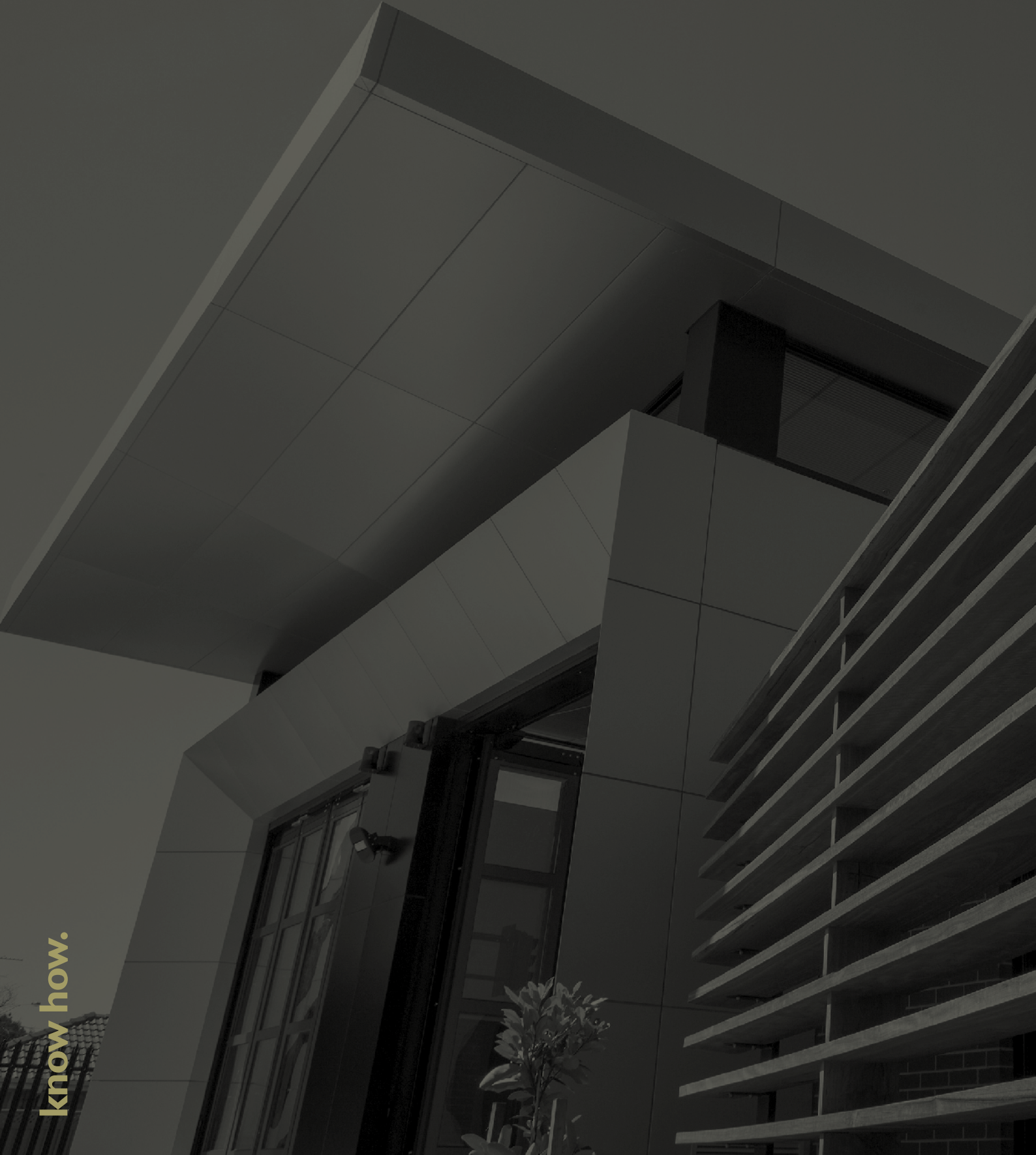


know how.



know how.



YEARS OF OPERATION

17+

PROJECTS DELIVERED

500+

COMBINED PROJECT VALUE

\$380m+

DISPUTE-FREE

100%

employee
owned

melbourne
based

commercial
construction

introduction

Neo Construct is a 100% employee-owned construction company with a proud 17-year history of delivering high-quality commercial and residential projects across Metropolitan Melbourne. Built on three decades of industry experience, we have earned a reputation for professionalism, integrity, and unwavering commitment to client outcomes.

Our strategic focus on the institutional and educational sectors has resulted in more than 500 completed projects valued in excess of \$380 million. This sustained track record reflects the confidence our clients place in us – and the depth of relationships we have built through consistent, reliable delivery.

what sets us apart

100% employee-owned

our people are personally invested in every project outcome

dispute-free history

strong, collaborative relationships with clients and subcontractors across our entire operating history

financially independent

no loans or overdrafts; always cashflow positive with retained earnings

exceptional staff retention

many team members with 10–20+ years of continuous service

strong subcontractor network

approximately 90% of works delivered through trusted partners

A photograph of a modern building with a corrugated metal roof and large glass doors. The building features prominent yellow panels on the exterior walls. The image is partially obscured by a large, dark, diagonal geometric shape that creates a layered effect. The text is overlaid on the lower left portion of the image.

Neo Construct's success is built
on three foundations: Our Capability,
Our Expertise, and Our Difference.
Together, these ensure we have
the know-how to deliver on
every commitment.

Gary Hartley
Founder + Managing Director

our capability

service offering

Neo Construct is primarily a commercial builder with capabilities that extend well beyond the conventional scope of a typical contractor. We offer a comprehensive, end-to-end construction service tailored to our clients' needs:

- Construction + Project Management
- Design and Construct (D&C)
- Construction Management
- Building Advice + Professional Services
- Maintenance + Minor Works Packages
- Domestic + Residential Projects

project values + capacity

We deliver projects ranging from \$500,000 to \$12,000,000 as standard, with a demonstrated capacity to manage projects up to \$20,000,000 without additional staffing or external financial assistance. Our dedicated small works division, Minor Works by Neo, brings the same know how to maintenance and minor works for institutional clients across metropolitan Melbourne for projects up to \$400,000.

contracts + delivery

contract types

- Fixed Price / Lump Sum
- Negotiated Tenders
- Cost Plus / Open Book
- Deferred Letting

delivery methods

- Construct Only
- Design and Construct (D&C)
- Construction Management
- Hybrid / Alternative Arrangements

geographic reach

Neo Construct services the entire Metropolitan Melbourne area and, when required, Regional Victoria. Our head office is located in Springvale, with the capacity to mobilise and operate from satellite locations to support project requirements.

scope of works

neo construct is active across a broad range of construction sectors, with deep specialisation in the institutional and education markets.



education

- primary schools + early learning
- secondary schools + specialist colleges
- tafe + registered training organisations
- special needs + disability facilities

institutions

- lecture theatres + teaching spaces
- laboratories (incl. ISO cleanrooms + PC facilities)
- technical + research facilities

government + health

- fire stations
- operating theatres + clinical rooms
- day surgeries

commercial

- office fit-outs + early works
- structural demolition
- vehicle dealerships
- retail + quick service restaurant

industrial

- manufacturing facilities
- warehousing

civic + infrastructure

- sports pavilions + community centres
- council facilities
- essential services + civil works
- landscaping

project history

Since our founding in 2010, Neo Construct has completed more than 500 projects with a combined value exceeding \$380 million. The breadth of this portfolio demonstrates our ability to perform across a diverse range of project types, while our high rate of repeat business is the most compelling evidence of client satisfaction.

sector	approx. value
INSTITUTIONAL – TEACHING SPACES	\$83M
INSTITUTIONAL – LABORATORIES + HEALTH	\$73M
INFRASTRUCTURE	\$68M
EDUCATION – SCHOOLS	\$42M
RETAIL + HOSPITALITY	\$36M
PRIVATE CLIENTS	\$32M
MOTOR VEHICLE DEALERSHIPS	\$24M
COMMUNITY	\$22M
For our full project gallery, visit neoconstruct.com.au/gallery	



our expertise

Neo Construct has maintained a large client base in the institutional and educational sectors for over 30 years. This sustained focus has enabled us to develop highly specialised skills in live-environment construction – an increasingly critical capability for universities, schools, hospitals, and government facilities that cannot afford operational disruption.

institutional experience

Our institutional portfolio is anchored by long-standing relationships with some of Victoria’s most prestigious universities. Neo Construct is a preferred builder at Monash University, where we have consistently delivered projects to exacting quality standards. Our broader tertiary experience includes significant-value projects at the University of Melbourne and RMIT University.

additional institutional + education clients include:

- Trinity College
- Melbourne Polytechnic
- Holmesglen Institute of TAFE
- Victorian School Building Authority
- William Angliss
- Melbourne Archdiocese Catholic Schools

live-site delivery

Working within active campuses and operational facilities demands specialist skills, meticulous planning, and strict adherence to client protocols. Neo Construct has built deep expertise in minimising disruption to occupants while maintaining programme and quality – a capability that translates directly to reduced risk and greater certainty for our clients.

our track record

- No contractual disputes with clients or subcontractors that have led to legal proceedings
- No investigations by the Building and Plumbing Commission for breach of building codes
- Long-standing relationships with a trusted subcontractor and supplier base
- Consistent repeat engagement from institutional and government clients

our methodology

Neo Construct provides a complete turnkey solution from tender through to Practical Completion and across the Defects Liability Period. Our approach is continually sharpened through consistent performance, designed to deliver certainty on quality, time, and cost.

strategic planning framework

Every project begins with developing a Strategic Plan, the most fundamental element of our delivery methodology. This plan is built around six core principles:

➤ cultivate Develop the delivery strategy through early consultation with industry partners and the project team	➤ develop Build a SMART plan – Specific, Measurable, Achievable, Relevant, and Time-bound – ensuring all goals are realistic	➤ commit Secure commitment from Neo Construct site staff, subcontractors, and suppliers to deliver the agreed plan
➤ implement Execute the plan across both off-site and on-site activities with discipline and consistency	➤ monitor Apply PDCA principles (Plan-Do-Check-Act) to track performance and intervene early where required	➤ review Capture lessons learnt and improvement opportunities at project completion to drive continuous improvement

early engagement

Our commitment to a project begins the moment we receive a tender pack. We invest significant effort up front in understanding buildability, site constraints, and client objectives, enabling us to provide a value-for-money tender and build relationships with the wider project team before construction commences. This early engagement creates a strong foundation for a successful project.

our difference

Neo Construct is not a typical construction company. Our structure, culture, and operating model are deliberately designed to deliver a better client experience and better project outcomes.

employee-owned

As a 100% employee-owned business, every member of our team has a personal stake in the quality and reputation of our work. This creates a culture of care and accountability that is difficult to replicate.

in-house project + site management

Neo Construct does not outsource project management or site management roles. Keeping these functions in-house maintains quality control, mitigates risk, and ensures consistent client communication.

exceptional staff retention

The majority of our staff have more than 10 years of continuous service, with several exceeding 20 years. This depth of institutional knowledge and team cohesion directly benefits our clients.

agility + responsiveness

We are frequently called upon at short notice to assist clients with urgent and sensitive projects. Our flat structure and experienced team allow us to mobilise quickly and deliver without compromise.

director-level engagement

Our directors are actively present on projects and communicate directly with clients. Decisions are made promptly without layers of approval, keeping projects moving efficiently.

subcontractor partnerships

Our fair, equitable treatment of subcontractors has cultivated a loyal network of highly skilled trades. This translates directly to consistent quality, reliable programming, and reduced project risk for our clients.

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senior management

neo construct is led by an experienced and stable senior management team. our directors are hands-on, deeply invested in project outcomes, and directly accessible to clients throughout every stage of delivery.

GARY HARTLEY
FOUNDER, PRINCIPAL +
CONSTRUCTION MANAGER

With over 47 years in the industry, Gary began his career on the tools and has built Neo Construct into a respected, enduring business. His 25+ years of experience as an owner-operator gives him both the strategic perspective and the technical depth to guide the company through the full range of construction challenges. Gary remains actively involved in all projects – overseeing delivery quality, engaging with clients, and ensuring Neo Construct’s standards are consistently upheld.

DAVID WILLIAMS
DIRECTOR + PROJECT MANAGER

David’s career is a testament to Neo Construct’s culture: he joined as a labourer, advanced through contract administration under Gary’s direct mentorship, completed a Diploma in Building and Construction, and rose to Director. With over 100 institutional projects managed and more than a decade as a senior project manager, David leads some of our most important client portfolios and is deeply respected by clients and consultants alike.

CAMERON SHEPHERD
DIRECTOR + PROJECT MANAGER

Cameron followed a similar path – labourer, apprentice carpenter, contract administrator, and then Project Manager. He holds a Diploma of Building & Construction and is a Registered Building Practitioner. As Director, Cameron oversees all company projects at a strategic level, leads Neo Construct’s HSEQ management systems, drives the ISO accreditation programme, and manages all ICT operations.

WILLIAM BRIGGS
DIRECTOR + PROJECT MANAGER

Will joined Neo Construct in 2024, bringing over 15 years of Tier 2 commercial construction experience across large-scale mixed-use and residential projects. A qualified and licenced subcontractor prior to his formal studies, Will is a Registered Building Practitioner who combines hands-on site knowledge with senior management capability. He leads the construction management profile on our largest projects and mentors contract administrators and junior project managers across the business.

CJ HARTLEY
MINOR WORKS MANAGER

CJ leads Minor Works – the responsive, on-call delivery arm of Neo Construct, specialising in rapid turnaround and seamless delivery within live operating environments. Now established under its own brand identity, the division supports clients with urgent works, small-scale refurbishments, fit-outs, and operational upgrades – delivering the same systems, people, and standards as our larger project teams. Same know how.



Minor Works by Neo is the dedicated minor-works arm of Neo Construct Pty Ltd. We exist to fill a gap institutional clients know well: small and urgent works are too small to interest most commercial builders, yet most small operators can't satisfy the compliance, insurance and safety requirements that government, education and commercial procurement demand.

Minor Works by Neo sits in between – projects sized for a small-works team, delivered to the standards, systems and accreditations of an established builder.

Every job is backed by Neo Construct's licences, insurances, certified management systems and HSEQ framework. When you engage us, you're engaging a builder procurement already recognises – at a scale that suits the work.



A photograph of a modern office interior. The ceiling features large, curved, yellow ductwork and a cluster of hexagonal acoustic panels in shades of green and grey. In the foreground, there is a dark grey cubicle with a small purple sign that reads 'C318'. To the right, there is a seating area with orange upholstered benches, white tables, and black chairs. The floor is made of large, light grey tiles. The word 'know' is overlaid in a large, bold, yellow sans-serif font across the lower half of the image.

know

A photograph of a modern interior space. The ceiling is covered with a grid of hexagonal light fixtures in green and grey. Below the ceiling, there is a large area with vertical wooden slats. In the foreground, there is a lounge area with orange leather seating and black metal tables and chairs. The word "how." is overlaid in large, bold, yellow letters.

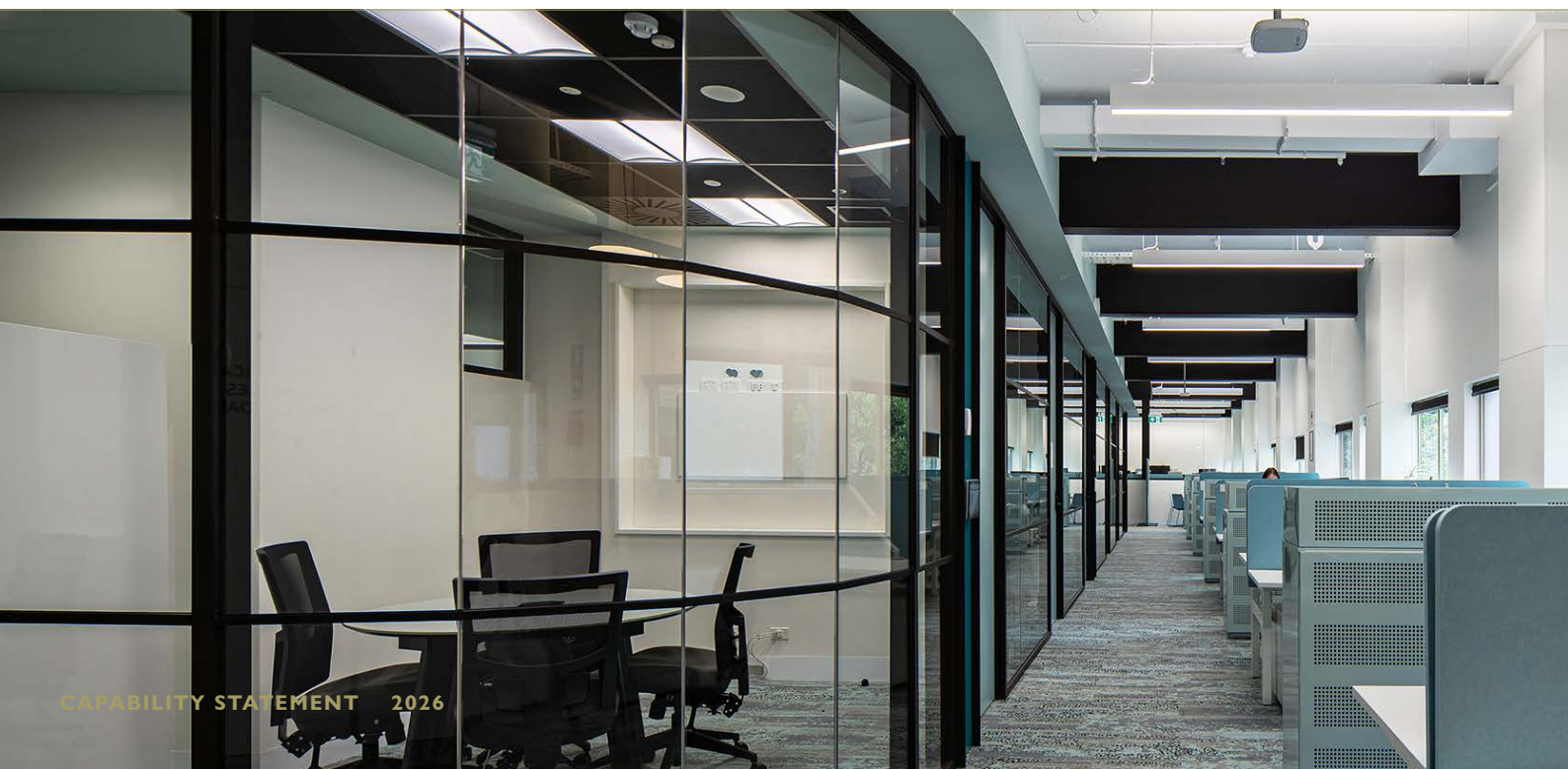
how.

financial capacity

Neo Construct's financial position is a genuine competitive advantage. We have traded profitably for 17 consecutive years, maintaining a cashflow ratio greater than 1:1 at all times. We operate without loans, overdrafts, or external financial assistance – ensuring our financial position never compromises project delivery or our obligations to subcontractors and suppliers.

Our annual turnover remains deliberately consistent year-on-year, reflecting our disciplined approach to workload management and our commitment to never being financially overcommitted.

Our accounts are externally reviewed by DFK Benjamin King Money, a well-established chartered accounting firm that has partnered with Neo Construct since our founding.



licences, registrations + memberships

building registrations

category	scope	registration
Domestic Builder	Unlimited	CDB-U 53906
Commercial Builder (Medium Rise)	Up to 25m	CCB-L 56572
Commercial Builder (Structural Fit-Out)	Unlimited Height	CCB-L 56572

government pre-qualifications

Victorian Government Construction
Supply Register (CSR): Up to \$15,000,000 –
Registration 901811

Fair Jobs Code Compliant –
Registration FJC-220830-040

ISO accreditation

Neo Construct holds triple ISO accreditation, certified
by Global-Mark (JAS-ANZ internationally recognised):

ISO 9001:2016 – Quality Management Systems
ISO 14001:2016 – Environmental Management Systems
ISO 45001:2018 – Occupational Health & Safety
Management Systems

insurances

insurance type	cover limit
Public Liability Insurance	\$20,000,000
Contract Works Insurance	\$15,000,000
Professional Indemnity Insurance	\$20,000,000

industry membership

Neo Construct is a Platinum Member of the Master
Builders Association of Victoria (MBAV) – Member No.
6195. Our membership, which has been continuous since
1985 through our predecessors, reflects our long-standing
commitment to industry standards and professional
development.

*Neo Construct also maintains additional business and project-specific
insurances (including cyber fraud coverage) not listed above.*

health, safety, environment + quality (HSEQ)

Neo Construct has an exceptional HSEQ record across 17 years of operation. We have not experienced any major HSEQ incidents, nor have we been subject to disciplinary action by WorkSafe or any other regulatory authority. This is not by chance – it is the result of deeply embedded systems, a culture of accountability, and consistent implementation across every project.

project-level HSEQ plans

For every project, Neo Construct develops and implements three integrated plans as part of our Integrated Management System (IMS):

- Safety Management Plan (SMP)
- Environmental Management Plan (EMP)
- Quality Management Plan (QMP)

key systems + processes

risk management

Project-specific risk assessments completed at commencement, with risks managed through Safe Work Method Statements (SWMS) throughout delivery

contractor inductions

All subcontractors complete a company induction via Hammertech, followed by a site-specific induction. SWMS, insurances, and client-specific requirements are verified before site access is granted

toolbox meetings

The Site Manager conducts regular toolbox meetings with all site personnel, covering SWMS, permits, and safety matters. Minutes are recorded and available upon request

real-time monitoring

Hammertech provides directors with real-time HSEQ visibility across all sites, with a hierarchy notification system for incidents and near-misses

subcontractor selection

All subcontractors are drawn from a pre-qualified pool with demonstrated capability in quality, safety, and programme compliance

environmental, social + governance (ESG)

Neo Construct recognises that responsible construction goes beyond delivering great buildings. We are committed to being a positive force in our environment, our communities, and our industry, and we embed ESG principles into how we plan, deliver, and manage every project.

environmental

waste management

Reduce, Reuse, recycle principles applied on every project

carbon reduction

Active reduction of organisational and project carbon footprint

sustainable design

Selection of environmentally preferable materials and solutions

governance

corporate leadership

Clear strategic direction supporting effective and ethical decision-making

business ethics

Lawful, transparent conduct embedded in policies, training, and practice

industry engagement

Active participation in sector bodies supporting positive outcomes

social

social procurement

Engagement of responsible and ethical suppliers and subcontractors

health, safety + wellbeing

Promotion of safe working practices and worker wellbeing

diversity, equity + inclusion

An inclusive culture that genuinely values diversity at every level

Neo Construct implements a tailored ESG Plan for each project, aligned to client-specific requirements and measurable objectives. Our ESG commitments are reviewed and updated annually to remain current and fit for purpose.

company information

projects + tenders

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know how.

Neo Construct acknowledges the Traditional Custodians of the land we conduct our business on, the Bunurong, Boon Wurrung and Wurundjeri Woi-Wurrung peoples of the Kulin Nation. Neo Construct respectfully acknowledges their Elders, past and present.