthur Boyd, one of the most renowned Australian artists of the 20th century.

The Bridge over the valley provides space for events, workshops, and accommodation, with incredible views of the river and surrounding landscape.

This visually stunning and culturally significant development, designed by Kerstin Thompson Architects was winner of the Sir Zelman Cowen Award and The Sulman Medal, in the public architecture category at the National and NSW Chapter Architecture Awards 2022. The named awards are the highest honour that can be bestowed on public and community projects. The project has also received national recognition in the sustainable architecture category.

Type	Design & Construct
Value	\$25 million
Duration	18 months





Caboolture Hub and Town Centre, Qld

MORETON BAY REGIONAL COUNCIL

Named the 'Caboolture Signature Project' during construction, the \$21 million Caboolture Hub and Town Centre was a landmark community initiative by Moreton Bay Regional Council.

The project scope included construction of a modern, high-quality library and learning facility, the new Caboolture Regional Art Gallery, and the town square, which includes a playground, landscaped areas, open paved spaces and facilities to hold outdoor events.

Facilities within the flagship development include an art gallery space with timber floating floors, conference, training and meeting room facilities, multimedia studios for contemporary arts, and retail and café facilities.

The project's design aims to provide the community with a contemporary and modern facility with flexible and efficient spaces and general circulation areas while retaining a feeling of space, openness and grandeur. The library is a large open space with breakout areas scattered around its perimeter designed to capture natural light and views of the Glass House Mountains and beyond.

The library is a large open space with breakout areas scattered around its perimeter designed to capture natural light and views of the glass house mountains and beyond.

Type	Construct Only
Value	\$21 million
Duration	15 months
Environmental Rating	5 Star Green Star As Built Public Building (GBCA)



OTHER COMMUNITY PROJECTS



Gladstone Entertainment Centre

GLADSTONE PORTS CORPORATION

Type Design & Construct
Value \$31 million
Location Gladstone, QLD



Camden Council Administration Centre

CAMDEN COUNCIL

Type Design & Construct
Value \$45 million
Location Sydney, NSW
Env. Rating 5 Star Green Star (GBCA)



South Regional Business Centre

CITY OF BRISBANE INVESTMENT CORPORATION

Type Design & Construct
Value \$18 million
Location Brisbane, QLD



Brisbane Metro Depot

BRISBANE CITY COUNCIL

Type Design & Construct
Value \$64 million
Location Rochedale, QLD
Env. Rating 5 Star Green Star Building (GBCA)



Pimpama Sports Hub

CITY OF GOLD COAST

Type Construct Only
Value \$78 million
Location Pimpama, QLD



Western Australian Police Fit Out

WESTERN AUSTRALIAN GOVERNMENT

Type Construct Only
Value \$6 million
Location Perth, WA





“The team at ADCO were always willing to work with us to achieve our desired goals in relation to the NSW Rugby League Centre of Excellence. At all times, their team have been friendly, helpful and responsive to our needs and requirements to ensure delivery of the Centre Of excellence met our expectations. I would happily recommend ADCO to other parties who require a construction company to deliver their desired project.”

Stuart Clark
NSW RUGBY LEAGUE
CEO

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.

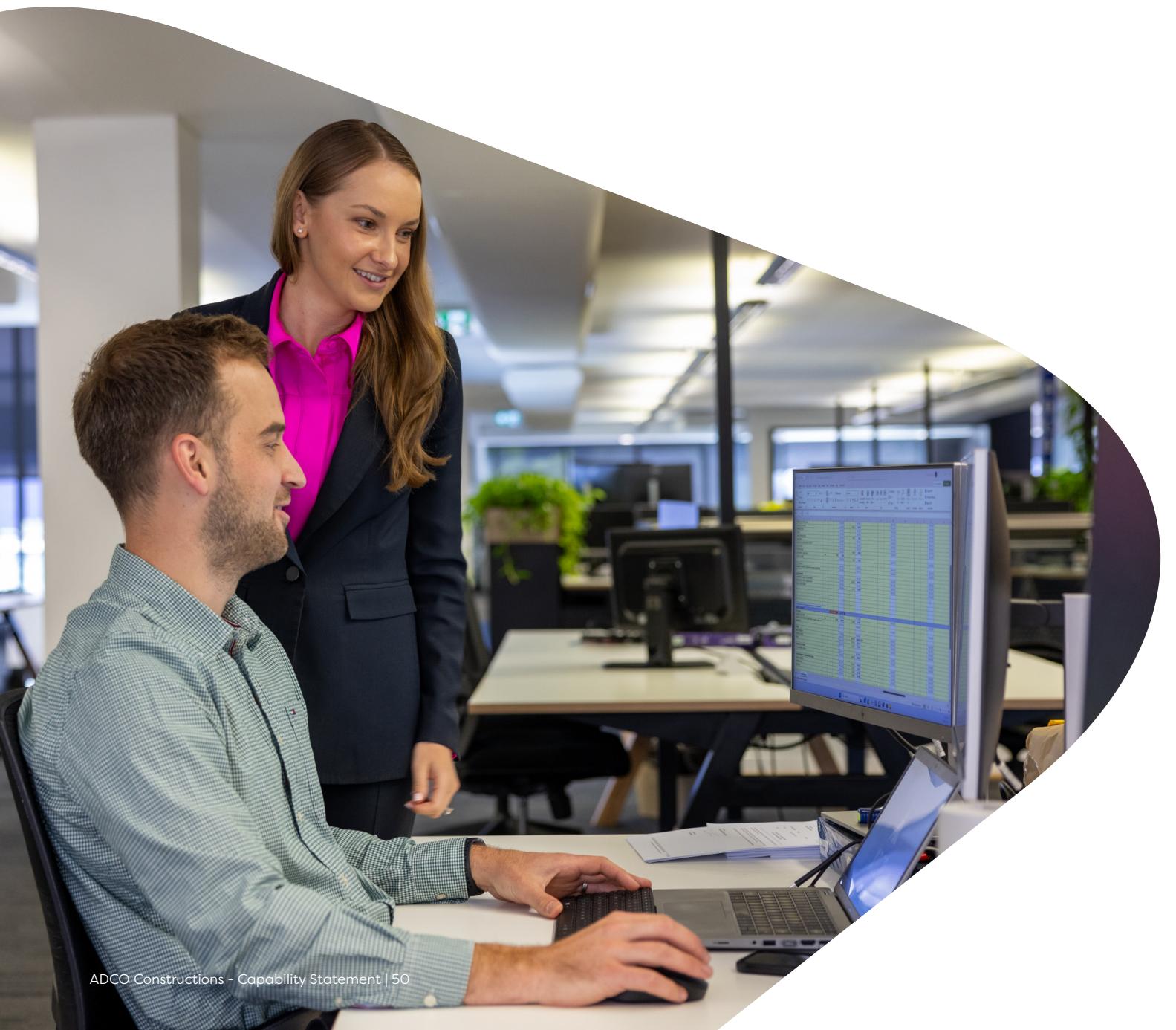
A graduate of the inaugural ADCO Leaders Program and an active contributor to our innovation group, Novus, Nathan champions leadership development and forward-thinking practices across the business. He holds a Bachelor of Construction Management with Honours from Deakin University.

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.



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.



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