

illumina®

**Illumina, Inc.**

Locations: California (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

**RISK LEVEL:****Medium Risk****DESCRIPTION:**

Illumina, Inc. vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary gender transition-related care" for its employees and their children. Its CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Illumina sponsored an LGBTQ Pride event in San Francisco and pledged to match donations to the ACLU, Public Allies, and the Equal Justice Initiative. However, it does not discriminate against religious organizations in its charitable giving and has not lobbied for ideological purposes. For these reasons, Illumina receives a Medium Risk rating.

**Corporate Weaponization**

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

*Illumina received a score of 100 on the Human Rights Campaign's (HRC) Corporate Equality Index. Among other requirements, this means the company has a written policy pledging to vet vendors for LGBTQ policies (1)(2). The company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk**

*Illumina does not discriminate against religious organizations in its charitable giving. However, it will only give to religious organizations that provide non-sectarian services (1).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk**

*Illumina does not provide viewpoint protections for its employees (1).*

**Corporate Governance and Public Policy**

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk**

*Illumina's CEO Francis deSouza signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). Illumina supports the Gender Equality Index which advances LGBTQ causes, including advocating for gender-neutral bathrooms (2)(3). The company hosts bias and inclusivity training for employees (4). Illumina supports LGBTQ Pride within its business practices (5).*

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**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk**

*Illumina has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2). The company sponsored an LGBTQ Pride event in San Francisco and pledged to match up to 200% of employee donations to the ACLU, Public Allies, and the Equal Justice Initiative (3)(4)(5).*

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**Uses corporate political contributions for ideological, non-business purposes. Lower Risk**

*Illumina does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2).*

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