

UK Gender Pay Gap Report 2023

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

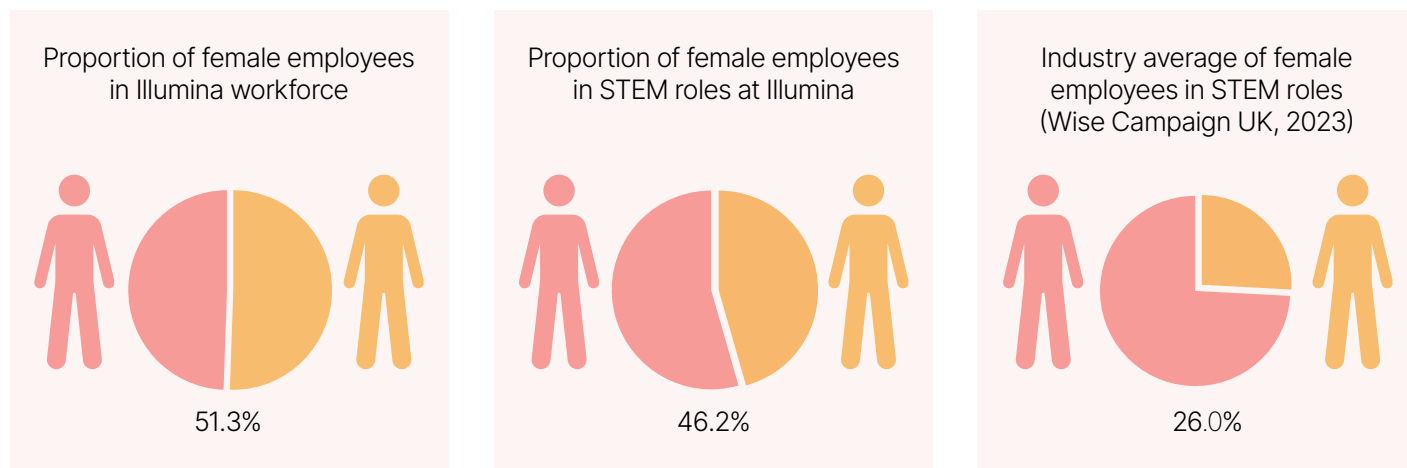
This demands outstanding and diverse talent. To support this, our people programs are carefully designed to demonstrate how much we value our employees and provide employment experiences that are uniquely differentiated.

We strive to offer meaningful development opportunities and reward for impact, performance and potential. Our pay policies and practices are designed to compensate employees based on factors such as job performance, expertise, and experience relevant to individual geography. We believe no one should be paid differently due to their gender, race, age, ethnicity, sexual orientation, or national origin. For this reason, we monitor pay equity and market competitiveness on an annual basis to ensure we offer equal and fair pay.

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.

illumina UK in context

Our UK female population exceeds many industry benchmarks and we will continue to focus on doing more. We strive for balanced and equitable representation at all levels of our organisation.



Key: **XY** Men **XX** Women

All illumina statistics are as of 5th April 2023.

|| This year we launched Empower, the 'Women in illumina Network' Europe chapter. The purpose of this employee resource group is to empower, encourage and enable all in illumina to achieve their full potential by providing an inclusive community, support network and development opportunities. We aim to inspire, foster and nurture personal and professional growth to create authentic leaders at all levels. One of our initiatives this year is to utilize our Genomics 101 outreach programme to increase volunteering opportunities and encourage interest in genomics from a young age. By inspiring more women to enter the STEM industry, we can play our part in creating great leaders of the future. ||



Dao Burt
Staff Field Application Scientist & Empower ERG Chair

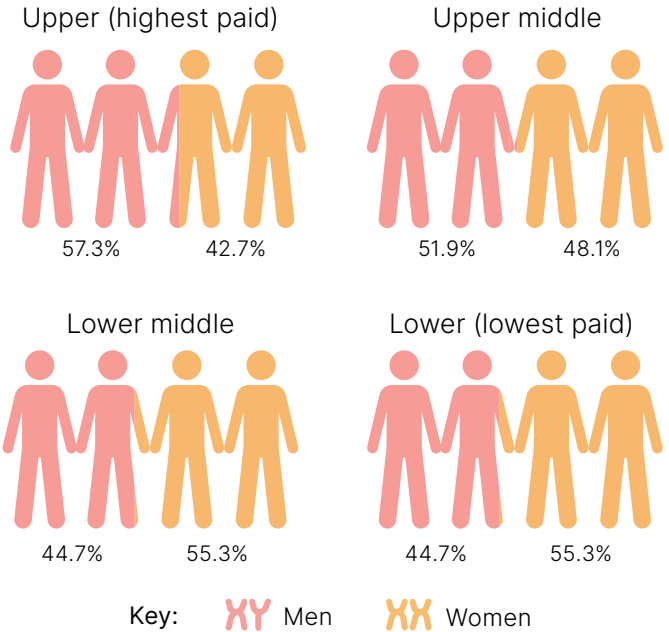
Our Results

Taken as of 5th April 2023

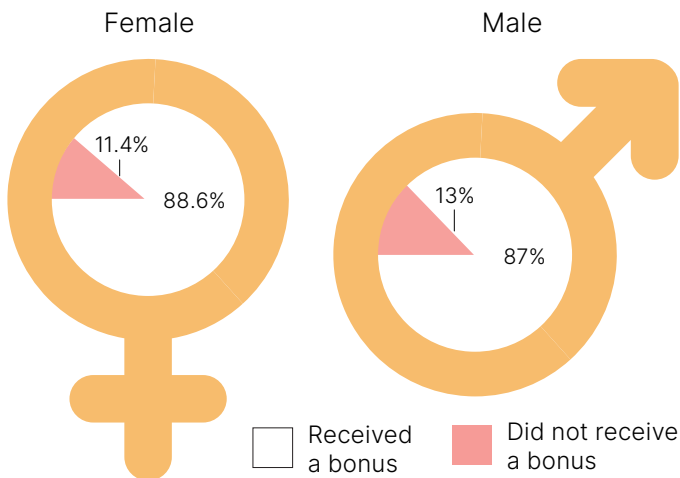
Gender pay and bonus gap

Difference between men and women	Mean	Median
Hourly Pay Gap	10.94%	10.47%
Bonus Pay Gap	19.42%	12.68%

Proportion of men and women in each pay quartile



Proportion of men and women who received a bonus



Like many companies, our results are influenced by a disparity between the number of men and women in senior roles in our UK operations. We are pleased with our progress, as shared in the key highlights below, and remain committed to doing more.

Key Highlights

At Illumina we believe in continually improving our policies and practices to minimise bias and enable progress towards cultivating an inclusive environment in which everyone fully contributes to our mission. The following highlights show our progress and commitment to advancing diversity, equity and inclusion.

Gender Balance

Since April 2017, when we published our first Gender Pay Gap report, we have seen a significant increase in the number of women in senior roles (equivalent to manager level and above).

Year	Percentage
April 2017	31.2%
April 2023	47.2%

↑ 16%

Pay Transparency

As pioneers of innovation, pay transparency offers an opportunity to embrace change and demonstrate Illumina's commitment to fostering an environment of openness, trust, and genuine respect across the entire organization. We provide all employees visibility to our compensation philosophy and practices, and from 2023 employees have visibility to salary ranges.

DE&I Strategy

We continue to build and evolve our strategy for diversity, equity and inclusion. We want to ensure we are pivoting to tangible actions that really move the needle on our approach to DE&I. Continuing to cultivate the great work already undertaken, we anticipate more data driven insights and actions, identification of DEI advancement in people processes design and continued education for our employees and leaders.

Our Ongoing Initiatives

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

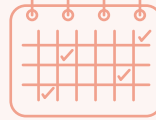
Prioritise and promote our inclusive and diverse culture: embracing our culture of care



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.



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 for all.



Sponsor Employee Resource Groups to create a more inclusive and respectful workplace that provides a collective voice around shared issues and promotes diversity initiatives and strong community both internally and externally.



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



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

Screen job descriptions and adverts for gender and ethnicity bias.



Connect with future talent through our intern and apprenticeship programmes.



We continue to build on our initiatives on diversity, equity and inclusion; with educational programmes to raise awareness, targeted recruitment campaigns for underrepresented groups, and creating safe spaces for employees.



Increase local STEM activities to educate future generations of the power of genomics, igniting curiosity in students and ensuring equitable access to STEM education for all.

Please see our [Corporate Social Responsibility website](#) for our global efforts to embed diversity, inclusion, and fairness in all that 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.

Alison Shelley

Sr Director, Human Resources - Europe