



Employer Data Explorer

Reporting year: 2024 - 25

Date updated
21st September
2026

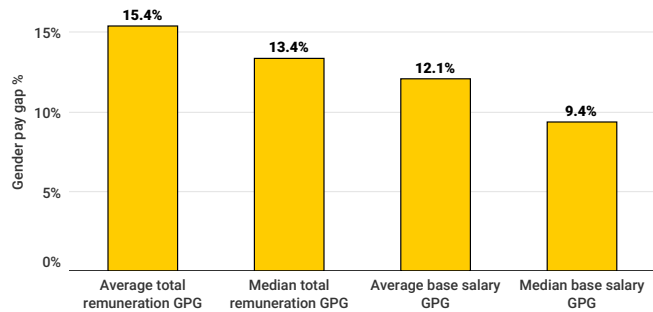
Navigation	Workforce Composition	Boards and Governing Body	Equal Remuneration and Gender Pay Gap	Employee Support and Flexibility	Employee Consultation	Sexual Harassment Prevention and Action	Compare Employer Data
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Gender Equality Indicator 3: Equal remuneration and gender pay gap

Dashboard filters Search by employer	Reporting year 2024 - 25	Employer name (ABN) 4DMEDICAL LIMITED (31161684831)	Sector All	Corporate group All	Industry division All	Industry class All	Employer size All	
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Relevant Employer
4DMEDICAL LIMITED
ABN: 31161684831
Employer size: <250 | **Women:** 29 (33%) | **Men:** 59 (67%)
Industry division: M - Professional, Scientific and Technical Services
Industry class: 6910 - Scientific Research Services

Employer gender pay gap



Gender composition by pay quartile

Women | Men

	Women	Men	Average total remuneration
Total workforce	33%	67%	\$160,000
Upper quartile	23%	77%	\$267,000
Upper middle quartile	32%	68%	\$152,000
Lower middle quartile	36%	64%	\$123,000
Lower quartile	41%	59%	\$96,000

Employer Statement (optional)	Disclaimer
Employer Statement not provided	

Formal policy/strategy on equal remuneration between women and men

Yes



Equal remuneration policy/strategy inclusions

Responded 'Yes' to having a policy/strategy on equal remuneration between women and men

Policy	No
Strategy	Yes
To achieve gender pay equity	Yes
To close the gender pay gap	Yes
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at ..	Yes
To be transparent about pay scales and/or salary bands	No
To ensure managers are held accountable for pay equity outcomes	No
To implement and/or maintain a transparent and rigorous performance assessment process	No

Conducted a gender pay gap analysis

Yes



Most recent gender gap analysis conducted

Responded 'Yes' to conducting a gender pay gap

Within the last 12 months	Yes
Within the last 1-2 years	No
More than 2 years ago but less than 4 years ago	No

Type of gender pay gap analysis undertaken

Responded 'Yes' to conducting a gender pay gap

A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category	No
A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements	Yes
Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay	Yes
Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation	Yes

Actions taken as a result of the gender pay gap analysis

Responded 'Yes' to conducting a gender pay gap and took action as result

Corrected instances of unequal pay	Yes
Created a pay equity strategy or gender equality action plan	No
Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles	Yes
Identified cause/s of the gaps	Yes
Reported results of pay gap analysis to all employees	No
Reported results of pay gap analysis to the executive	Yes
Reported results of pay gap analysis to the governing body	Yes
Reviewed and implemented performance evaluation processes to ensure no gender bias	No
Reviewed remuneration decision-making processes	Yes
Reviewed talent acquisition processes	Yes