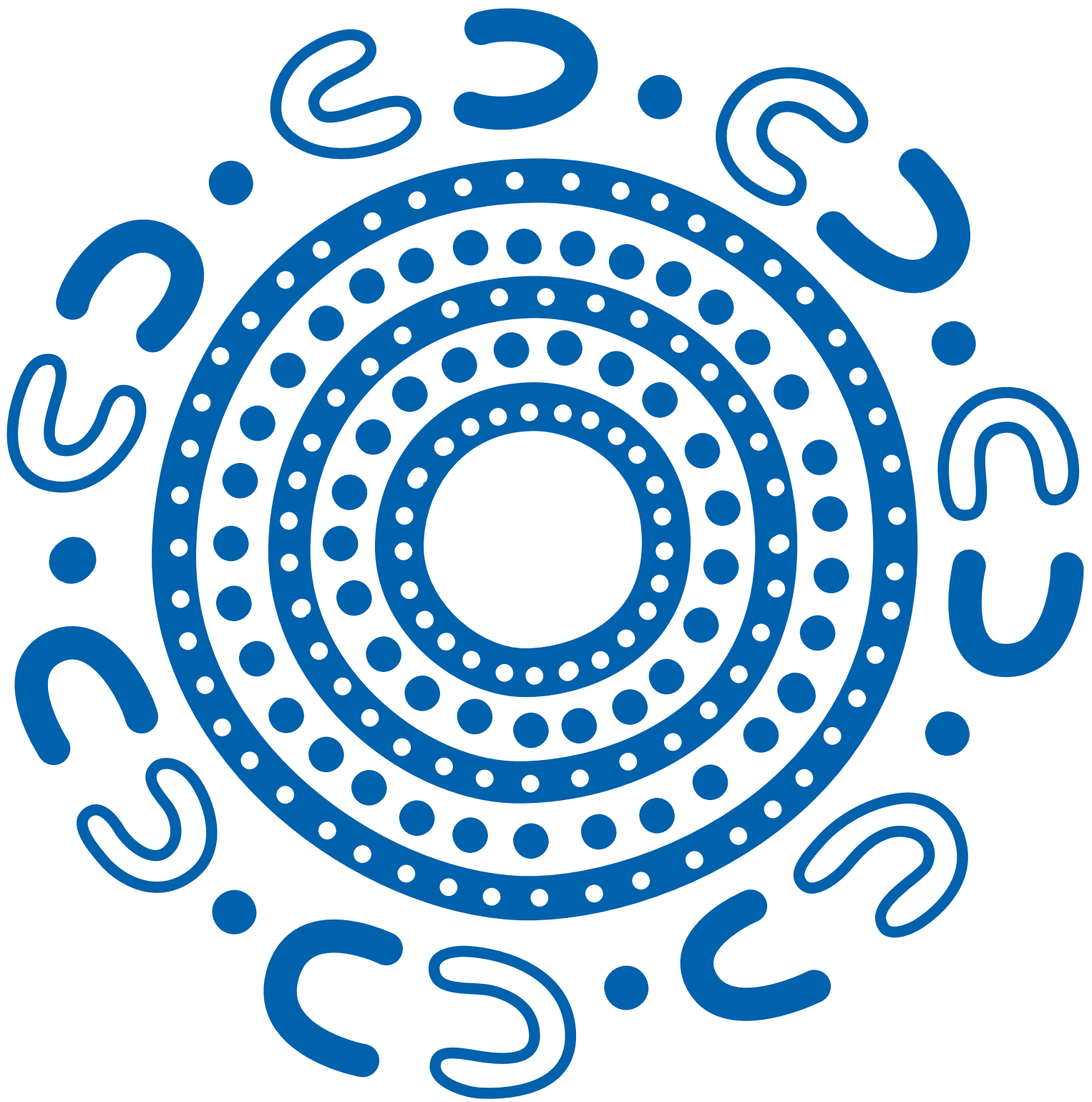


CAPABILITY STATEMENT

Short Term
Accommodation

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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Time

8 : 00
8 : 25

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).



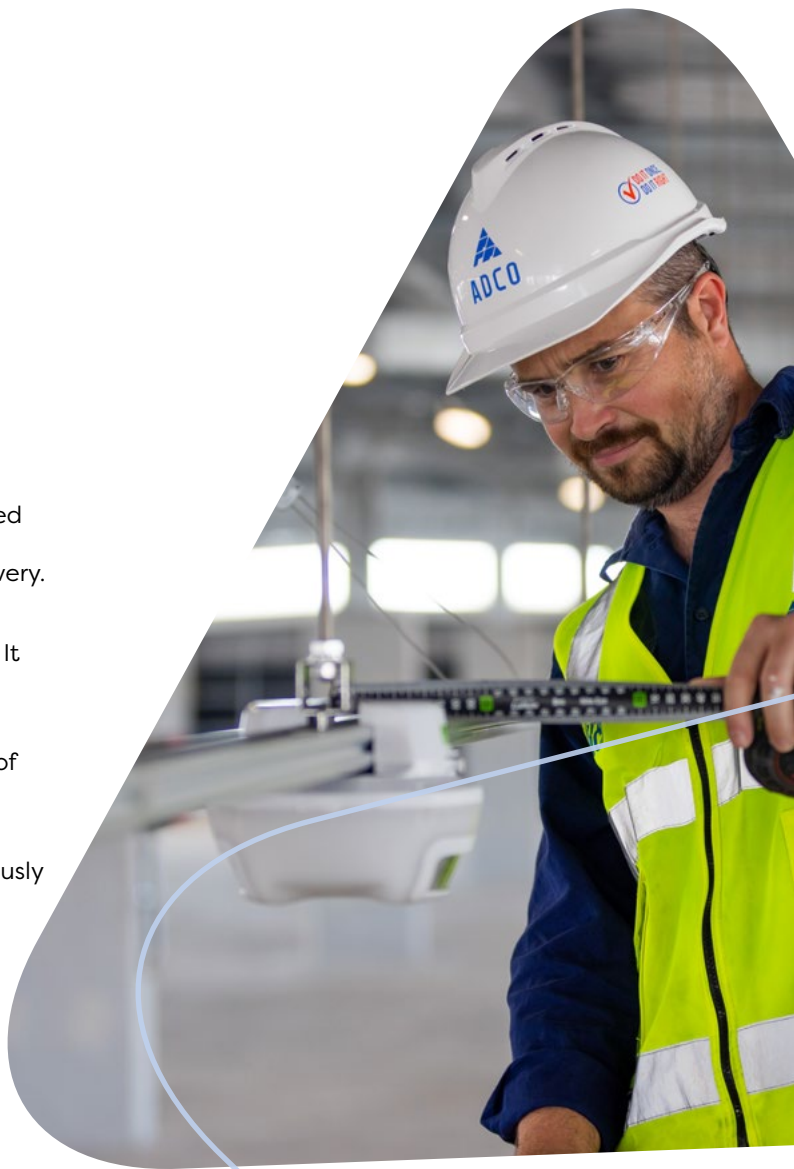
ADCO's commitment to quality across all areas of the business.

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.

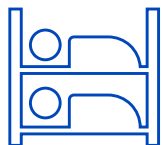
Through the sharing of ideas, skills, experiences, training, lessons learned, and innovation opportunities, we continuously strive for positive change and ongoing improvement.



**We are People
Who Build
outstanding
places to stay**

Sheraton Mirage Port Douglas Qld

**OUR SHORT TERM
ACCOMMODATION
CREDENTIALS**



2600+

student accommodation beds



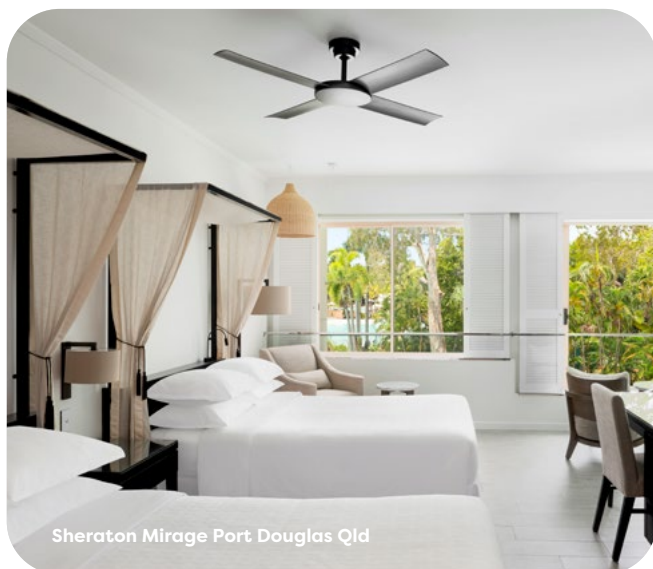
3000+

hotel beds



95+

short term accommodation
projects delivered



Sheraton Mirage Port Douglas Qld

ADCO has been delivering major hotel, hospitality, and student accommodation projects for over 50 years across metropolitan and regional locations.

Our portfolio includes new greenfield developments, extensions to existing facilities, internal fit-outs, asset repositioning and detailed redevelopments within fully operational environments. Today the bulk of our projects are delivered via design and construct and early contractor involvement contracts.



Parmelia Hilton, WA

“The ADCO team consistently delivered construction services with a high level of expertise, integrity & professionalism through all phases of the Project. Of particular note was ADCO’s attention to detail and their collaborative approach to working in an operating environment. Their experience with hotel construction greatly improved the project outcome for all parties.”

Matthew Tripolone
IHG

OUR SHORT TERM ACCOMMODATION CLIENTS

We are proud to have built places to sleep for some of the largest universities, hotel chains and housing services in the country. Testament to our success is our significant repeat clientele. Our short term accommodation clients include:





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.



Larkins Hall Student Accommodation, Vic

MONASH UNIVERSITY

ADCO is pleased to be the Builder of Choice for the 1937 Student Accommodation Project at 55 College Walk, at Monash University's Clayton Campus. The project will support the University's continued investment in high-quality, on-campus residential facilities.

The project comprises the design and construction of a single hybrid Cross-Laminated Timber (CLT) student accommodation building of approximately 8,000 m², delivering 252 student beds in the form of single, ensuite rooms. The development will include a welcoming and secure entrance foyer, shared kitchens and lounges on each level, dedicated study and wellbeing spaces, music and games rooms, offices, laundries, bicycle storage, integrated parcel lockers, and inclusive facilities including DDA-compliant and accessible self-contained rooms. External works will incorporate landscaped areas, informal recreation spaces and supporting back-of-house infrastructure.

ADCO will be responsible for design management, procurement and construction, progressing the design through to construction documentation and delivery while maintaining compliance with Monash University's Eco-Accord principles. These include a strong emphasis on all-electric systems, energy efficiency, airtightness, high internal environmental quality and durable, high-performance materials. The project is due for completion in mid 2027.

Type	Design and Construct
Value	\$71 million
Duration	18 months





Quest Hotel Southport, Qld

VECCHIO DEVELOPMENTS

ADCO has delivered Quest Hotel Southport, a new 12-storey hotel in the heart of Southport on Queensland's northern Gold Coast.

Delivered for Vecchio Property Group, the project provides 90 modern accommodation units designed to support business travellers, project teams, leisure guests and families. The development includes a range of guest amenities, including a rooftop pool, fitness centre, conference facilities, guest laundry and secure parking within a two-storey basement.

Conveniently located near Broadwater Parklands, Australia Fair and the G:link light rail network, Quest Southport offers provides a contemporary and convenient base for guests with seamless access to everything the Gold Coast has to offer.

The project presented significant engineering complexity, incorporating a main concrete frame supported by a continuous hard and soft secant pile wall system, as well as a detention tank suspended beneath the ground floor slab. Through careful planning, collaboration and execution, our people delivered a high-quality outcome that will serve the region for years to come.



Type	Design & Construct
Value	\$50 million
Duration	23 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	\$74 million
Duration	26 months
Environmental Rating	Targeting 4 Star Green Star Buildings Rating (GBCA)

Arklife Cordelia, Qld

ARKLIFE

ADCO is thrilled to have completed construction on our developer Arklife's second development, a 29-storey, build-to-rent project in South Brisbane. The build-to-rent concept provides tenants with a more cost-effective and stylish way to live in the inner suburbs of Brisbane.

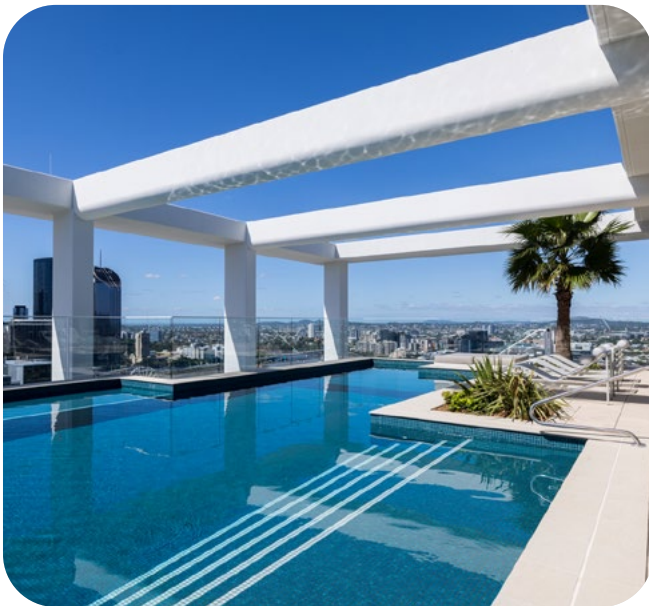
The heritage listed development encompasses 265 residential units and delivers residents a high-end lifestyle incorporating an indoor gym, roof top pool, barbecue and dining area, lounge area, a private cinema and associated landscaping.

The development will also refurbish and showcase a beautiful heritage-listed building, highlighting its architecture and incorporating it into the complete design, using it for commercial and retail use. There will also be space for a bar on the ground floor heritage building.

Additionally, 314 car spaces and 347 bicycle spaces will be available for residents and guests across 6 basement levels.



Type	ECI to Design & Construct
Value	\$125 million
Duration	47 months
Environmental Rating	Targeting 5 Star (GBCA)





Melbourne Place, Vic

MERRICKS CAPITAL

ADCO recently completed Melbourne Place, a boutique hotel in Melbourne's CBD. The \$75 million project involved the demolition of the three existing buildings and the design and construction of a 2-level basement and a 14 level hotel on Russell Street.

The new development offers a 191 boutique hotel rooms, 3 retail tenancies, a signature restaurant at Ground Level, eclectic destination bars in the basement and rooftop, a multi-purpose space for events and functions, a gymnasium and back-of-house operational areas such as offices, change rooms, end-of-trip facilities, luggage storage, laundry and housekeeping rooms, and storage.

Building in the heart of the CBD meant overcoming several challenges: maintaining pedestrian and delivery access required a full-width lane gantry and monthly community meetings to build trust with neighbours and the Melbourne City Council.

The team was also required to coordinate traffic management for crane lifts and deliveries, with restricted hours and full-time supervision, to ensure minimal disruption.

Type	Design & Construct
Value	\$75 million
Duration	39 months



RUAH Centre for Women and Children, 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	25 months



Mari-Mari-Ba, Qld

QLD GOVERNMENT DEPARTMENT OF ENERGY & PUBLIC WORKS

ADCO is proud to have been the Builder of Choice for the revitalisation of Mari-Mari-Ba (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.

This project won the 2024 Master Builders Award for Community Service Facilities.

Type	Construct Only
Value	\$20 million
Duration	29 months



SwanCare Aged Care, WA

SWANCARE

ADCO was named Builder of Choice for SwanCare's \$30 million development. The project comprised of the construction of a new, 120-bedroom aged care facility located on the Bentley Park campus at 1-3 Allen Court, approximately 10kms from Perth CBD.

As part of the redevelopment of their existing 1,000 resident Bentley Park campus, SwanCare's new aged care facility provides a new standard in aged care living. This industry-leading \$30m complex delivers modern living spaces and integrated centralised services over 4 storeys, allowing SwanCare to also service their wider precinct while offering the best quality of life for their residents.

The project also includes a new basement visitor parking space and a separate delivery area together with external works, hard and soft landscaping and a new cafe facility linked to the existing building.

This industry-leading \$30 million complex delivers modern living spaces and integrated centralised services over four storeys.

The project also includes a new basement visitor parking space and a separate delivery area together with external works, hard and soft landscaping and a new cafe facility linked to the existing building.



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

Unilodge Student Accommodation, Qld

UNILODGE

ADCO delivered the design and construction of the major student accommodation development for UniLodge in the Brisbane CBD.

The \$100 million project includes a combination of single and shared room accommodation, with 870 beds, delivered over 16 levels.

ADCO managed the design and approvals process in an early contractor involvement (ECI) capacity, with the works designed to provide students with high-quality affordable housing within a collegiate lifestyle.

To enhance the student experience, the ground level includes residential common space with associated outdoor recreation areas and ancillary retail. Additional facilities within the building include a gymnasium, music and study rooms, a theatre, laundry facilities and courtyard gardens.

The building security is designed in accordance with ‘crime prevention through environmental design’ principles. This includes active access control and surveillance systems to ensure safety of residents and visitors.

Type	ECI to Design & Construct
Value	\$100 million
Duration	18 months



Holiday Inn Express, NSW

PRO-INVEST GROUP

Holiday Inn Express (HIEX) Mascot is a mid-priced hotel chain within the InterContinental Hotels Group family of brands.

The \$55 million project spans nine levels (including one basement level) offering a total of 247 keys and 98 parking spaces available at basement, ground and first floor levels.

The surrounding area is heavily loaded with hotel and commercial buildings, due to proximity to Sydney's Kingsford Smith Airport.

Construction included prefabricated façade and load-bearing structural panels (precast concrete) and bathroom pods, to accelerate program durations to meet the program timeline.

This project marks ADCO's second Holiday Inn Express build, after resounding success constructing the first in Adelaide several years ago.



Type	ECI to Design & Construct
Value	\$55 million
Duration	12 months





Deakin University Burwood Student Accommodation, Vic

DEAKIN UNIVERSITY

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

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

The \$66 million student accommodation project integrates two, four and six bedroom apartments within three buildings over 13 levels. The existing administration area was also refurbished to enhance student services.

Construction was delivered over two stages – the first stage involved the concurrent delivery of wings one and two and the second stage delivered wing three.

Type	Construct Only
Value	\$66 million
Duration	20 months
Environmental Rating	5 Star Green Star Certified Building (GBCA)

Ozanam House, Vic

VINCENTCARE

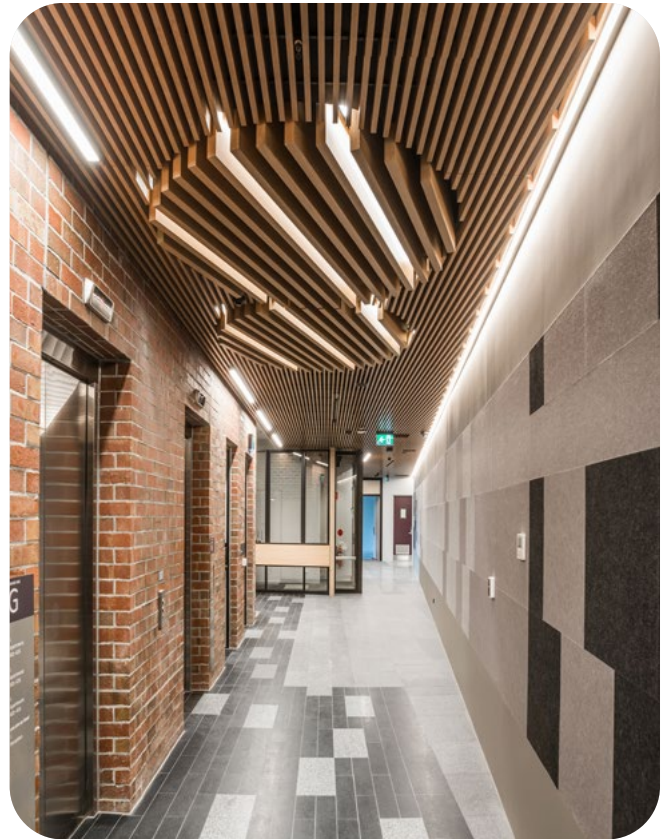
Since 1953 Ozanam House has provided supported accommodation to single men over the age of 18 experiencing homelessness or housing crisis in inner Melbourne areas.

ADCO's involvement on the \$40 million project included the demolition of two existing buildings and the construction of the new Ozanam House.

ADCO was delighted to have delivered the unique, North Melbourne short term accommodation facility for VincentCare. Ozanam House offers 134 rooms across 10 storeys, a medical clinic with dental care services, gym, café and a learning and tech hub with free wifi and cloud storage.

Currently Ozanam House is the largest homeless facility in Australia.

Type	Construct Only
Value	\$40 million
Duration	16 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





James Cook University Student Accommodation, Qld

JAMES COOK UNIVERSITY

ADCO delivered the design and construction of the student accommodation precinct for James Cook University (JCU) in Cairns.

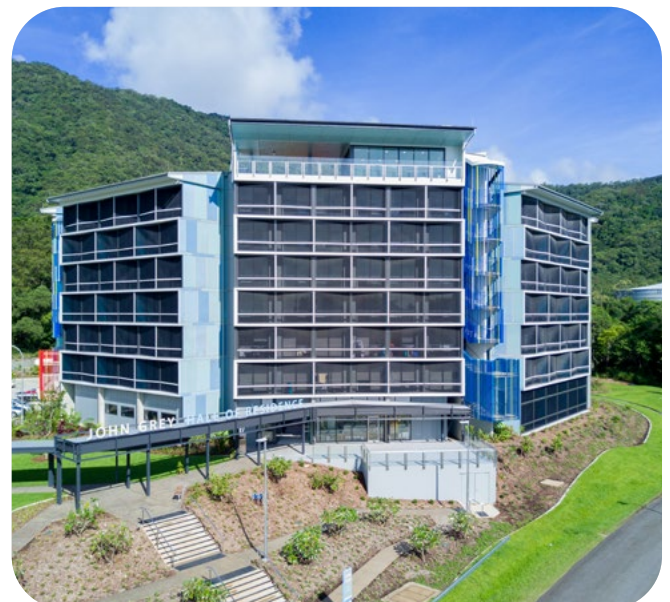
JCU required a residential development which delivered a student experience, active living, quiet study/sleeping spaces, as well as meeting the design requirements for living in the tropics.

The Cairns development was a greenfield site, with design allowing for future expansion. The building provides 300 beds across seven storeys.

Twenty-five percent of the rooms are single occupancy apartments, with the remaining dwellings designed as six-bedroom communal living spaces, which include a shared lounge, kitchen, dining room, and bathrooms.

The ground floor internal landscape will be open to the public, with 24-hour accessibility. The student-exclusive recreation areas on other floors include communal lounges, study areas, a gymnasium, music rooms and roof terraces.

The sub-tropical design includes environmentally sustainable design principles, including large overhangs, shading, and screening devices to provide privacy as well as façade aesthetic, and mosquito deterrent.



Type	ECI to Design & Construct
Value	\$35 million
Duration	16 months

Victoria University Student Accommodation, Vic

VICTORIA UNIVERSITY

ADCO constructed the \$50 million development as part of the Footscray University Town collaboration with Maribyrnong City Council. The partnership focuses on delivering a diverse, vibrant and creative arts precinct in the Footscray area.

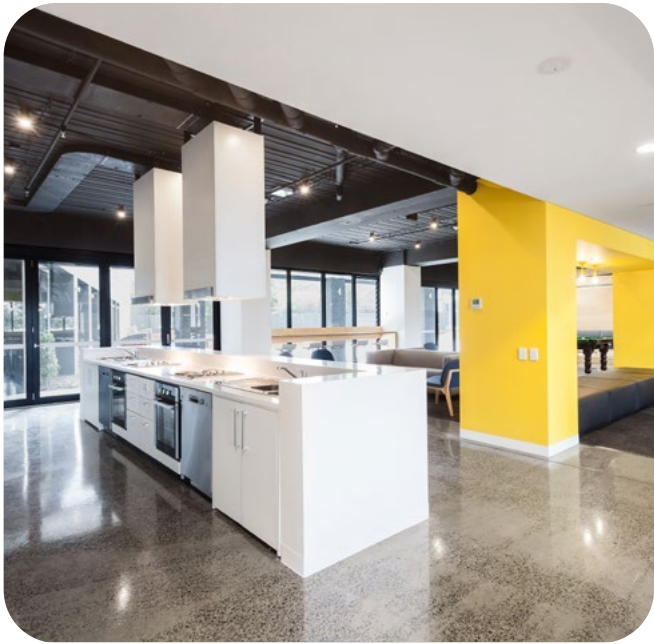
The 12-level student accommodation project now provides 508 beds in a combination of self-contained private studios and two or six-bed apartments. Residents are able to make use of a theatre with state-of-the-art audio and visual systems and sound proofing, a gymnasium, bike shed, games room, launderette and study areas.

The facility also features an outdoor courtyard complete with roof terrace with BBQ area, a café, convenience store, electronic swipe cards security systems to all rooms and the latest in CCTV camera surveillance.

The two and six-bed apartments have shared bathrooms, a kitchen, dining and lounge areas and individual bedrooms. ADCO's works included the fit-out of all apartments with essentials such as bed, desk, pinboards, table, TV, hydronic heaters, fans, bathroom, wardrobe, shelving and kitchen with oven, microwave, stove and fridge. The high-quality interior finish was designed and constructed with an appreciation for 'whole of life' expectations.

With over 300 kitchens and bathrooms installed, flat pack pods were fully assembled off-site and factory-certified before being fitted to each separate apartment.

The multiple bed apartments have shared bathrooms, a kitchen, dining and lounge areas complementing individual bedrooms.



Type	Design & Construct
Value	\$50 million
Duration	17 months





Holiday Inn Express Adelaide, SA

PRO-INVEST GROUP

The \$40 million Holiday Inn Express (HIEX) project involved the demolition of three existing buildings followed by the design and construction of a 245-room hotel, in the north-west quarter of Adelaide's city centre.

The hotel spans 10 levels, accommodating guests on levels 2 to 9, with retail tenancies on level 1 and ground.

Construction works also included the fit-out of guest rooms, back-of-house and front-of-house facilities, public spaces, meeting room, bar and a car park on the ground floor.

Constructed over 10 storeys, the hotel hosts guests on level 2 upwards, with retail on the ground floor and level 1. The works also included the fit out of guest rooms, back-of-house and front-of-house facilities, a bar, a car park and more.

“We are thrilled with the outcome on HiEx Adelaide, and I thank ADCO for their commitment to achieving these outcomes. I really like their approach, they respect the client and they are trying to achieve what we want. I look forward to working with them again in the near future.”

TIM SHERLOCK

PRO-INVEST
MANAGING DIRECTOR

Type	Design & Construct
Value	\$40 million
Duration	15 months





Caritas Christi, Vic

ST VINCENTS AGED AND HEALTH CARE SERVICES

ADCO was awarded the design and construct contract to redevelop the existing Caritas Christi Hospice in Melbourne's eastern suburbs, creating the Caritas Christi Hospice and St Vincent's Care Services, Kew.

Redevelopment included demolition of the existing hospital and subsequent construction of a new 26-bed palliative care hospice and 122-room/135-bed residential aged care facility, with several shared use and back-of-house areas such as car parking, kitchen and loading facilities.

Now finished, the aged care facility also offers a chapel, function room, administrative areas and support services for both facilities.

The palliative care hospice also provides administration areas for palliative care staff and meeting rooms for the Order of Malta. Other allied services areas also remain for artists in residence and day respite services.

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

Bella Vista Gardens, NSW

CRANBROOK CARE

ADCO was the design and construct contractor of this award-winning, purpose-built aged care facility at Kellyville in Sydney's north-west. The \$100 million project included a large-scale residential aged care facility catering for low, high and dementia care, and delivery of 55 Independent Living Units across three additional buildings.

Aesthetically, each one, two and three-bedroom apartment has been afforded high ceilings, floor-to-ceiling windows and living spaces boasting full-width oak timber flooring, quality Calcutta-style benchtops, custom designed kitchen joinery and top-of-the-range appliances. Designer bathrooms showcase high-quality fittings, with custom built joinery, Caesar-stone vanity tops, state-of-the-art stone tiles and walk-in showers.

ADCO took home two Master Builders Association awards for this project: the NSW award for 'Aged Care Buildings over \$50 Million', and the National award for 'Lifestyle Housing for Seniors'.

The project represents the third major development ADCO has completed for boutique aged care operator Cranbrook Care.

The aged care buildings display sophisticated design elements and high-end finishes, selected by renowned architects Architectus and interior designers Pike Withers.



Type
Value
Duration

Design & Construct
\$100 million
21 months



MORE SHORT TERM ACCOMMODATION PROJECTS



Scape Student Accommodation

SCAPE AUSTRALIA

Type	Design & Construct
Value	\$6 million
Location	Surry Hills, NSW



Sheraton Mirage Port Douglas

FULLSHARE GROUP

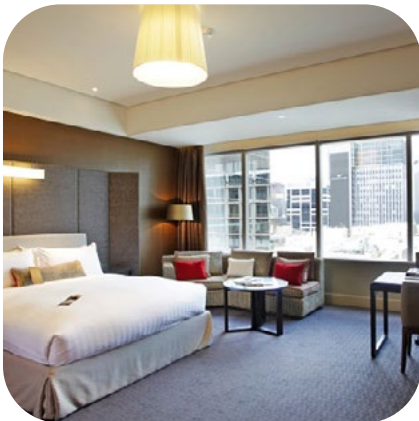
Type	Construct Only
Value	\$30 million
Location	Port Douglas, QLD



Sheraton Resort Noosa

SUNCORP

Type	Construction Management
Value	\$2.5 million
Location	Noosa, QLD



RACV City Club Boutique Accommodation

RACV CITY CLUB

Type	Construct Only
Value	\$15 million
Location	Melbourne, VIC



Royal Rehabilitation Centre Sydney

ROYAL REHABILITATION

Type	ECI / Design & Construct
Value	\$115 million
Location	Sydney, NSW



Wantirna Residential Aged Care

VICTORIAN HEALTH AND HUMAN SERVICES BUILDING AUTHORITY

Type	Construct Only
Value	\$56 million
Location	Wantirna, VIC



A modern interior scene featuring a large, plush brown sofa in the foreground. In the background, there is a kitchen area with light wood cabinetry and a white countertop. A large, light blue abstract shape is overlaid on the right side of the image, containing text. The overall lighting is bright and airy.

“ADCO proved time and time again that they bring enthusiasm, commitment and attention to detail to their projects.”

Andrew Hogg
SAVILLS

A man in a white hard hat with 'ADCO' on it, safety glasses, and a high-visibility vest stands in profile, looking towards the right. A woman in a similar hard hat and vest is partially visible on the right. They are at a construction site with a building under construction in the background. A large white curved shape is overlaid on the image, containing the text.

OUR PEOPLE

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

We are People Who Build.

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





Judith Brinsmead AM

Chairman

Judy 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