

# UK Gender Pay Gap Report 2019

illumina's mission, to improve human health by unlocking the power of the genome, is at the centre of everything we do. Our culture has always been rooted in openness, collaborating deeply and seeking alternative views and perspectives to propel innovation in genomics. We are cultivating an inclusive environment in which everyone fully contributes to our mission.

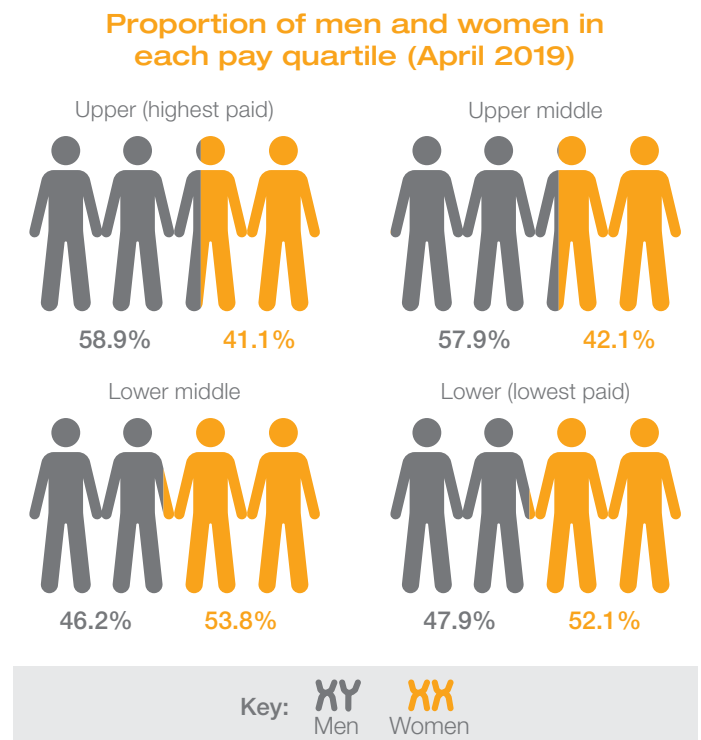
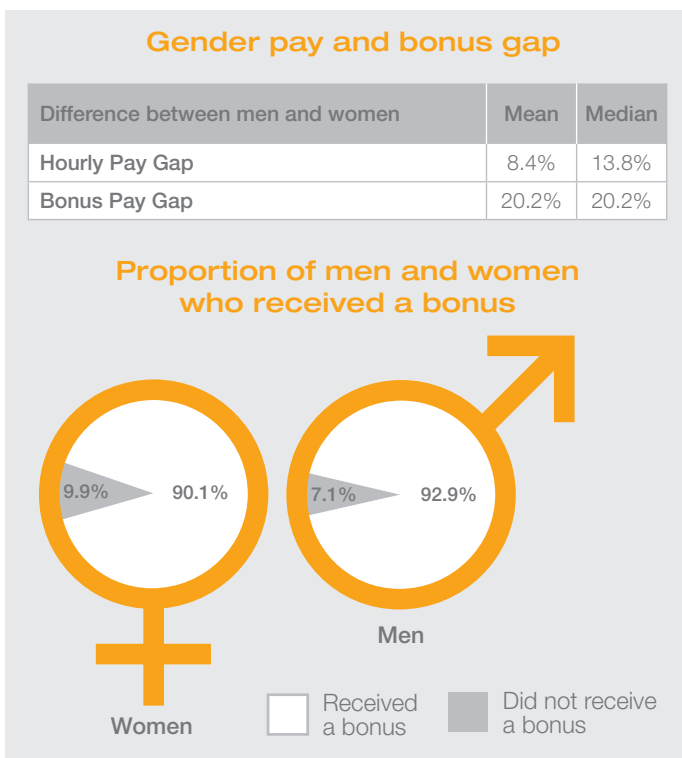
This demands outstanding and diverse talent. To support this, our people programs are carefully designed to demonstrate how much we value our employees and provide employment experiences that are uniquely differentiated.

We strive to offer meaningful development opportunities and reward for impact, performance and potential. We base total compensation on factors related to the job, location and the ability to perform in the role. We annually monitor our pay equity status and market competitiveness globally and external analysis confirmed that there is a net zero pay gap when comparing base salaries for the same roles at the same level.

Our results show that we have made great progress as we continue our journey towards cultivating an environment in which diversity, inclusion and fairness is embedded in all that we do.

## Our Results

Taken as at 5<sup>th</sup> April 2019



We are pleased with our results and progress. Like many companies, our results are influenced by a disparity between the number of men and women in senior roles in our UK operations.

### Challenge

We recognise there are more opportunities to improve and strive for balanced and equitable representation across all levels of our organisation.

### Progress

In the UK in 2019, 51% of new hires were women and 57% of promotions were women.

# Our Initiatives

As we progress on our journey, we are confident that the following initiatives will continue to influence our positive trend.

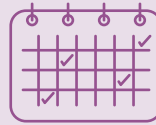
## Prioritise and promote our inclusive and diverse culture: embracing our culture of care



Implemented global shared parental leave policies to make being a working parent gender neutral



Supporting our diverse population through progressive personalised benefits



Providing flexible time off, paid time off without accrued limits



Implementing a Leadership Model that expects all people managers to role model positive and inclusive behaviour

## Investing in and developing our people



Advance our performance enablement programmes to encourage more meaningful conversations between leaders and team members



Provide any-time access to digital learning and developmental resources

## Champion change



Sponsor our Employee Resource Groups (ERG) to create a more inclusive environment, provide a collective voice around shared issues, foster a respectful workplace, promote internal and external diversity initiatives and strengthen relationships through connecting internally and externally.



Offer training, tools and resources to build cultural awareness, competence and engage more authentically with each other



Screen job descriptions and adverts for gender and ethnicity bias



Elicit diversity by encouraging applications via targeted communities



Connecting with future talent through our intern and apprenticeship programme

Actively work to ensure there is a robust, diverse pipeline for future talent



Increase local STEM activities to educate future generations of the power of genomics, igniting curiosity in students to pursue a career in the industry

We are honoured and humbled to be recognised by Bloomberg Gender Equality Index (2019, 2020) that acknowledges companies that are advancing women in the workplace globally.

Please see our latest **Corporate Social Responsibility (CSR) report** for more details on our global effort to promote diversity, inclusion and fairness in all we do.

We confirm the Illumina pay gap calculations provided herein are accurate and have been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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