

# Illumina Modern Slavery Statement 2024

This statement is published by Illumina, Inc. on behalf of all relevant subsidiaries (collectively, “Illumina”), for the purposes of meeting Illumina’s obligations under the California Transparency in Supply Chains Act of 2010, section 54 of the United Kingdom Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023. This statement relates to the fiscal year ending December 29, 2024.

Illumina is committed to conducting its business lawfully and with integrity and to continually strengthen its practices that seek to eliminate human trafficking, slavery, or forced, child or compulsory labor (hereafter, “Modern Slavery”) from any part of its global value chains and global operations. We seek to ensure that our suppliers, Channel Partners (distributors), and other vendors (together “Business Partners”) do not use Modern Slavery in any of its forms in providing goods or services to Illumina. Key aspects of Illumina’s current controls on Modern Slavery appear in this statement.

## Organization Structure and Global Value Chain

Illumina is a leading developer, manufacturer, and marketer of life science tools and integrated systems for large-scale analysis of genetic variation and function. Our mission is to improve human health by unlocking the power of the genome. Illumina is headquartered in San Diego, California and has a range of manufacturing, clinical, distribution, and other commercial operations that span 18 countries. Illumina has approximately 9,000 employees and had revenues in excess of USD 4.3 billion in 2024. Each of the reporting entities has a business that is substantially the same as that of Illumina Inc.

Illumina’s principal manufacturing facilities are in the U.S. and Singapore. There are also limited manufacturing facilities in the U.K. and China. We directly source components for our products, design parts, prototype parts, software, and manufacturing equipment from over 20 countries across the Americas, Asia, and Europe, and the first tier of our supply chain includes approximately 450 suppliers. Each of the reporting entities use suppliers in Illumina’s global supply chain. We currently have over 170 direct Channel Partners who we consider to be a key component of our global value chain.

## Policies and Contractual Measures

Illumina is committed to conducting its business in compliance with all applicable laws and regulations, and with high ethical standards. We have therefore adopted several policies and implemented contractual measures relevant to human rights and Modern Slavery, including:

- [Illumina's Commitment to Human Rights](#): applies to all Illumina personnel and Business Partners. Illumina expects our personnel and Business Partners to respect the fundamental principles contained in the International Bill of Rights (i.e., United Nations Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International

Covenant on Economic, Social, and Cultural Rights), the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights ("UNGPs"). In addition, this policy outlines Illumina's commitment to respecting human rights in its own operations and value chains. This includes a commitment to the elimination of child labor, forced labor, and human trafficking.

- [Illumina Code of Conduct](#): applies to all of Illumina's employees, consultants, temporary workers, officers, and members of the Board of Directors, regardless of location, seniority level, business unit, function, or region. The Code of Conduct requires Illumina personnel to bring company expectations regarding legal and ethical conduct to the attention of all suppliers and channel partners (including expectations regarding forced and child labor, and human trafficking), to perform due diligence when choosing business partners to ensure that suppliers meet Illumina's standards, and to be vigilant for any signs that third parties are violating legal or ethical requirements, including local employment and safety laws.
- [Supplier Code of Conduct](#): applies to all of Illumina's suppliers and requires suppliers to comply with local regulations and standards including with respect to Modern Slavery, human rights, environment, health, and safety. Suppliers are expected to ensure that their own subcontractors comply with the standards set forth in the Supplier Code of Conduct.
- [Channel Partner Code of Conduct](#): applies to all of Illumina's Channel Partners as well as their affiliates and subsidiaries and outlines responsibilities with respect to ensuring that their business is conducted with integrity and follows all applicable laws and regulations. The Channel Partner Code of Conduct includes the expectation for Channel Partners to respect international human rights and labor standards throughout their operations.

## Due Diligence Processes

Illumina implements a range of measures to identify, assess, and mitigate internal and external risks of Modern Slavery in our global value chain.

*Supplier risk assessments and verification:* Illumina performs due diligence when choosing Business Partners, this includes conducting risk assessments when on-boarding new Business Partners and conducting periodic assessments of risk. We do not knowingly do business with Business Partners who allow any form of Modern Slavery in their operations.

Illumina is aware that certain regions and industries in its supply chain pose a higher risk for Modern Slavery. For this reason, Illumina takes steps to enhance its Modern Slavery risk mitigation strategies for such higher risk areas, including working with third parties to assess human rights risks in our supply chain. We evaluate the results of our periodic risk assessments of suppliers and work directly with any identified high-risk suppliers to develop a plan to remediate identified Modern Slavery risks. In addition, Illumina partners with a third-party to evaluate risks associated with conflict minerals in our supply chain.

*Global, internal impact assessment:* In 2022, Illumina conducted an internal human rights impact assessment in alignment with the UNGPs that involved an internal evaluation of Illumina's policies and mapping actual and potential salient human rights impacts in collaboration with key internal stakeholder across Illumina's global operations. We identified Modern Slavery risks as an area of further focus and will continue to conduct these assessments to identify and take steps to mitigate risks of Modern Slavery in our global value chain and operations.

*Grievance mechanisms:* Illumina is committed to ensuring that it has appropriate grievance mechanisms so that employees and other stakeholders are able to raise concerns about conduct in our value chains and global operations that might suggest Modern Slavery. To that end, the Illumina Code of Conduct directs all employees and Business Partners to report potential violations or concerns through a variety of channels, including our [compliance hotline](#).

## Internal Accountability

Illumina established a Compliance Committee to assist in helping to ensure an effective compliance program is in place. This program includes the administration of Illumina's Code of Conduct. The Ethics and Human Rights team takes the day-to-day lead on overseeing our human rights due diligence efforts. Illumina's Compliance and Supply Chain groups oversee compliance with the Channel Partner Code of Conduct and the Supplier Code of Conduct. Illumina takes the obligation to investigate reports of potential violations of law, non-compliance with Illumina's Code of Conduct and Corporate Policies, and unethical conduct very seriously. Illumina is committed to impartially investigating all such reports where warranted and remediating any such violations in a fair and consistent manner. Illumina takes all reasonable steps permissible to protect reporting or cooperating parties from retaliation.

## Training of Internal Stakeholders

Illumina requires annual training on its Code of Conduct for all employees, as well as training on other company policies. Training is conducted through Illumina's Learning Management System and training records are documented for all employees. Illumina provides trainings on Modern Slavery risks in our supply chain. Managers of Illumina's sourcing team completed a training on Illumina's commitment to eliminate Modern Slavery and the International Labor Organization's Indicators of Forced Labor.

## Measuring Effectiveness

Illumina is committed to reviewing the effectiveness of our Modern Slavery risk assessment and mitigation activities. We regularly review the results from third-party assessments and internal impact assessments to inform changes to continually improve our risk mitigation practices. We measure the effectiveness of our practices by working with suppliers to understand how they are addressing Modern Slavery risks and tracking metrics related to our higher-risk suppliers.

## Statement of Approval

This statement constitutes Illumina's Modern Slavery statement for the financial year ending December 29, 2024.

Illumina, Inc. produced this Modern Slavery statement through a risk-based and targeted consultation with key leaders and senior executives where relevant to its business. This included consulting with relevant leaders and senior executives of relevant subsidiaries.

The statement has been approved by the Board of Directors of Illumina, Inc on May 6, 2025, and the board has authorized Jacob Thaysen, a director of the company, to sign the statement on the company's behalf.



Jacob Thaysen  
CEO

For purposes of the Australian Modern Slavery Act, the principal governing body of Illumina Australia Pty Ltd ("Illumina Australia") is its Board of Directors. Illumina Australia is a wholly owned, indirect subsidiary of Illumina, Inc. The statement has been approved by the Board of Directors of Illumina Australia on April 21, 2025, and the Illumina Australia board has authorized Robert McBride to sign the statement on the company's behalf.



Robert McBride  
General Manager

For purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, the governing body of Illumina Canada ULC ("Illumina Canada") is its Board of Directors. Illumina Canada is a wholly owned, indirect subsidiary of Illumina, Inc. The statement has been approved by the sole director of Illumina Canada, Jacob Thaysen, on April 8, 2025. The sole director of Illumina Canada signed the statement on Illumina Canada's behalf.



Jacob Thaysen  
In his capacity as sole director of Illumina Canada ULC

\*Our previous Modern Slavery Statement, for the fiscal year ending January 1, 2024, can be found [here](#).

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