

# UK Gender Pay Gap Report 2018

illumina’s mission is to improve human health by unlocking the power of the genome. We’ve built a culture fuelled by innovation, collaboration and openness, which has allowed us to become the global leader in DNA sequencing and array-based technologies. illumina’s people and technology change lives by driving advancements in research, oncology, reproductive health, agriculture and genomics. illumina employees are deeply passionate about what they do, because their work has the power to improve lives.

illumina believes that no one should be paid differently because of their age, gender, race, religion, ethnicity, disability or sexual orientation. We seek to attract, retain, develop and reward diverse talent of the highest calibre. We thrive on new ideas and different perspectives to fuel the collaborative and innovative culture that sets us apart – innovation is in our DNA.

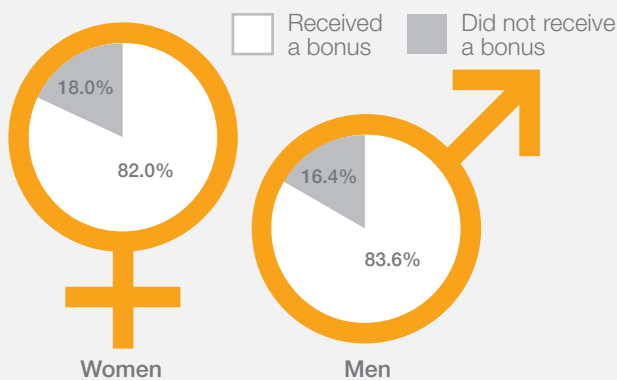
**Our results show progress, but this is just the beginning of our journey towards cultivating an environment in which diversity, inclusion and fairness is embedded in all that we do.**

## Our Results

### Gender Pay & Bonus Gap

Difference between men and women	Mean	Median
Hourly Pay Gap	10.0%	13.6%
Bonus Pay Gap	39.6%	34.1%

### Proportion of men and women who received a bonus



illumina continues to engage with PricewaterhouseCoopers (PwC) to assist with the UK gender pay gap and gender bonus gap calculations. Based on the Government’s methodology, our pay gap results are based on average hourly pay as of April 2018 and our gender bonus gap results are based on average bonuses awarded in the year up to 5 April 2018. It is important to note that these dates are prior to the launch of our diversity and inclusion commitments as stated in our 2017 report, which was launched in April 2018.

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 recognise it will take time to build diverse talent pipelines, but we are pleased with the progress we have made to date.

### Our Commitment to Equality & Diversity

In the last 12 months, we are pleased to see an increase in the proportion of women in roles above “Manager” level. The overall representation of women in the UK organisation has also increased and we are seeing more women being promoted than in prior years.

Unlike gender pay gap, which refers to the difference in average pay between men and women, we believe “equal pay” is more important, meaning men and women are paid equally and fairly for carrying out the same, or comparable, work. Recent independent analysis confirmed our pay practices are fair and consistent and that there is equal pay when comparing base salaries for the same roles at the same level.

Continuous learning and development is an integral part of our culture and we will continue to provide our employees with the training required to ensure that our pay policies and practices compensate based on skills, experience and performance.

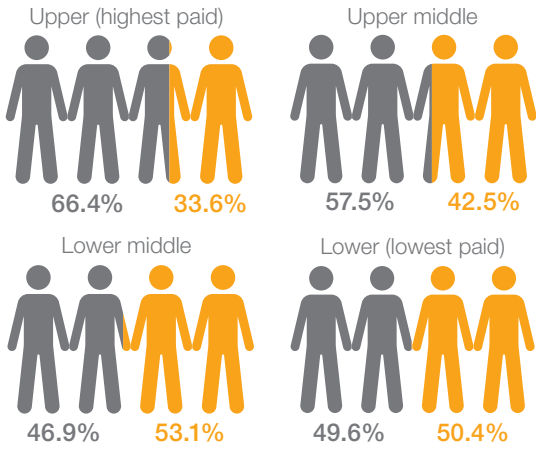
We believe our current talent strategy will enable us to continue to advance a qualified, diverse and inclusive workforce.



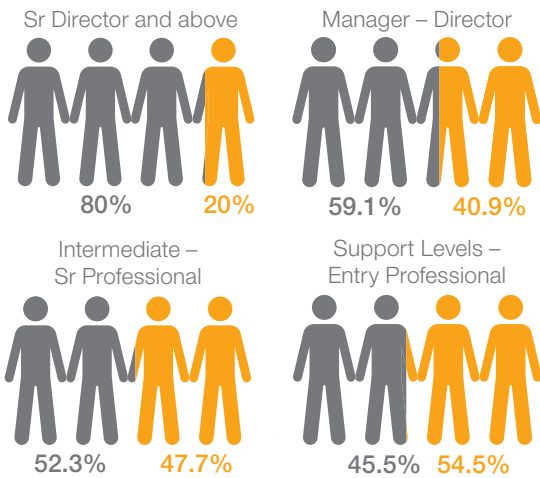
**Paula Dowdy**  
SVP & EMEA General Manager

*“Innovation in technology and an exceptional customer experience is key to extending our market leadership in genome sequencing. For this we need the world’s best talent and we need to harness the diversity that comes with a global workforce. In return we provide a collaborative and inclusive culture where employees are rewarded fairly and given the opportunities to thrive.”*

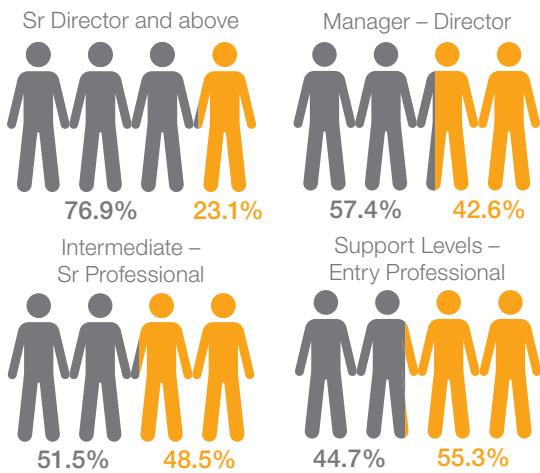
**Proportion of men and women in each pay quartile (April 2018)**



**Proportion of men and women in each Illumina level (April 2018)**



**Proportion of men and women in each Illumina level (February 2019)**



Key: XY Men XX Women



**Rebecca Edwards**

Director Human Resources EMEA

*“A core element of our people strategy is diversity, inclusion & fairness in all we do. To build the world’s best teams we need to utilise diverse thinking that promotes innovation and challenges the status quo. We celebrate an inclusive environment that allows great minds to collaborate; and because we believe in doing the right thing in the right way, we believe in fairness in everything we do”*

**Our Past Actions and Future Commitments**

**ATTRACT**



- ✓ Recruited a new Global Diversity & Inclusion Leader.
- ✓ Improved overall female representation within the UK organisation.
- ✓ Increased female representation within senior leadership.
- 🕒 Develop a global Diversity & Inclusion Strategy.
- 🕒 Launch a Diversity & Inclusion microsite.
- 🕒 Continue to consider a diverse range of candidates for every senior position and at least one man and one woman.

**RETAIN**



- ✓ Implemented Shared Parental leave policies to make being a working parent gender neutral.
- ✓ Continued support of the Illumina Women’s Leadership Network which focusses on providing opportunities for leaders to share their experiences and support the growth and development of female leaders.
- 🕒 Set up employee resource groups to foster a diverse & inclusive workplace and culture.
- 🕒 Ensure future policies and practices reflect our values and enable an inclusive workplace.

**DEVELOP**



- ✓ Continued focus on the development of female employees that will result in an increase of opportunity for promotions of women.
- ✓ Introduced school-based initiatives designed to stimulate interest in genomics from an earlier age; ‘Genomics 101: In the Classroom’ and ‘DNA Decoded’.
- ✓ Implemented Illumina Learning - a new improved learning portal.
- 🕒 Continue to increase local STEM activities in local schools and universities to help build a diverse talent pipeline.

**REWARD**



- ✓ Published a global microsite on Illumina pay practices to improve knowledge, transparency and to assist our managers with pay-related decisions.
- ✓ Highlighted equal pay data to managers as part of any compensation decision making process (hiring, promotions, merit allocations etc.).
- 🕒 Continue to provide analytical support and training to managers to assist with fairness and consistency in the compensation decision making process.

I confirm the Illumina pay gap data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Paula Dowdy**  
SVP & EMEA General Manager

**Rebecca Edwards**  
Director Human Resources, EMEA

