

UK Gender Pay Gap Report 2020

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 are cultivating an inclusive environment in which everyone fully contributes to our mission.

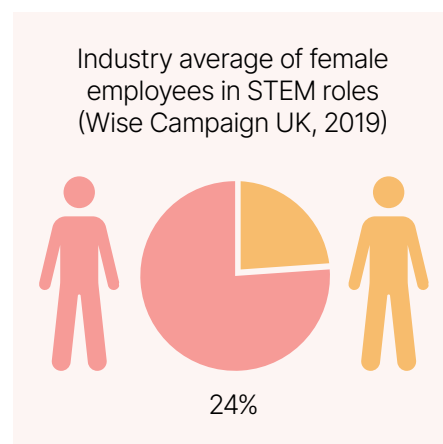
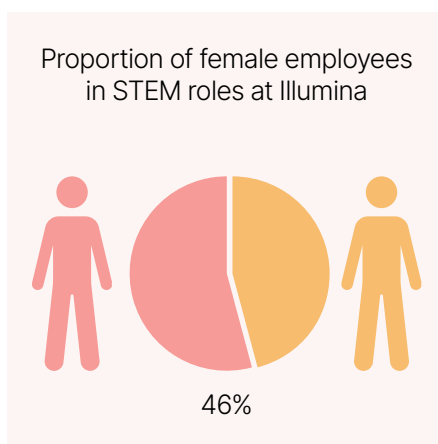
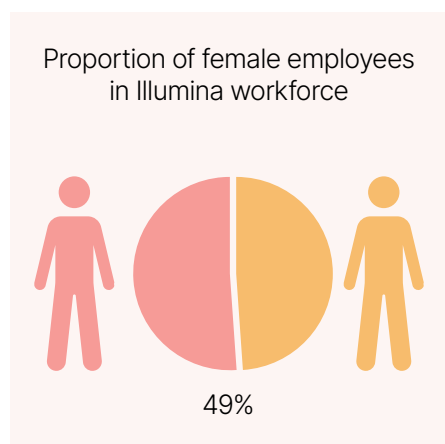
This demands outstanding and diverse talent. To support this, our people programs are carefully designed to demonstrate how much we value our employees and provide employment experiences that are uniquely differentiated.

We strive to offer meaningful development opportunities and reward for impact, performance and potential. 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 our pay equity status and market competitiveness on an annual basis to ensure we offer equal 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.

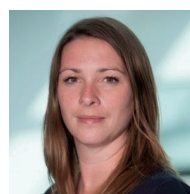
illumina UK in context

Our UK female population exceeds many industry benchmarks, but we would like to do more. We strive for balanced and equitable representation at all levels of our organisation.



All illumina statistics are taken at the snapshot date of 5th April 2020.

"As a market leader it is our responsibility to educate and inspire women from a young age to enter the STEM industry. We are not satisfied with simply recruiting more women but seek to increase the selection pool for all by educating future generations about the power of genomics and igniting curiosity in students."



Rebecca Edwards
Sr. Director Human Resources, EMEA

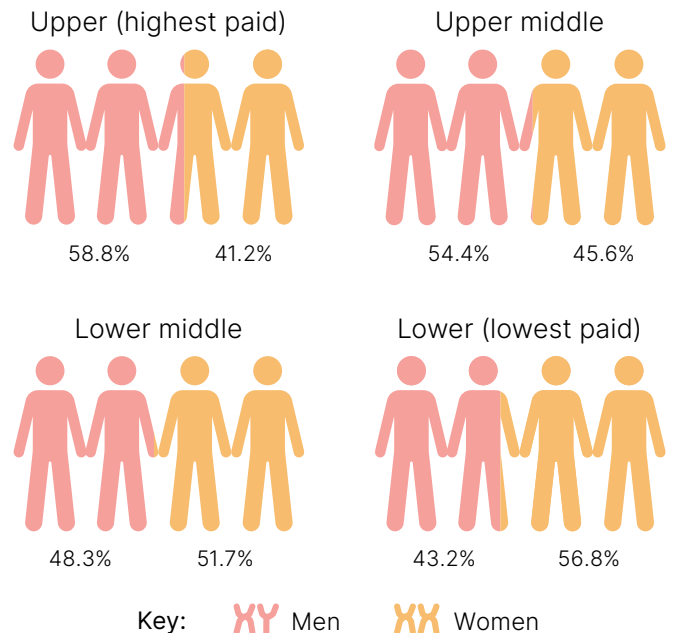
Our Results

Taken as at 5th April 2020

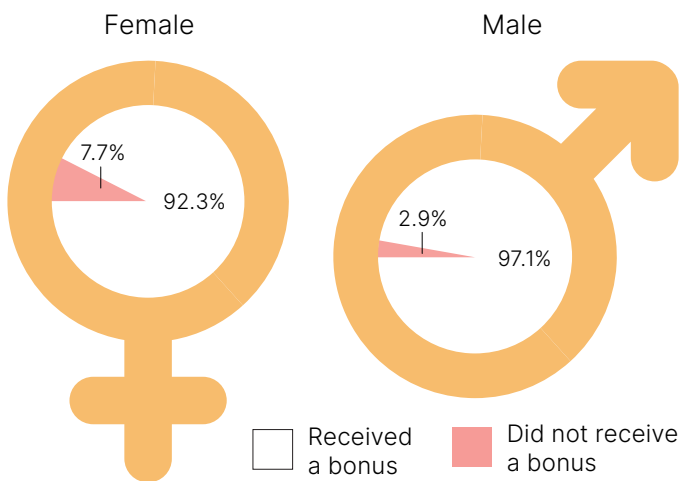
Gender pay and bonus gap

Difference between men and women	Mean	Median
Hourly Pay Gap	8.4%	12.3%
Bonus Pay Gap	1.0%	19.8%

Proportion of men and women in each pay quartile (April 2020)



Proportion of men and women who received a bonus



We are pleased with our results and continued 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.

Key Highlights

At Illumina we believe in continually improving our policies and practices to minimise cultural bias and enable progress towards cultivating an inclusive environment in which everyone fully contributes to our mission. The following highlights show the progress we have made to date and our aspirations for the future.

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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).

April 2017	31.2%
April 2020	43.8%

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In 2020, we continued to focus on inclusive pay policies and practices. Our gender-neutral Compassion and Care Time Off policy enabled employees to take paid time off to care for dependents, with no detrimental impact for those with caring responsibilities or facing crises.

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In September 2020 we provided a one-time Covid Care payment of \$1,000 gross (or local equivalent) to every employee below VP level. The purpose of this was to help with the additional expenses employees may be experiencing as a result of the pandemic, such as childcare, tutors or home office expenses.

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Looking ahead we are committed to exploring potential opportunities to increase part-time offerings to enhance gender equality and provide flexibility for individuals entering or re-entering the market after time away from their career.

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.



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 connections both 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.



Connect with future talent through our intern and apprenticeship programmes.

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 and ensuring equitable access to STEM education for all.

We are honoured and humbled to be recognised for the third consecutive year by the Bloomberg Gender Equality Index, which acknowledges companies that are advancing women in the workplace globally.

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.

Paula Dowdy
SVP & EMEA General Manager

Rebecca Edwards
Sr. Director Human Resources, EMEA