

## Illumina's Commitment to Human Rights

### Overview

In the workplace and in the marketplace, integrity and fairness are central to our values. We are committed to respecting human rights and to treating every person with dignity and respect and we expect our business partners to do the same.

Illumina's approach to human rights is based on internationally recognized standards. Recognizing that only Governments have the authority to become a party to and be bound by international agreements, Illumina additionally respects the fundamental principles contained in the International Bill of Rights (i.e., [United Nations Universal Declaration of Human Rights](#), [International Covenant on Civil and Political Rights](#), and [International Covenant on Economic, Social, and Cultural Rights](#)), the [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#), and the [United Nations Guiding Principles on Business and Human Rights](#). As a member of the [United Nations Global Compact](#), Illumina is committed to integrating these principles into our strategy, our culture, our operations, and our relationships with business partners.

### Key Commitments

#### Ethical Business Conduct:

- The [Illumina Code of Conduct](#) outlines our dedication to human rights and the framework for our commitment to legal and ethical conduct.
- Illumina expects our business partners to act in accordance with internationally recognized human rights standards and best practices, including the [United Nations Universal Declaration of Human Rights](#), [International Covenant on Civil and Political Rights](#), [International Covenant on Economic, Social, and Cultural Rights](#), and the [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#).
- We implement contractual and procedural safeguards to monitor compliance with our expectations for ethical business conduct and will never knowingly work with business partners who violate these standards.

#### Protection of Privacy:

- Illumina is committed to handling personal information according to applicable laws and the following guiding [principles](#): Transparency, Responsible Stewardship, Ethical Use, and Accountability.
- Information on [Illumina's Corporate Privacy Policy](#) can be found on our [Privacy webpage](#).

**Supplier Code of Conduct:**

- The [Illumina Supplier Code of Conduct](#) outlines the expectation that our suppliers, contractors, consultants, and business partners will uphold the same level of ethical standards described in the [Illumina Code of Conduct](#).
- We will not knowingly conduct business with suppliers who violate these standards.
- We favor competitive suppliers who are proactive in contributing to the continued education and betterment of employees and providing equal employment opportunities.

**Safe Workplace:**

- Illumina maintains a healthy, safe, and productive work environment that seeks to foster a culture of care throughout our operations.
- Our injury and illness prevention program and [Environment Health and Safety \(EHS\) Management System Policy](#) proactively manage risk and engage employees.
- We are committed to creating a work environment free from violence and harassment of any kind that threatens, intimidates, or coerces another person.

**Right to Exercise Freedom of Association:**

- Illumina respects the right to freedom of association.

**Elimination of Child Labor, Forced Labor, and Human Trafficking:**

- Illumina condemns all forms of exploitation of children.
- Illumina will not recruit child labor and supports the elimination of exploitive child labor.
- Illumina supports the elimination of all forms of forced, bonded, indentured, involuntary prison labor, and human trafficking.
- Illumina will never knowingly use a supplier, contractor, channel partner, or other business partner that engages in child, forced, or slave labor, nor will we condone such practices.

**Equal Opportunity and Non-Discrimination:**

- Illumina supports the elimination of discriminatory practices with respect to employment.
- We are committed to the fair and respectful treatment of all employees.
- We are committed to and promote equal opportunity in the workplace and in all aspects of our business operations.
- We will provide employment and advancement opportunities to individuals based on merit, qualifications, and abilities, and will not tolerate acts of discrimination.

- Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, marital status, gender identity and expression, ethnicity, religion, physical or mental disability, medical condition, genetic information, veteran status, national origin, as well as any protected class.
- To make genomics useful for all, a commitment to fairness, belonging, and uplifting voices is central to how we operate in the workplace and the marketplace, extending into our supply chain, philanthropy, and communities.

**Fair Wages and Working Hours:**

- Illumina is committed to providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours, and mandated benefits.



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