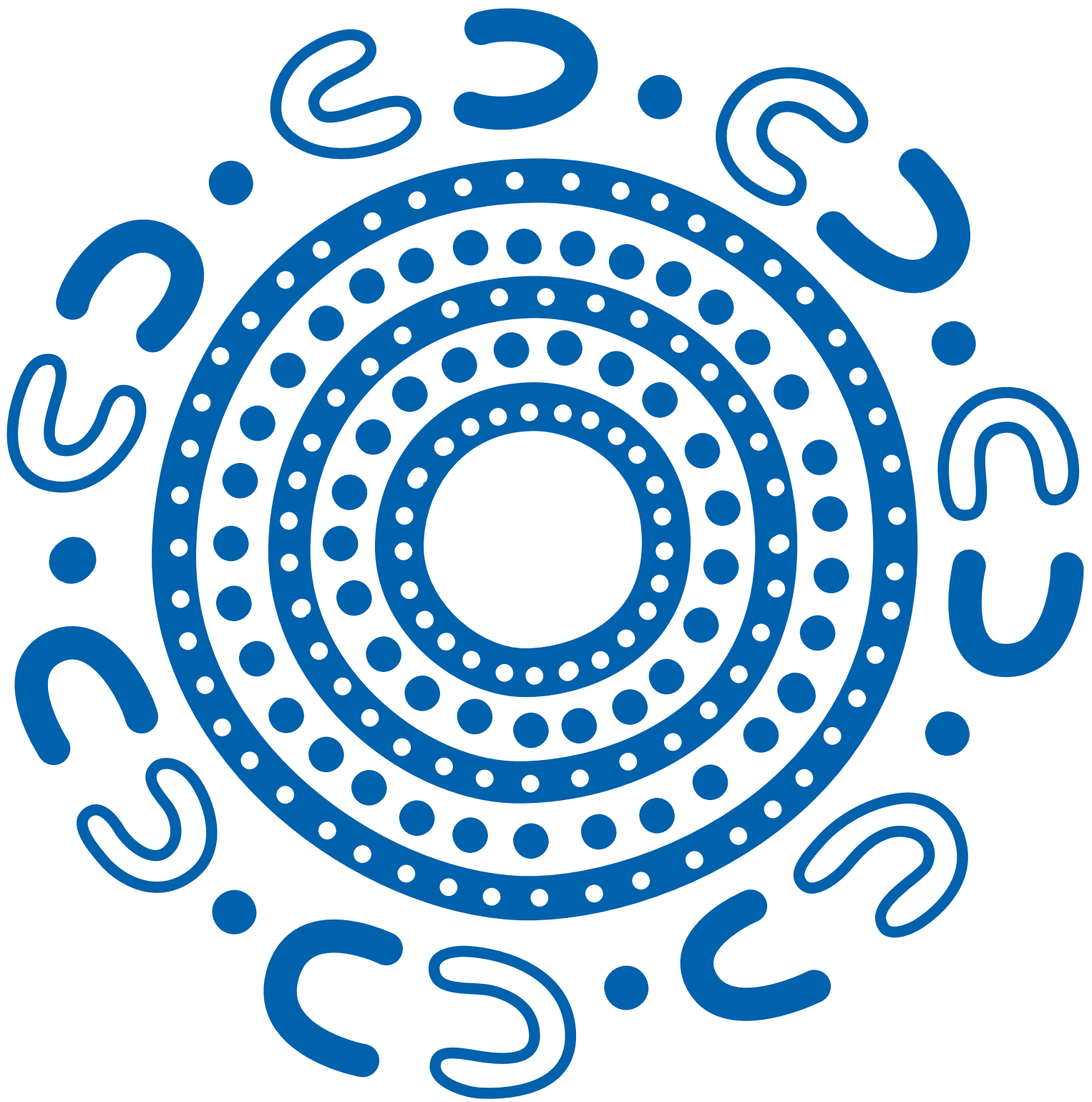


CAPABILITY STATEMENT

Fitout

August 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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Woods Bagot Head Office, Vic

PEOPLE WHO BUILD

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

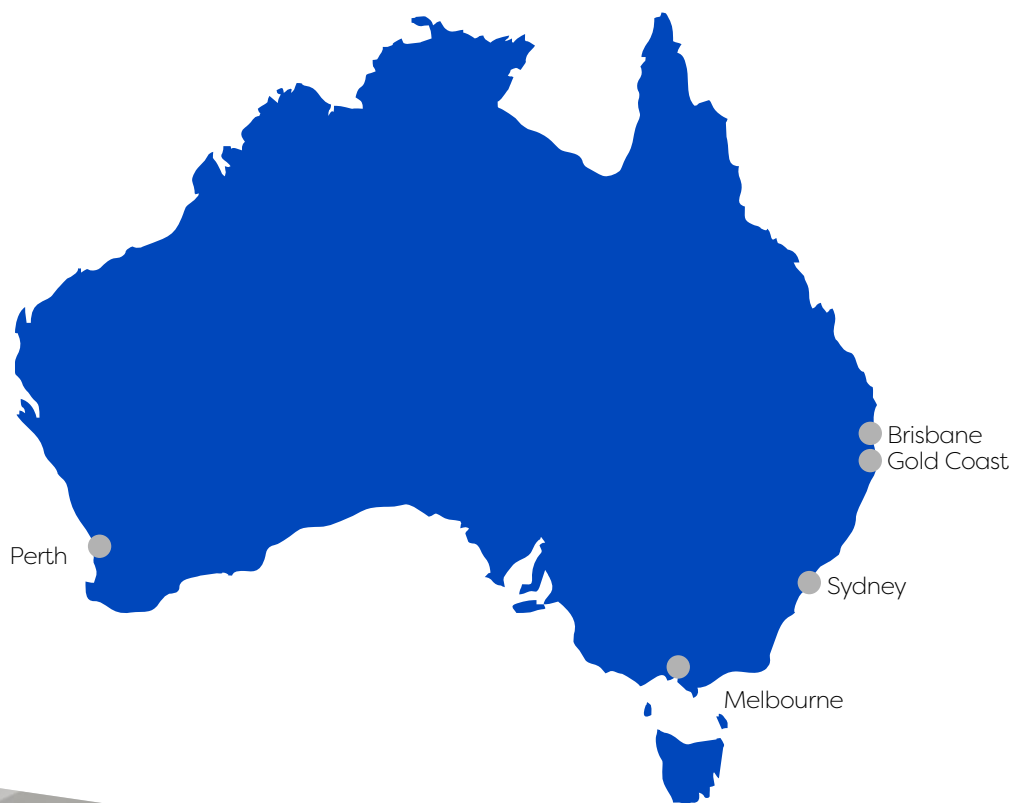


EXPERTISE AND REACH

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?’

ADCO's Safer by Choice vision recognises that health and safety outcomes in construction are shaped long before work begins – through upstream design and planning decisions.

Our Safer by Choice vision focuses on the importance of informed decision making and choices. This vision is embedded in The ADCO Way strategic management system framework, which serves as the foundation for our commitment to industry-leading health and safety performance.

Safer by Choice is built on 5 pillars that guide our approach—visible leadership and commitment, hazard identification and risk assessment, employee training and empowerment, health and safety controls and continuous improvement and monitoring.

ADCO was recognised by Master Builders with Excellence in Health & Safety awards for Caulfield Grammar New Aquatic & Wellbeing Centre (2019), Gippsland Regional Aquatic Centre (2020), Lakelands Station (2022), and Perth's Public Transport Operations Control Centre (2023).



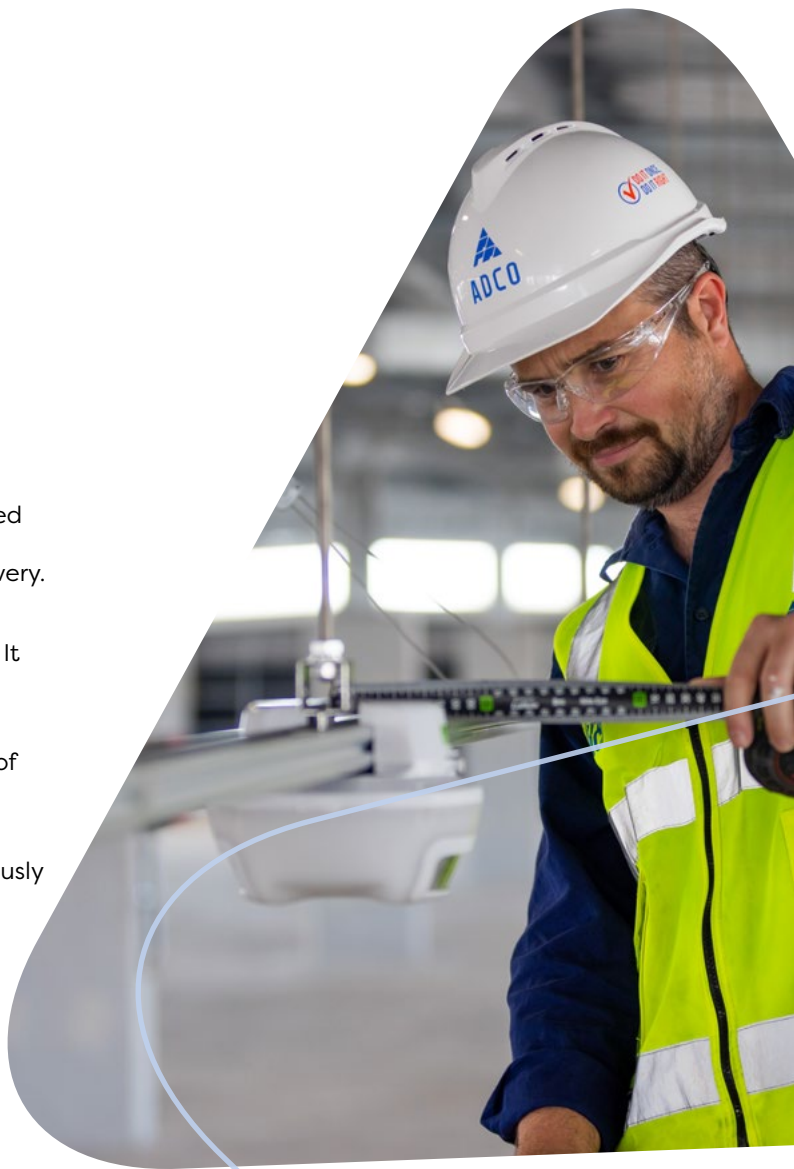
ADCO's commitment to quality across all areas of the business.

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

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

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

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



**We are People
Who Build
award-winning
interior spaces**

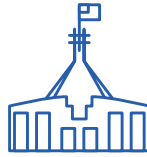
Parmelia Hilton WA

**OUR FITOUT
CREDENTIALS**



200+

fitouts completed



45+

State and Federal Government
fitouts completed



75+

hospitality and club
refurbishments



Roselands Shopping Centre, NSW

Specialising in new fitouts and those within occupied spaces, we understand the vital importance of maintaining business continuity for tenants, occupants and asset owners.

Our extensive portfolio includes integrated commercial fitouts, tenancy make goods, Green Star and NABERS rating enhancements, retail fitouts and asset repositioning, hospitality refurbishments, integrated pharmaceutical and healthcare delivery, and adaptive reuse of redundant educational facilities.



Bond University, QLD

“I have nothing but positive things to say about ADCO and their ability to deliver a project to a client’s requirements whilst generating a great outcome for all parties.”

Ross Douglas
BRUNEL ENERGY

“ADCO’s project team provided an incredibly well finished product. Western Australia Police are very happy with the outcome.”

Ron Jackson
WESTERN AUSTRALIA GOVERNMENT
BUILDING MANAGEMENT AND WORKS

OUR CLIENTS

We are proud to have provided internal refurbishments for many organisations and government departments in the country. Testament to our success is our significant repeat clientele. Our fitout clients include:



A modern office interior with a high ceiling, exposed wooden beams, and large windows. Several people are visible: a man in a white shirt stands on the left, a group of people are on a wooden staircase in the center, and others are in the background. A large, white, curved graphic overlay covers the lower half of the image, containing the text 'OUR WORK' and a paragraph. The bottom right corner features a solid blue curved shape.

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.



University of Western Australia Reid Library Refurbishment, WA

THE UNIVERSITY OF WESTERN AUSTRALIA

We are proud to have been the Builder of Choice for the Reid Library Refurbishment for the University of Western Australia (UWA).

A full refurbishment of Level 1 was undertaken, delivering individual and collaborative study spaces, a well-being zone and staff areas, flexible, technology-enhanced seminar and event spaces for students, staff, alumni, and the broader community, inclusive facilities such as sensory rooms for neurodiverse students, a parenting room, and all-gender toilets to promote inclusion.

Work included significant plant room upgrades on Level 4 to support the building wide services enhancement and refurbishment of the executive staff office on Level 2.

There were many unique challenges, including managing asbestos works, ensuring fire rating and compliance upgrades, and navigating clashes between existing and new systems. Despite these hurdles, our people delivered a state-of-the-art facility that seamlessly integrates modern design with heritage elements.

These improvements support UWA's Master Plan, including the 2030 Vision, the 2025 Strategic Plan, and the Estate Strategy.

Type	Managing Contractor
Value	\$18 million
Duration	10 months



enex Upgrades, WA

ISPT PTY LTD

ADCO delivered 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 IFM Investors (formerly 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

Hames Sharley Head Office Fitout, WA

HAMES SHARLEY ARCHITECTS

ADCO was pleased to complete a major office space refurbishment for our architect partner Hames Sharley, making use of vacant retail space in Hay Street Mall, central Perth.

The two-storey refurbishment re-purposed disused department store space that has been vacant for 35 years, located above the existing Target store.

The project provided upgrades to the ground floor lobby and entrance, alterations to the building's basement and structure to create bike parking facilities, the installation of two lifts, internal building connection upgrades, the extension of Level 3 to create a flexible meeting space, and the creation of a roof terrace, which is now home to the firm's beekeeping activities.

ADCO won the Master Builders Australia WA award in the 2022 category "Best Refurbishment or Renovation (\$5m - \$10m)" for this project.

We are pleased to have been a builder of choice on the cutting-edge office facilities for award-winning Hames Sharley, with whom we have collaborated on many projects around Australia.



Type	ECI to Design & Construct
Value	\$5.5 million
Duration	12 months





Parmelia Hilton Refurbishment, WA

HAWAIIAN GROUP

Property group Hawaiian and hotel giant Hilton confirmed ADCO as Builder of Choice to undertake the \$42 million refurbishment of Perth CBD's Parmelia Hilton.

Designed to enhance guest experience, the project included a revitalised exterior and lobby, modernised guestrooms, the addition of an executive lounge and a connection to the neighbouring Brookfield Place precinct.

Guestrooms were significantly renovated, including new bathrooms, air-conditioning upgrades, new flooring and furniture and improved in-room technology. The room count also increased from 284 to 309.

ADCO considered the requirements of carrying out a major refurbishment in a live, operational hotel and undertook the work in 7 stages. By sequencing the works in this way, maximum construction efficiency was achieved while also retaining a huge benefit to the end users and the hotel operator, with the hotel floors being ready for occupancy at an expedited rate throughout the project.

Type	Construct Only
Value	\$42 million
Duration	12 months





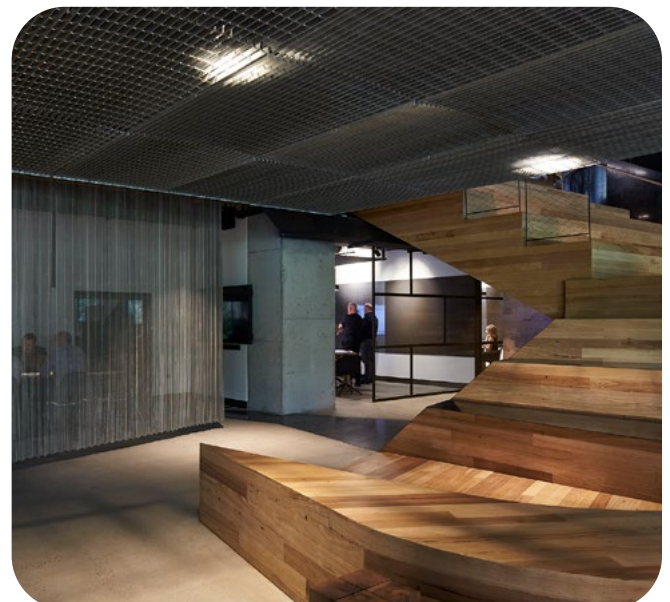
Woods Bagot Fitout, Vic

WOODS BAGOT

ADCO delivered the two-level, high-end office tenancy fitout for leading architectural firm Woods Bagot at 498 Little Collins Street, Melbourne.

With a total estimated area of 2,200 m² the works consisted of the strip out, services diversions and slab penetrations to allow for a complete new architectural office. Fitout activities included specialist finishes and feature auditorium and stairs, creating a presentation space that not only provides a meeting point but also adjoins both levels. In addition to this, the existing lift was extended to connect both floors of the office.

Coordination was key to managing the logistics within the tight constraints of Melbourne's CBD while maintaining a fast-track program of three months.



Type	ECI to Design & Construct
Value	\$4 million
Duration	3 months



Kings Square North Campus, WA

WESTERN AUSTRALIAN GOVERNMENT

We were pleased to deliver this central Fremantle fitout project for the Western Australian Government, providing more than 14,500 m² of contemporary office accommodation in the heart of the Kings Square precinct. Located between Queen Street, Newman Court and William Street, the \$13 million project included the fitout of all tenant areas within the North Campus, as well as works to the ground-level tenant lobbies.

The project reinforces ADCO's strong track record in delivering Western Australian Government department fitouts, building on our experience across projects including the State Administrative Tribunal, Department of Mines and Petroleum, Legal Aid, Western Australian Police, and the award-winning Mirrabooka Government Office fitout.

The Kings Square North Campus project was recognised at the 2021 Master Builders Association of Western Australia Awards, winning Best Building Fitout (\$10–20 million).

Type	Construct Only
Value	\$13 million
Duration	6 months





Qantas Terminal and Lounges, Qld

QANTAS AIRWAYS LIMITED

ADCO was selected for the design and construction of the Qantas Terminal and Lounges' multimillion dollar extension and refurbishment at Brisbane Domestic Airport.

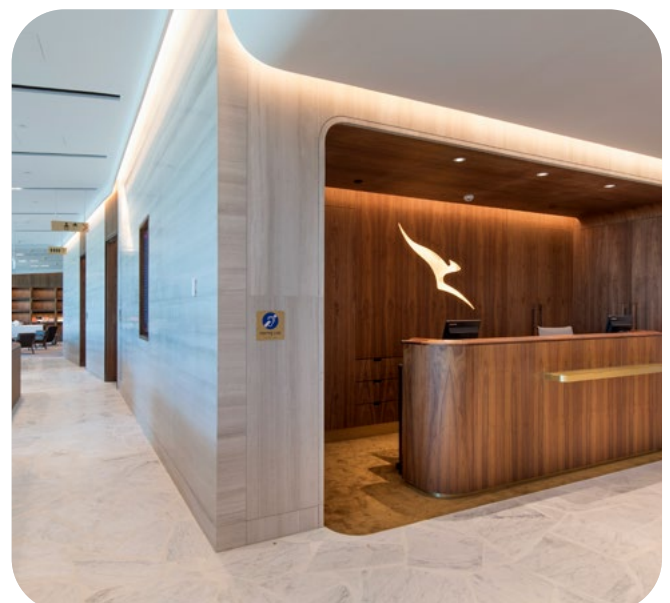
The existing Qantas Club Lounge underwent a 1,800 m² expansion with a new façade to match the terminal in line with Brisbane Airport Corporation's approval. The ground level areas under the existing Club Lounge and the new expansion were reconfigured to accommodate a new premium customer valet entry experience, with passenger processing from landside to airside, enabling direct access into the refurbished and expanded lounges above.

ADCO delivered the works over three stages while maintaining full airport and lounge operations.

Stage 1 included valet relocation from the existing lounge undercroft to a temporary facility, to allow construction and expansion of the terminal. Stage 2 included Base Building Expansion and Refurbishment, including the building envelope, capped services provisions, valet entries and parking area. Stage 3 saw the internal fitout of Qantas Business Lounge, Chairman's Lounge and the refurbished Qantas Club.

An 1800 m² expansion for the existing Qantas Club lounge was complemented by an impressive new façade.

Stage 3 internal fitouts for the Qantas Business Lounge, Chairman's Lounge and refurbished Qantas Club set new standards in airport luxury.



Type	Design & Construct
Value	\$36 million
Duration	18 months

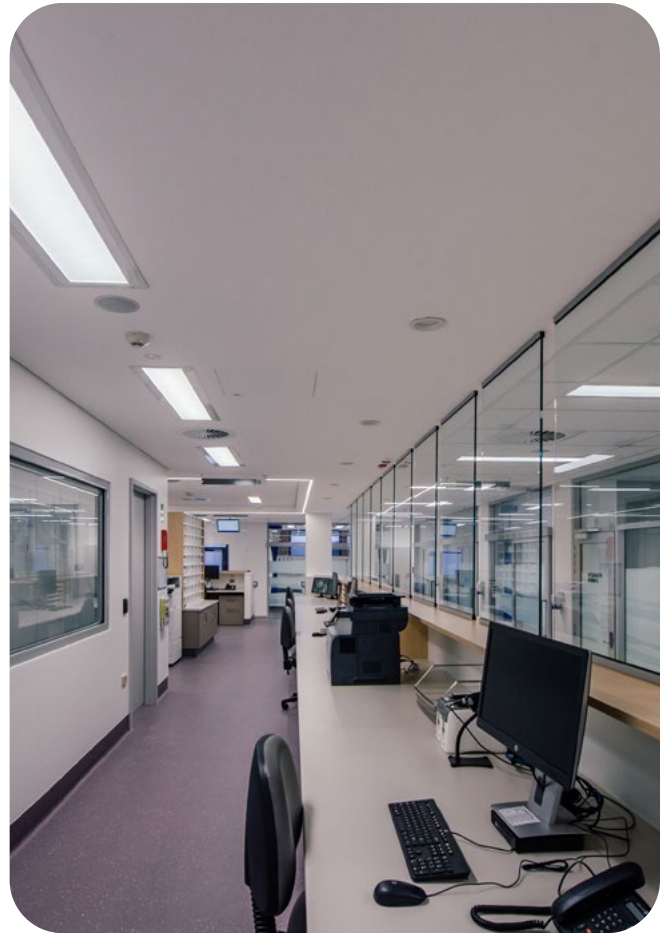
Ramsay Mental Health Observation Area, WA

RAMSAY HEALTH CARE

The Mental Health Observation Area at Joondalup Health Campus is a 2-storey redevelopment integrating the existing emergency department with the other major services of the hospital. The 10-bed unit comprises a central raised 'flight deck' with patient treatment rooms, consultation and interview rooms, utility rooms, a meeting room, patient waiting areas, lounge and secure courtyard as well as a staff room and an alfresco area.

ADCO completed this project within a live environment of the functional hospital, with all activities adjacent to the construction zone required to continue unimpeded. The project was completed ahead of schedule.

Type	Construct Only
Value	\$4 million
Duration	12 months





Mirrabooka Government Office Fitout, WA

WESTERN AUSTRALIAN GOVERNMENT

Complementing the range of interiors projects recently undertaken by ADCO for Western Australian Government, the Mirrabooka development encompasses a four level fitout, comprising of multiple interview rooms, meeting rooms, dining areas and general open plan commercial office space.

The project demanded a high level of detail and finish with numerous areas including high acoustic ratings in both walls and ceilings, a broad and high-end specification joinery package encompassing detailed upholstery and various curved and feature gyprock and timber ceilings. A high level of specification for AV and security systems were also incorporated by the ADCO team.

The project was completed in just 20 weeks requiring works to be undertaken concurrently on all floors for the contracts duration. The mirrabooka development encompassed a four-level fitout, demanding a high level of detail and finish including a significant electrical and mechanical installation. The project was completed to 5 Star Green Star equivalent.



Type	Construct Only
Value	\$6 million
Duration	5 months



Brunel Office Fitout, WA

BRUNEL ENERGY

ADCO was engaged by Brunel Energy to provide design and construction services for their fitout of Level 8 Wesfarmers House at 40 The Esplanade in Perth's CBD.

In close collaboration with architect MKDC and services consultants PGD, a modern, open plan office area was designed with a staff kitchen, break out area, various meeting rooms, collaboration spaces and a striking feature reception area with stunning views to Perth's iconic Elizabeth Quay.

Various new partitions and feature ceilings were installed throughout, with service upgrades and new CAT6a rack and cabling installed, together with additional supplementary air conditioning units. A bespoke joinery package was also delivered with the focal point being the solid timber and stone reception desk.

Varying loose items of furniture were also supplied as part of the completed turn-key fitout. With only eight weeks on site construction time, a fast-track procurement strategy was successfully implemented to ultimately deliver the project on time and on budget to an extremely happy client.

Type	ECI to Design & Construct
Value	\$1 million
Duration	2 months



Legal Aid Commission Fitout, WA

LEGAL AID COMMISSION OF WA

ADCO's Perth operations delivered the Legal Aid Commission of Western Australia's fitout of levels 1-6 of 32 George's Terrace. The project was located within a commercial office building that was still in construction by a third party.

The works involved the complete fitout for the tenant, including electrical, mechanical, AV, CCTV, partitioning, ceilings and floor finishes. The finished result accommodates hearing rooms, mediation conference rooms, a main reception counter, waiting areas for the public and interview rooms.

The Legal Aid project featured a high standard of specification of joinery. To ensure these works were delivered to the standards required, ADCO established trade specific ITPs (inspection, test reports) incorporating hold and witness points with sign-off required before works could progress.

The works involved the complete fitout including electrical, mechanical, AV, CCTV, partitioning, ceilings and floor finishes.

Key to the project's success was managing the multiple key stakeholders involved in the development.

The fitout delivered a wide range of specialised spaces, including hearing rooms, mediation conference rooms, waiting areas and interview rooms.

Type	Construct Only
Value	\$6 million
Duration	6 months

Toyota Powertrain, Vic

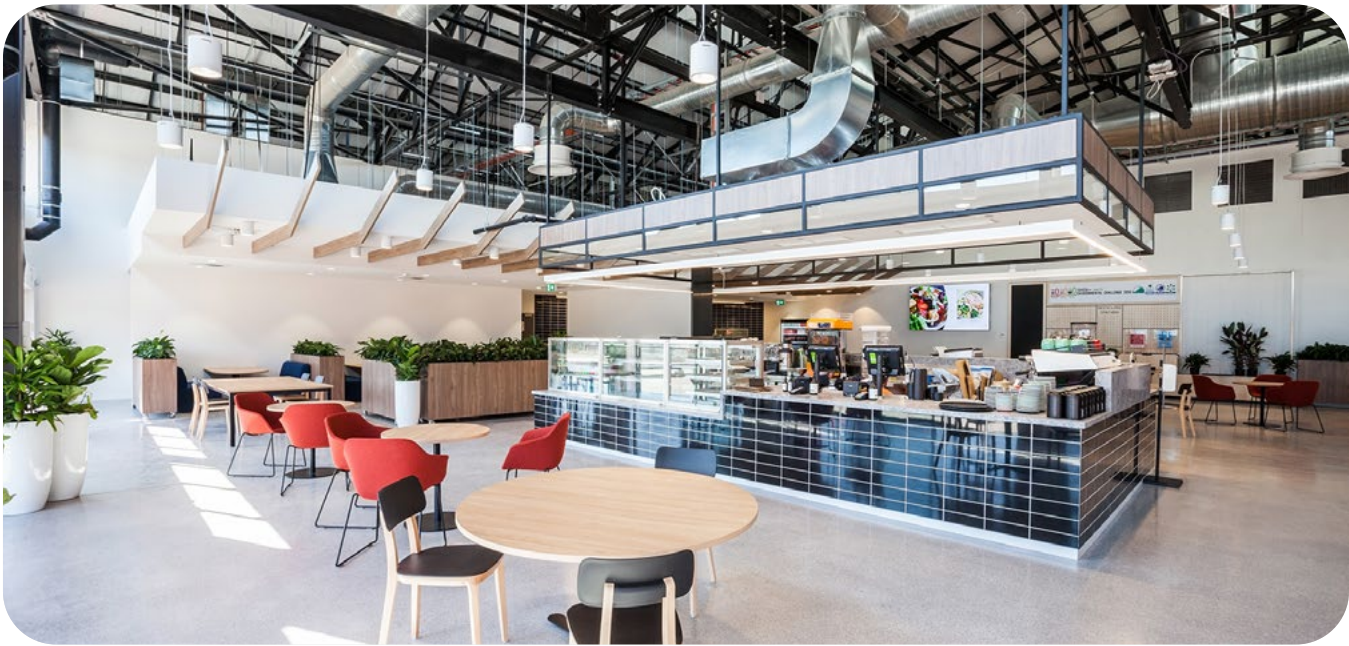
TOYOTA

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	24 months





Securing Antarctica's Environmental Future (SAEF), Vic

MONASH UNIVERSITY

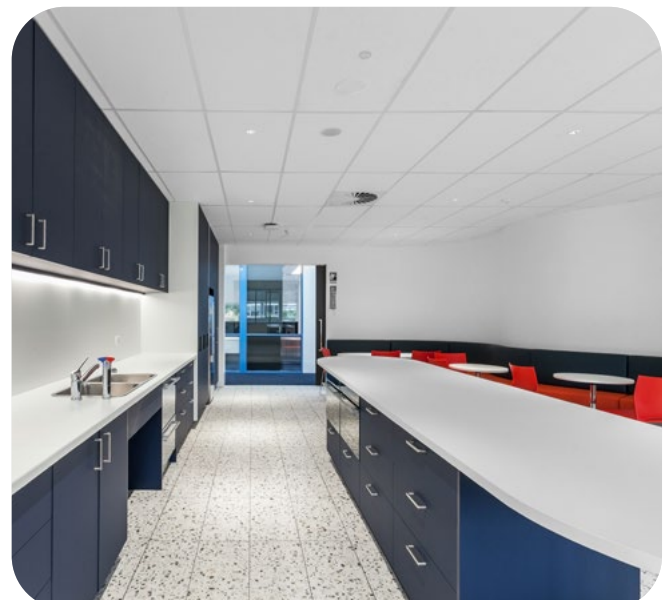
ADCO was proudly builder of choice for Monash University's SAEF fitout.

In response to rapid change in Antarctica and the South Ocean, the SAEF Program, funded by the Australian Research Council and participating organisation, will deliver world leading research that will forecast environmental change across the Antarctic, deploy effective environmental stewardship strategies, and secure Antarctica as a natural reserve devoted to peace and science. This space will provide a home for the SAEF community on Monash University's Clayton campus and enable interdisciplinary collaboration of SAEF national and international partners and collaborators.

The fitout for SAEF includes workspaces that accommodates staff, researchers and students across a mix of open plan and individual focus rooms including meeting rooms and collaboration spaces. The works also included roof replacement and an external glass lift.

ADCO worked very closely with the University's project management team and key stakeholders to ensure the works had minimal impact on students, staff and operations. The facility operates 24/7 with lectures running during the night for overseas students, student residencies and the busiest time on the campus between normal working hours.

Careful consideration to noisy works was given to the Engineering Faculty located on the ground floor, while the refurbishment works were taking place on level one.



Type	Design & Construct
Value	\$6.5 million
Duration	8 months



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 \$70 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.

ADCO won the MBA Commercial Buildings/Hospitality (\$10 million+).

Type	Design & Construct
Value	\$75 million
Duration	30 months



Queensland Children's Hospital, Qld

QUEENSLAND HEALTH

The Queensland Children's Hospital (QCH) Inpatients Ward project encompassed a combination of one, two, four bed patient rooms, and a six-bed close observation patient room, the refurbishment of learning and office space to improve QCH medical training, along with a new library and study space for staff and students.

The finished space fitout provides additional capacity to Children's Health Queensland (CHQ) at the hub of tertiary services for children and young people across Queensland.

ADCO was able to work closely with industry specialists to provide QCH with an alternate design approach, which the consultants successfully adopted. This option was far less invasive to the hospital's pathology building and far less disruptive to daily critical operations.



Type	Construct Only
Value	\$12 million
Duration	7 months

“The team’s adoption of our values and aspirations was critical to the success of the delivery of this piece in an operational hospital environment. ADCO has set the gold standard in terms of construction activity of this scale in the live environment within the public health sector.”

Graeme Smithers
QUEENSLAND HEALTH
SENIOR INFRASTRUCTURE PROJECT MANAGER





Roselands Shopping Centre, NSW

VICINITY CENTRES

Embracing the retail and investment vision of Vicinity Centres, ADCO completed construction at Roselands shopping centre to make what was once Southern Hemisphere's largest shopping centre ahead of its time again.

The redevelopment adapted the existing centre into a contemporary mall space. Flanked by leading food retail, Roselands has been transformed from an outdated complex to a culinary destination, offering a convenient and authentic fresh food experience inspired by the local community of Sydney's south-western suburbs. This was accompanied by additional retail tenancies, new anchor tenants in the form of ALDI and Woolworths, a new fresh food mall concept and major upgrades to entry statements, existing food courts and mall areas.

For this complex project, ADCO brought extensive experience in the retail space, particularly working within operating shopping centres to upgrade the property, stage-by-stage, whilst minimising disruption to ongoing trading and customer amenity.

With an emphasis on mixed-use spaces, the transformational development has integrated the latest in food and beverage offerings within an entertainment precinct.



Type	Design & Construct
Value	\$85 million
Duration	12 months

Central Government Relocation to 52 Martin Place, NSW

DEPARTMENT OF PUBLIC WORKS NSW

ADCO delivered the \$54 million project for the NSW Government across 6 separable portions, incorporating extensive fitout works alongside base build and services upgrades. The scope included new IT, AV, server and data facilities, all meticulously planned during a 2.5-month Early Contractor Involvement period.

The project required a high level of stakeholder engagement, demonstrating ADCO’s ability to work effectively within strict client parameters. Despite the complexity, the project was successfully delivered under a fast-tracked programme of just 9 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 subcontractors really was extraordinary.”

Sam Cavallaro
ADCO
SENIOR PROJECT MANAGER



MORE FITOUT PROJECTS



Yarra Valley Water

YARRA RANGES SHIRE COUNCIL

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



Beaufort Building Essendon

ESSENDON FIELDS

Type	Construct Only
Value	\$14.5 million
Location	Essendon, VIC



Emirates Lounge Fitout, Melbourne Airport

EMIRATES AIRLINES

Type	Managing Contractor
Value	\$5 million
Location	Melbourne, VIC



Bond University Gallery - Multi Media Centre

BOND UNIVERSITY

Type	ECI to Design & Construct
Value	\$4 million
Location	Gold Coast, QLD



Royal Perth Hospital Intensive Care Unit

EAST METROPOLITAN HEALTH SERVICE

Type	Construction Management
Value	\$8 million
Location	Perth, WA



Western Australian Police Fitout

WESTERN AUSTRALIAN GOVERNMENT

Type	Managing Contractor
Value	\$5.6 million
Location	Perth, WA

The background of the image is a photograph of the interior of the QANTAS Lounge in Queensland. It features a curved bar with a light-colored wood slat finish. On the bar, there are several clear glass tumblers and a small bowl of snacks. In the background, there are more bar stools and a counter area. The image is overlaid with a large, semi-transparent white circle that contains the text. The top right corner of the image is a solid blue color.

“We are very happy with the outcome and are grateful to the ADCO team for their efforts in delivering a highly complex project exceptionally well.”

Michael Pearce
QANTAS

A man and a woman are shown in profile, facing right, at what appears to be a construction or industrial site. The man, in the foreground, wears a white hard hat with the ADCO logo, safety glasses, and a high-visibility yellow vest over a light blue shirt. The woman, partially visible on the right, also wears a white hard hat with the ADCO logo and a high-visibility yellow vest over a blue shirt. The background is a blurred outdoor setting with trees and a building under a blue sky with clouds. A large, semi-transparent white shape overlaps the lower half of the image, serving as a background for the text.

OUR PEOPLE

**Our people are our point of difference.
They are ADCO.**

We are People Who Build.

ADCO recognises that our people, and everyone we work with all unite to form the core of our business. Our success and reputation have been achieved because of the abilities and expertise these people bring to our projects.





Judith Brinsmead AM

Chairman

Judy 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.



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).



Danielle Buckland Head of Health Safety and Environment

Danielle is an industry specialist in Health, Safety and Environment (HSE) and a member of our National leadership Team. She brings extensive experience across complex construction delivery environments.

As Head of HSE at ADCO, she brings specialised expertise in critical risk management, forecasting, assurance and governance, with a proven track record in embedding effective safety strategies across diverse portfolios. Danielle is a strong advocate for visible safety leadership, collaboration and the use of technology to strengthen health and safety outcomes. She holds qualifications in Work Health and Safety, Risk, Auditing and Construction Management, and is a member of the Australian Institute of Health and Safety.



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.

STATE MANAGERS



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.



Community Engagement

Community has been central to the ADCO story for over 50 years. We continue to engage actively with charities, community groups and like-minded businesses to create positive impacts cross Australia.



Environmental, Social and Governance

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



Women of ADCO

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



Reconciliation Action Plan

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



Novus

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

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



Modern Slavery

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



ADCO Balance

Empowering ADCO's workforce to thrive through balance, fostering a culture of well-being and excellence.

ACCREDITATIONS, CERTIFICATIONS AND MEMBERSHIPS

Our ISO Standard certifications



Health & Safety Management

Our Occupational Health and Safety Management System (ISO 45001:2018) is independently certified by third party auditors.



Environmental Management

Our Environmental Management System (ISO 14001:2015) is independently certified by third party auditors.



Quality Management

Our Quality Management System (ISO 9001:2015) is independently certified by third party auditors.



Information Management System

Our Information Security Management System (ISO/IEC 27001:2022) is independently certified by third party auditors.



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.



Diversity Council Australia

ADCO is a proud member of the independent, leading body of diversity and inclusion in the workplace, who provide research, programs, resources and expert advice across all diversity dimensions.



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.



Supply Nation

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



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.

Industry accolades



Australasian Inspiring Workplaces Awards

ADCO was named as amongst the Top 10 highest ranked organisations in 2026.



Hubexo's Construction League 2026

ADCO has again secured a place in the Top 10, marking our fifth consecutive year among Australia's leading builders.



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.



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.



Property Council

ADCO is a longstanding member of the Property Council of Australia, an organisation that delivers industry advocacy, professional development, and valuable industry connections.



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.



Social Traders

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



EcoVadis

ADCO has completed a thorough assessment of our business sustainability practices through EcoVadis. In our latest rating, we earned a Silver Medal, placing us in the top 15% of companies assessed annually by EcoVadis on a global scale.



Veterans' Employment Program

As a recognised Veteran Employment Supporter, ADCO actively works to attract, retain, and empower veterans across our workforce. We understand that veterans bring a unique set of skills that strongly align with our vision and values.



ADCO

adcoconstruct.com.au

Sydney

Melbourne

Brisbane

Gold Coast

Perth