

UK Gender Pay Gap Report 2024

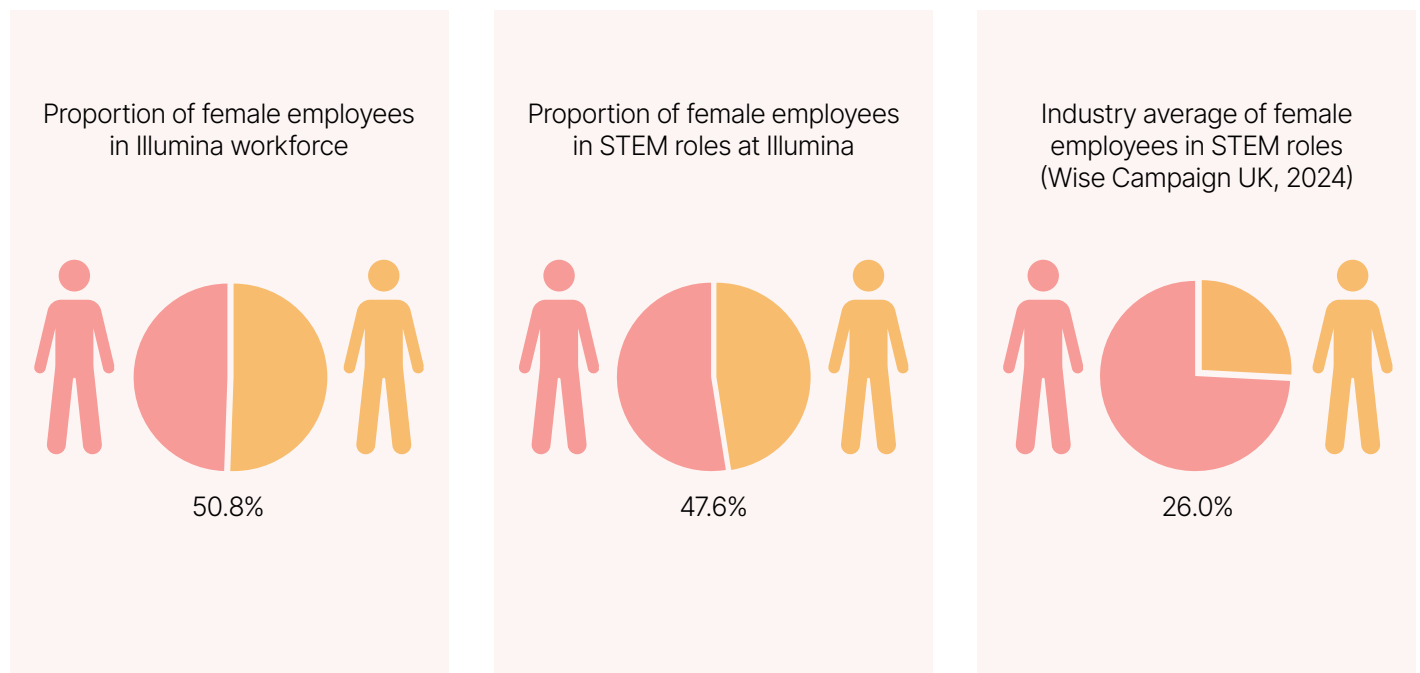
Illumina's mission, to improve human health by unlocking the power of the genome, is at the centre of everything we do. To continue as a leader in genomics, we need to harness the world's best talent and give them the opportunity to fully contribute to our mission and deliver on the transformative power of genomics. We drive innovation by embracing new perspectives and making Illumina a place where everyone can belong.



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 where everyone can belong.

Illumina UK in context

We are proud that our gender balance in the UK is above industry averages.



Key:  Men  Women

All Illumina statistics are as of 5th April 2024.

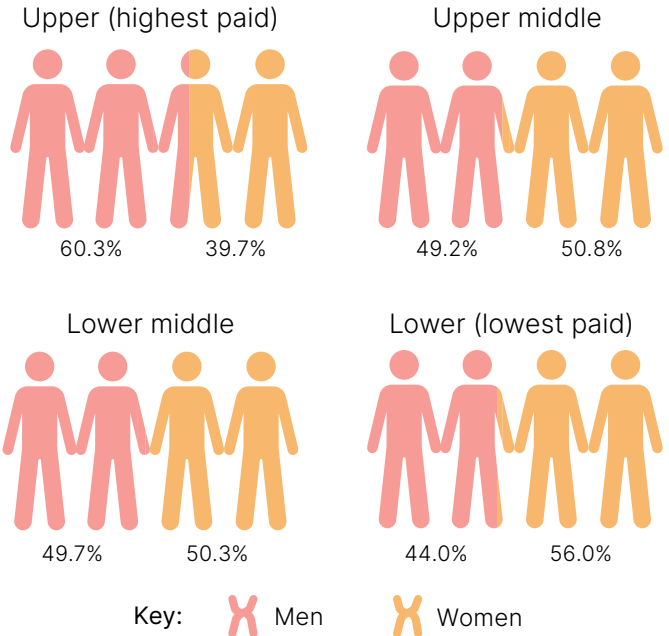
Our Results

Taken as of 5th April 2024

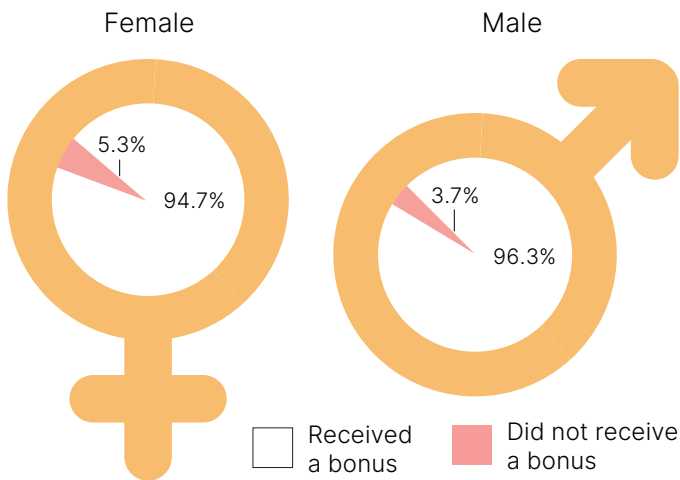
Gender pay and bonus gap

Difference between men and women	Mean	Median
Hourly Pay Gap	13.2%	8.9%
Bonus Pay Gap	34.5%	15.8%

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.

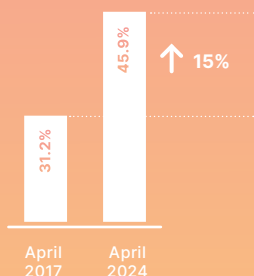
Key Highlights

At Illumina we believe in continually improving our policies and practices to enable progress towards cultivating an environment in which everyone fully contributes to our mission. The following highlights show our progress and commitment to making Illumina a place where everyone can belong.



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).



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.

Our Ongoing Initiatives

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

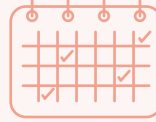
Prioritise and promote our culture



Global shared parental leave policies to make being a working parent gender neutral.



Supporting our population through progressive personalised benefits.



Providing flexible time off; paid time off without accrued limits.



A Leadership Model that expects all leaders to role model positive 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 provide a collective voice around shared issues and promote strong community both internally and externally.



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



Use gender and ethnicity neutral language in job descriptions and adverts.

Connect with future talent through our intern and apprenticeship programmes.



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 cultivate an environment where everyone can belong.

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