

# UK Gender Pay Gap Report

illumina's mission is to improve human health by unlocking the power of the genome. We've built a culture fueled 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 the work has the power to improve lives.

By our DNA we are 99% the same, but our experiences and perspectives can be very different. illumina is always open to different perspectives and new ideas. We collaborate deeply and inclusively to ensure all voices are heard. Diversity of thought and intellectual curiosity is a competitive advantage that has proven to drive innovation in genomics.

We continually strive to attract, retain, develop and reward talent - regardless of gender, race, ethnicity, age, religion, or sexual orientation. We're committed to helping diverse and inclusive talent thrive, whether it's through our support for working parents or carers, our innovative approach to student recruitment, or targeted actions to ensure an inclusive environment for women and ethnic minorities.

illumina believes that no one should be paid differently because of their gender, and so we welcome the UK Gender Pay Gap legislation. Like many companies, our report has highlighted a diversity gap in the number of women in senior roles in our UK operations. Our efforts will continue to be focused on building a gender balanced, diverse workforce and continue to grow our inclusive and caring culture for the benefit of all employees and customers.

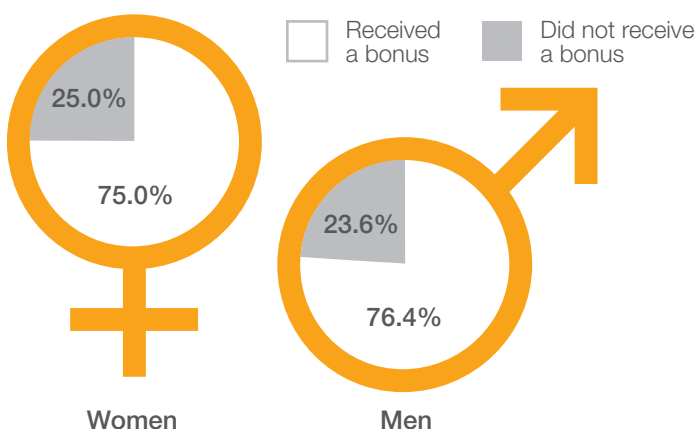
## Our Results

### Gender Pay & Bonus Gap

Difference between men and women	Mean	Median
<b>Gender Pay Gap</b> Hourly pay as of April 2017	16.0%	15.5%
<b>Gender Bonus Pay Gap</b> 12 months up to 5th April 2017	40.7%	53.4%

illumina proactively engaged with PwC to assist with the UK gender pay gap and gender bonus gap calculations to ensure they were carried out in accordance with the regulations. Based on the Government's methodology, our pay gap results are based on average hourly pay as of April 2017 and our gender bonus gap results are based on average bonuses awarded in the year up to 5 April 2017. Our company bonus programme was not awarded in this performance year and, therefore, the statistics shown are largely influenced by historic equity awards vesting, sales commission and other incentives.

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



## Our Results Explained

Based on the Government's methodology, our results show a median pay gap of 15.5%. Although this is below the 18.1% national average, we are not satisfied with an average result and remain committed to do more.

Unlike equal pay, which refers to paying a man and a woman the same amount for the same, or similar work, a pay gap is the difference in average pay between men and women in an organisation. The main reason for the gap is that we have more men in our senior positions than women and, therefore, this increases the average pay and bonuses calculated for men overall. This means having a pay gap using this methodology is likely to persist until organisations have fair representation of men, women and ethnic minorities at every level — something we are passionate about addressing.

We note that a significant proportion of the senior positions in the UK are in the areas of research and development and women in STEM occupations are historically underrepresented. While there is progress being made in STEM sector growth, the rate at which women are entering STEM jobs does not yet out-pace that of men. As such, we are also focused on early stage educational programmes that can enhance talent pipelines.

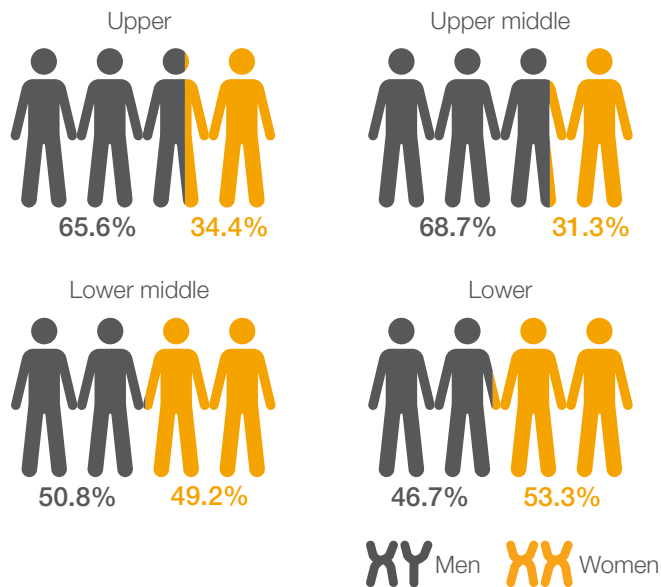
We are confident that we do not have an equal pay issue. Our pay policies and practises are designed to compensate employees within their salary range based on skills, experience and performance for the role and level.

We regularly monitor our pay structures, analysing internal equity data and external market competitiveness. Recent internal analysis showed that when comparable base salaries for the same roles at the same level were evaluated the gap was significantly less at 1.38%.

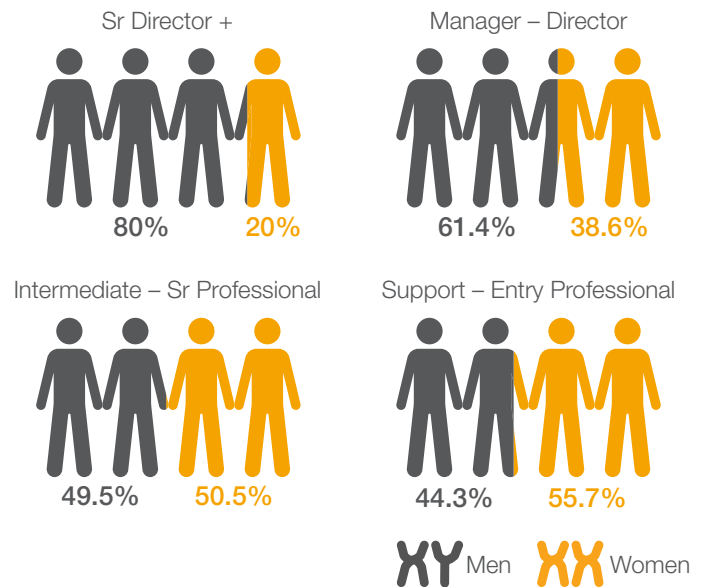
In the last 12 months 45% of new hires were women and 46% of our most senior roles appointed were women.

We believe our current activities and future commitments will enable our goal of a gender balanced, diverse and inclusive workforce.

## Proportion of men and women in each pay quartile (April 2017)



## Proportion of men and women in each Illumina level (April 2017)



## How we will improve this gap



### ATTRACT

- We have created a new Global Diversity and Inclusion Director position which will help focus and formalise our collective efforts in this important area.
- We are committed to consider at least one man and one woman candidate for every senior position.



### DEVELOP

- We will increase local STEM activities in local schools and universities to help build a diverse talent pipeline.
- We will continue to develop and deliver a wide range of learning and development programmes (technical & soft skills) for all employees to enhance career development.



### RETAIN

- We continue to actively support the Illumina Women's Leadership Network. This network is focused on providing opportunities for leaders to share their experiences & career advice and create a broader community to support the growth and development of women leaders.
- Illumina's shared parental leave policies aim to make being a working parent gender neutral and accessible by all parents. We will seek to break down stereotypes and create an inclusive environment.
- Ensure our policies and practices reflect our values and enable an inclusive workplace.



### REWARD

- We will continue to drive awareness and education of our compensation philosophy and programs.
- We will highlight gender pay data to managers as part of any compensation decision making process (hiring, promotions, merit allocations etc.)

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

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