



GRI Standards Content Index

The Global Reporting Initiative (GRI) Sustainability Reporting Standards identify the most relevant issues for inclusion in sustainability reports. The Standards enhance the comparability and quality of information on economic, environmental and social impacts (positive and negative) organizations have. They also create a common language to communicate that information to various stakeholders.

Dell has long been a supporter of this approach and is proud to support the GRI’s mission through our membership.


All reported GRI topics and disclosures below refer to GRI Standards 2016, with the exception of the following:

- GRI 403: Occupational Health and Safety 2018
- GRI 303: Water and Effluents 2018
- GRI 306: Waste 2020













The year label next to each GRI Standard in this index (e.g., GRI 102: General Disclosures 2016) refers to the version of the respective Standard, not to the reporting period.






The metrics and information presented throughout this document are for Dell Technologies (“Dell,” “we” or “our”). Data for RSA, Secureworks, Boomi, Virtustream and Dell Financial Services is included where relevant. Data for RSA is included only until the date of the divestiture, Sept. 1, 2020. Data for Boomi is included only until the date of the divestiture, Oct. 1, 2021. Data for VMware are excluded for all periods presented within this report. Dell completed its spin-off of VMware on Nov. 1, 2021.





GRI 102: General Disclosures 2016

Organizational Profile	Information Links	Page(s)	Omissions	Related Disclosures
102-1	Name of the organization.	Name of the Organization		
102-2	Activities, brands, products, and services.	 FY22 10K	5-7	
102-3	Location of the organization’s headquarters.	One Dell Way, Round Rock, Texas, United States of America.		
102-4	Number of countries where the organization operates, and names of countries where either the organization has significant operations or	Location of Operations		


that are specifically relevant to the topics covered in the report.

102-5	Nature of ownership and legal form.	Dell is a privately controlled public reporting company.		
102-6	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	 FY22 10K	6-7, 9	
102-7	Scale of reporting organization:	Scale of the Organization  FY22 10K		13, 80-81
102-8	Information on employees and other workers.	Information on Employees and Other Workers  2022 10-K  FY22 ESG Report		<i>SDGs</i> • 10
102-9	Description of the organization's supply chain.	 Sustainable Supply Chain  Our Suppliers  Conflict Minerals Report  Dell Supplier List  Supplier Principles  FY22 ESG Report		103-138
102-10	Significant changes during the reporting period to the organization's size, structure, ownership, or its supply chain.	 FY22 10K	89	
102-11	Whether and how the organization applies the Precautionary Principle or approach.	 Dell Global Environmental Policy		<i>UNGC Principles</i> • 7

-  [Dell's Chemical Use Policy](#) 1-6
- [Dell's Guidance for Management of Manufacturing Process Chem...](#)
-  [Dell Producer Responsibility Policy](#)
-  [Dell Electronics Disposition Policy](#)
-  [Conflict Minerals Report](#)
-  [FY22 10K](#) 18-31

Strategy	Information Links	Page(s)	Omissions	Related Disclosures	
102-14	Statement from the most senior decision-maker at Dell Technologies about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	 FY22 ESG Report	4		<i>TCFD</i> <ul style="list-style-type: none"> • Strategy B <i>UNGC Principles</i> <ul style="list-style-type: none"> • CEO Statement
102-15	Description of key impacts, risks, and opportunities at Dell Technologies.	Key Impacts, Risks, and Opportunities  CDP  FY22 10K	18-31		<i>TCFD</i> <ul style="list-style-type: none"> • Strategy B <i>UNGC Principles</i> <ul style="list-style-type: none"> • Actions and Outcomes
Ethics and Integrity	Information Links	Page(s)	Omissions	Related Disclosures	
102-16	A description of the organization's values, principles, standards, and norms of behavior.	Values, Principles, Standards, And Norms Of Behavior  How We Win:			<i>SDGs</i> <ul style="list-style-type: none"> • 16

[Dell Technologies Code of Conduct](#)

 [Corporate Governance Principles](#) 1

 [Dell Supplier Principles](#)

 [Dell Technologies Code of Conduct for Partners](#)

 [Dell Technologies Code of Conduct for Marketing Agencies](#)

102-17 Descriptions of internal and external mechanisms for seeking advice about ethical and lawful behavior, and organizational integrity and reporting concerns about unethical or unlawful behavior, and organizational integrity.

[Mechanism for Advice and Concerns about Ethics](#)
 [Code of Conduct](#) 6, 54-58

SDGs
 • 16

Governance	Information Links	Page(s)	Omissions	Related Disclosures
------------	-------------------	---------	-----------	---------------------

102-20 Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.

[Executive-Level Responsibility for Economic, Environmental, and Social Topics](#)
 [ESG Governance](#)

102-21 Processes for consultation between stakeholders and the highest governance body

 [Reporting](#)
 [Materiality](#)


SDGs
 • 16






on economic, environmental and social topics.

102-22	Composition of the highest governance body and its committees.	Board of Directors Committee Composition FY22 Proxy			<i>SDGs</i> <ul style="list-style-type: none"> • 5 • 16
102-23	Whether the chair of the highest governance body is also an executive officer in the organization.	Chair of the Highest Governance Body Leadership Team			<i>SDGs</i> <ul style="list-style-type: none"> • 16
102-25	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Code of Conduct Corporate Governance Principles Code of Ethics for Senior Financial Officers	47		<i>SDGs</i> <ul style="list-style-type: none"> • 16
102-26	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	Code of Conduct Corporate Governance Principles	59	1	
102-35	Remuneration policies for the highest governance body and senior executives by type of remuneration.	FY22 Proxy	30-31,39-43		

Stakeholder Engagement	Information Links	Page(s)	Omissions	Related Disclosures
------------------------	-------------------	---------	-----------	---------------------





102-40	List of stakeholder groups engaged by the organization.	Materiality		
--------	---	-----------------------------	--	--


 [Customer Engagement Programs](#)

102-41	Percentage of total employees covered by collective bargaining agreements	No Information Available	Confidentiality constraints. Dell treats this data as confidential company information.	
102-43	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	 Materiality		
102-44	Key topics and concerns that have been raised through stakeholder engagement.	 Materiality		
Reporting Practice	Information Links	Page(s)	Omissions	Related Disclosures
102-45	Entities included in the consolidated financial statements.	 FY22 10K	Exhibit 21.1: 196-203	
102-46	Details on report content and topic boundaries.	 Materiality		
102-47	A list of the material topics identified in the process for defining report content.	 Materiality		
102-50	Reporting period for information provided.	Reporting Period		
102-51	Date of most recent previous report.	FY21 (2/1/2020 to 1/29/2021)		

102-52	Reporting cycle (such as annual, biennial).	Annual
102-53	Contact point for questions regarding the report or its contents.	Contact Point for Questions Regarding the Report
102-54	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.	Claims of Reporting in Accordance with the GRI Standards

Economic

GRI 201: Economic Performance 2016		Information Links	Page(s)	Omissions	Related Disclosures
201-1	Direct economic value generated and distributed	 FY22 10K	56		<p><i>SDGs</i></p> <ul style="list-style-type: none"> • 2 • 5 • 7 • 8 • 9
201-2	Financial implications and other risks and opportunities due to climate change	Financial Implications And Other Risks And Opportunities Due To Climate Change  Climate Change  CDP  FY22 10K	11, 19, 26, 27		<p><i>TCFD</i></p> <ul style="list-style-type: none"> • Governance A • Strategy A • Metrics and Targets B - Scope 1 & 2 • Metrics and Targets B - Scope 3 • Risk Management A • Risk Management B • Risk Management C • Governance B • Metrics and Targets A • Metrics and Targets C • Strategy B <p><i>SDGs</i></p> <ul style="list-style-type: none"> • 13

201-4 Financial assistance received from government  [FY22 10K](#) 50, 130-134

GRI 202: Market Presence 2016	Information Links	Page(s)	Omissions	Related Disclosures
-------------------------------	-------------------	---------	-----------	---------------------

202-1	Ratio of standard entry level wage by gender compared to local minimum wage	No Information Available	Confidentiality constraints. Dell treats this data as confidential company information.	<i>SDGs</i> <ul style="list-style-type: none"> • 1 • 5 • 8
-------	---	--------------------------	---	---



GRI 203: Indirect Economic Impacts 2016	Information Links	Page(s)	Omissions	Related Disclosures
---	-------------------	---------	-----------	---------------------

103-1, 103-2, 103-3	Explanation of Indirect Economic Impacts as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Indirect Economic Impacts		<i>SDGs</i> <ul style="list-style-type: none"> • 1 • 5 • 8 • 16
---------------------	---	--	--	---

203-1	Infrastructure investments and services supported	Infrastructure Investments And Services Supported  Transforming Lives with Technology		<i>SDGs</i> <ul style="list-style-type: none"> • 5 • 7 • 9 • 11
-------	---	---	--	---


203-2	Significant indirect economic impacts	Significant Indirect Economic Impacts  Transforming Lives with Technology		<i>SDGs</i> <ul style="list-style-type: none"> • 2 • 3 • 8 • 10 • 17
-------	---------------------------------------	---	--	---














GRI 205: Anti-Corruption 2016	Information Links	Page(s)	Omissions	Related Disclosures
-------------------------------	-------------------	---------	-----------	---------------------

103-1, 103-2, 103-3	Explanation of Anti-corruption as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Anti-corruption  How We Win: Dell Technologies Code of Conduct	35	Not Applicable.	<i>UNGC Principles</i> <ul style="list-style-type: none"> • 10
205-2	Communication and training about anti-corruption policies and procedures	Communication and Training about Anti-Corruption Policies and Procedures  Code of Conduct Dell Technologies Code of Conduct for Partners	39 8		<i>SDGs</i> <ul style="list-style-type: none"> • 16 <i>UNGC Principles</i> <ul style="list-style-type: none"> • 10
205-3	Confirmed incidents of corruption and actions taken	Confirmed Incidents of Corruption and Actions Taken		Legal prohibitions. Dell treats this data as confidential company information.	<i>SDGs</i> <ul style="list-style-type: none"> • 16 <i>UNGC Principles</i> <ul style="list-style-type: none"> • 10


GRI 206: Anti-Competitive Behavior 2016	Information Links	Page(s)	Omissions	Related Disclosures
---	-------------------	---------	-----------	---------------------

103-1, 103-2, 103-3	Explanation of Anti-competitive Behavior as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Anti-competitive Behavior			
---------------------	---	--	--	--	--

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices  Code of Conduct	14		<i>SDGs</i> <ul style="list-style-type: none"> • 16
-------	---	--	----	--	---

GRI 301: Materials 2016	Information Links	Page(s)	Omissions	Related Disclosures
103-1, 103-2, 103-3	<p>Explanation of Materials as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.</p>	<p>Management Approach: Materials</p> <p> Dell Global Environmental Policy</p> <p> Sustainable Products and Services</p> <p> Circularity at Work</p> <p> Design for Environment - white paper</p> <p> Product Carbon Footprints</p> <p> Position Statement on REACH</p> <p> The Business Case for a Sustainable Supply Chain</p> <p> Dell Waste and Electrical and Electronic Equipment Disassemb...</p> <p> How to Recycle</p> <p> Eco Labels</p> <p> Dell Producer Responsibility Policy (2018)</p> <p> Dell Electronic Disposition Policy (2019)</p> <p> Dell Electronics Disposition</p>	<p>1</p> <p>1-2</p> <p>1</p>	

Partner Performance Standard (2...

 ISO 14001 Certificate, Environmental Management System


 Dell Global Climate Principles (2021)

 FY22 ESG Report 26,140

301-1 Materials used by weight or volume

[Materials Used By Weight Or Volume](#)

 [Materials Use](#)

 [Bio-based Resources](#)

Unavailable. PRODUCT MATERIALS: Dell tracks the usage of specific material types (i.e., recycled plastics), but does not currently have the processes in place to track total material usage in our products. There are 30+ different material types and grades used in Dell product components, and the data insights needed to appropriately track total material usage is very complex. We are working to collect this level of data in the future to support reporting of our 2030 Product Materials moonshot goal.

SDGs

- 12










301-2 Recycled input materials used


[Recycled Input Materials Used](#)




 [Recycled Materials](#)

SDGs


- 8

GRI 302: Energy 2016	Information Links	Page(s)	Omissions	Related Disclosures
103-1, 103-2, 103-3	<p>Explanation of Energy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.</p>	<p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1-4</p>		<p><i>TCFD</i></p> <ul style="list-style-type: none"> • Metrics and Targets A • Risk Management A • Risk Management B • Governance A • Governance B • Risk Management C • Strategy B
	<p> Dell Global Environmental Policy</p> <p> Sustainable Products and Services</p> <p> Climate Change Sustainable Supply Chain, Environment</p> <p> Sustainable Operations</p> <p> Science-based Emission Reduction targets</p> <p> Energy Management System ISO 50001 - Dell (EMC) (Cork, Irela...</p> <p> Energy Management System ISO 50001 - Dell Poland Manufacturi...</p> <p> ISO 14001 Certificate, Environmental Management System</p> <p> Dell Global Climate Principles (2021)</p>			

302-1	Energy consumption within the organization	Energy Consumption Within the Organization  Dell's CDP responses	<i>SDGs</i>
			<ul style="list-style-type: none"> • 7 • 12 • 13
302-2	Energy consumption outside of the organization	Energy Consumption Outside of the Organization	<p>Unavailable. Dell does not track this indicator. A number of separate methodologies enable us to calculate the most material Scope 3 categories for our greenhouse gas inventory. Unfortunately, these same sources do not provide sufficient information for us to calculate our related energy footprint; nor is there sufficient available data to enable us to calculate the fraction of our upstream and downstream energy footprint that is drawn from renewable sources.</p>
			<i>SDGs</i>
			<ul style="list-style-type: none"> • 7 • 12 • 13
302-3	Energy intensity	Energy Intensity	<p>Not Applicable. Meaningful energy intensity figures for Dell's operations are not available.</p>
			<i>TCFD</i>
			<ul style="list-style-type: none"> • Metrics and Targets A • Metrics and Targets B - Scope 1 & 2 • Metrics and Targets B - Scope 3 • Metrics and Targets C
			<i>SDGs</i>
			<ul style="list-style-type: none"> • 7 • 12 • 13

302-4	Reduction of energy consumption	 FY22 ESG Report	142		<i>SDGs</i> <ul style="list-style-type: none"> • 7 • 12 • 13
302-5	Reductions in energy requirements of products and services	 Sustainable Products and Services - Energy Efficiency  CDP		<p>Unavailable. Dell does not report separately on the energy footprint of its product portfolio; however, it does report annually on its carbon emissions resulting from "Use of Sold Product" (Scope 3 Category 11, Carbon Emissions). These numbers are available in Dell's annual ESG report and CDP Climate questionnaire. Please see our CDP Climate Change Report, section C42, in the link provided.</p> <p>Our 2022 CDP Climate Change Report will be available in late 2022. Until then, our 2021 report is available at the link provided.</p>	<i>SDGs</i> <ul style="list-style-type: none"> • 7 • 12 • 13 <i>UNGC Principles</i> <ul style="list-style-type: none"> • 8

GRI 303: Water and Effluents 2018	Information Links	Page(s)	Omissions	Related Disclosures
-----------------------------------	-------------------	---------	-----------	---------------------

303-1	Interactions with water as a shared resource	Interactions With Water as a Shared Resource  CDP			<i>TCFD</i> <ul style="list-style-type: none"> • Metrics and Targets A
-------	--	---	--	--	---


- Metrics and Targets C

303-3	Water withdrawal	Water Withdrawal  CDP			<i>TCFD</i> <ul style="list-style-type: none"> • Metrics and Targets A • Metrics and Targets C <i>SDGs</i> <ul style="list-style-type: none"> • 6 • 8 • 12
-------	------------------	---	--	--	---

303-4	Water discharge	Water Discharge  CDP			
-------	-----------------	--	--	--	--

303-5	Water consumption	Water Consumption  CDP			
-------	-------------------	--	--	--	--


GRI 305: Emissions 2016		Information Links	Page(s)	Omissions	Related Disclosures
-------------------------	--	-------------------	---------	-----------	---------------------

103-1, 103-2, 103-3	Explanation of Emissions as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Emissions  CDP			<i>TCFD</i> <ul style="list-style-type: none"> • Metrics and Targets A • Risk Management A • Governance A • Governance B • Risk Management C • Strategy B
---------------------	---	---	--	--	---


305-1	Direct (Scope 1) GHG emissions	Direct (Scope 1) GHG Emissions			<i>SDGs</i> <ul style="list-style-type: none"> • 3 • 12 • 13 • 14 • 15 <i>TCFD</i> <ul style="list-style-type: none"> • Metrics and Targets A • Metrics and Targets B - Scope 1 & 2
-------	--------------------------------	--	--	--	---

- Metrics and Targets C


305-2	Energy indirect (Scope 2) GHG emissions	Energy Indirect (Scope 2) GHG Emissions  Dell's CDP responses	<i>TCFD</i> <ul style="list-style-type: none">• Metrics and Targets A• Metrics and Targets B - Scope 1 & 2• Metrics and Targets C <i>Sustainalytics</i> <ul style="list-style-type: none">• E.1.6 <i>SDGs</i> <ul style="list-style-type: none">• 3• 12• 13• 14• 15
-------	---	---	---


305-3	Other indirect (Scope 3) GHG emissions	Other Indirect (Scope 3) GHG Emissions  CDP	<i>TCFD</i> <ul style="list-style-type: none">• Metrics and Targets A• Metrics and Targets B - Scope 3• Metrics and Targets C <i>SDGs</i> <ul style="list-style-type: none">• 3• 12• 13• 14• 15
-------	--	---	---

305-4	GHG emissions intensity	GHG Emissions Intensity  CDP	<i>TCFD</i> <ul style="list-style-type: none">• Metrics and Targets A• Metrics and Targets C <i>SDGs</i> <ul style="list-style-type: none">• 13• 14• 15
-------	-------------------------	--	--

305-5	Reduction of GHG emissions	Reduction Of GHG Emissions  CDP		<i>TCFD</i>
				<ul style="list-style-type: none"> • Metrics and Targets A • Metrics and Targets C
				<i>SDGs</i> <ul style="list-style-type: none"> • 13 • 14 • 15

GRI 306: Waste 2020		Information Links	Page(s)	Omissions	Related Disclosures
---------------------	--	-------------------	---------	-----------	---------------------


306-3	Waste generated	 FY22 ESG Report	143		
-------	-----------------	---	-----	--	--

306-4	Waste diverted from disposal	 FY22 ESG Report	143		
-------	------------------------------	---	-----	--	--

GRI 307: Environmental Compliance 2016		Information Links	Page(s)	Omissions	Related Disclosures
--	--	-------------------	---------	-----------	---------------------

307-1	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	Non-Compliance with Environmental Laws and Regulations			<i>SDGs</i> <ul style="list-style-type: none"> • 16 <i>UNGC Principles</i> <ul style="list-style-type: none"> • 7 • 8 • 9
-------	---	--	--	--	--

GRI 308: Supplier Environmental Assessment 2016		Information Links	Page(s)	Omissions	Related Disclosures
---	--	-------------------	---------	-----------	---------------------

308-1	New suppliers that were screened using environmental criteria	 FY22 ESG Report	103-138	Unavailable. Dell does not track this indicator. Our general approach to screening new suppliers is described in the	<i>UNGC Principles</i> <ul style="list-style-type: none"> • 8
-------	---	---	---------	--	--

308-2

Negative environmental
impacts in the supply chain
and actions taken

 [FY22 ESG Report](#)

Confidentiality constraints. Dell treats the following as confidential and therefore does not publicly disclose: Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of an assessment; percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment; and reasons for negative environmental impact terminations. Dell works with our suppliers to drive continuous improvement in mitigating and preventing negative environmental impacts. If Dell determines a supplier is unable or

UNGC Principles

- 8

unwilling to make improvements to meet our performance expectations, we will end the relationship with the supplier. Our general approach to screening new suppliers is described in the Supply Chain section of our ESG Report.

Social

GRI 401: Employment 2016		Information Links	Page(s)	Omissions	Related Disclosures
401-1	New employee hires and employee turnover	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.	<i>SDGs</i> <ul style="list-style-type: none"> • 5 • 8 • 10
GRI 402: Labor Management Relations 2016		Information Links	Page(s)	Omissions	Related Disclosures
402-1	Minimum notice periods regarding operational changes	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.	
GRI 403: Occupational Health and Safety 2018		Information Links	Page(s)	Omissions	Related Disclosures
103-1, 103-2, 103-3	Explanation of Occupational Health and Safety as a material topic and its Boundary, the management approach and its components, and the	Management Approach: Occupational Health and Safety			

evaluation of the management approach.

403-1	Occupational health and safety management system	Occupational Health and Safety Management System ISO 45001 Certificate, Occupational Health and Safety Manage... Global Health and Safety Policy	<i>SDGs</i> <ul style="list-style-type: none"> • 8
403-8	Workers covered by an occupational health and safety management system	Workers Covered by an Occupational Health and Safety Management System	
403-9	Work-related injuries	Work-Related Injuries	
403-10	Work-related ill health	Work-Related Ill Health	







GRI 404: Training and Education 2016		Information Links	Page(s)	Omissions	Related Disclosures
---	--	--------------------------	----------------	------------------	----------------------------


404-2	Programs for upgrading employee skills and transition assistance programs	Programs for Upgrading Employee Skills and Transition Assistance Programs Growing Your Career			<i>SDGs</i> <ul style="list-style-type: none"> • 8
404-3	Percentage of employees receiving regular performance and career development reviews	Percentage of Employees Receiving Regular Performance and Career Development Reviews			<i>SDGs</i> <ul style="list-style-type: none"> • 5 • 8 • 10

GRI 405: Diversity and Equal Opportunity 2016		Information Links	Page(s)	Omissions	Related Disclosures
--	--	--------------------------	----------------	------------------	----------------------------







103-1, 103-2, 103-3	Explanation of Diversity and Equal Opportunity as a material topic and its Boundary, the management approach and its	Diversity and Equal Employment Opportunity Policy			
---------------------	--	---	--	--	--



components, and the evaluation of the management approach.

-  [Team Member Empowerment](#)
- [Ethnic and Cultural Empowerment](#)
-  [Gender Empowerment](#)
-  [Supplier Diversity](#)
-  [Mitigating Bias](#)
-  [Cultivating Inclusion](#)
-  [Workforce of the Future](#)

405-2	Ratio of basic salary and remuneration of women to men	Ratio of Basic Salary and Remuneration of Women to Men  FY21 Proxy	Confidentiality constraints.	<i>SDGs</i> <ul style="list-style-type: none"> • 5 • 10
-------	--	--	------------------------------	---

GRI 406: Non-Discrimination 2016	Information Links	Page(s)	Omissions	Related Disclosures
----------------------------------	-------------------	---------	-----------	---------------------

103-1, 103-2, 103-3	Explanation of Non-discrimination as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	 Code of Conduct Diversity and Equal Employment Opportunity Policy  Diversity and Inclusion  Team Member Empowerment Ethnic and Cultural Empowerment  Gender Empowerment  Supplier Diversity  Mitigating Bias	18-19		<i>UNGC Principles</i> <ul style="list-style-type: none"> • 6
---------------------	--	---	-------	--	--

-  [Cultivating Inclusion](#)
-  [Workforce of the Future](#)

GRI 407: Freedom of Association and Collective Bargaining 2016	Information Links	Page(s)	Omissions	Related Disclosures
--	-------------------	---------	-----------	---------------------

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk








-  [Code of Conduct](#)
-  [RBA Code of Conduct](#)
-  [Human Rights and Labor Policy Statement](#)

UNGC Principles

- 6
- 3

GRI 408: Child Labor 2016	Information Links	Page(s)	Omissions	Related Disclosures
---------------------------	-------------------	---------	-----------	---------------------

103-1, 103-2, 103-3 Explanation of Child Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.




-  [Supplier Principles](#)
-  [Dell Vulnerable Worker Policy](#)
-  [Dell Responsible Sourcing Policy](#)
-  [RBA Code of Conduct](#)
-  [FY22 ESG Report](#)
-  [Statement Against Slavery and Human Trafficking](#)
-  [Dell Human Rights Policy](#)

103-138

UNGC Principles

- 5





408-1 Operations and suppliers at significant risk for incidents of child labor

-  [RBA Code of Conduct](#)
-  [Dell Supplier Principles](#)
-  [Dell Vulnerable](#)

SDGs








- 8
- 16

UNGC Principles

- [Worker Policy](#) • 5
-  [Dell Responsible Sourcing Policy](#)
-  [FY22 ESG Report](#) 103-138
-  [Statement Against Slavery and Human Trafficking](#)
-  [Dell Human Rights Policy](#)

GRI 409: Forced or Compulsory Labor 2016	Information Links	Page(s)	Omissions	Related Disclosures
--	-------------------	---------	-----------	---------------------




103-1, 103-2, 103-3 Explanation of Forced or Compulsory Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

-  [Supplier Principles](#)
-  [Dell Vulnerable Worker Policy](#)
-  [Dell Human Rights Policy](#)
-  [Statement Against Slavery and Human Trafficking](#)
-  [FY22 ESG Report](#) 103-138
-  [RBA Code of Conduct](#)
-  [Dell Responsible Sourcing Policy](#)

UNGC Principles

- 4

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor




-  [RBA Code of Conduct](#)
-  [Supplier Principles](#)
-  [Dell Vulnerable Worker Policy](#)
-  [Dell Responsible Sourcing Policy](#)











SDGs




- 8


UNGC Principles

- 4

-  [Statement Against Slavery and Human Trafficking](#)
 -  [Dell Human Rights Policy](#)
 -  [FY22 ESG Report](#)
- pgs 103-138

GRI 412: Human Rights Assessment 2016	Information Links	Page(s)	Omissions	Related Disclosures
103-1, 103-2, 103-3	<p>Explanation of Human Rights Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.</p>	<p>Management Approach: Human Rights Assessment</p> <p>How We Win: Dell Technologies Code of Conduct</p> <p> 20</p> <p>RBA Code of Conduct</p> <p> Supplier Principles</p> <p> Dell Vulnerable Worker Policy</p> <p> Dell Responsible Sourcing Policy</p> <p> FY22 ESG Report</p> <p> 19</p> <p> Dell Human Rights Policy</p>	Not Applicable.	<p><i>UNGC Principles</i></p> <ul style="list-style-type: none"> • 1 • 2
412-1	<p>Total number and percentage of operations that have been subject to human rights reviews or impact assessments.</p>	<p>Operations That Have Been Subject to Human Rights Reviews or Impact Assessments</p> <p> FY22 ESG Report</p> <p> RBA Code of Conduct</p> <p> Dell Human Rights Policy</p>	103-138	<p>Confidentiality constraints.</p> <p><i>UNGC Principles</i></p> <ul style="list-style-type: none"> • 1 • 2


-  [Dell Supplier Principles](#)
- [Statement Against Slavery and Human Trafficking](#)
-  [Dell Vulnerable Worker Policy](#)
-  [Dell Responsible Sourcing Policy](#)

412-2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Employee Training on Human Rights Policies or Procedures  Code of Conduct 20	Unavailable. Data has not been provided for 412.2a, as the training is not tracked in a per-hour basis, given the course completion time may vary per person.	<i>UNGC Principles</i> <ul style="list-style-type: none"> • 1 • 2
-------	--	--	---	---

GRI 413: Local Communities 2016	Information Links	Page(s)	Omissions	Related Disclosures
---------------------------------	-------------------	---------	-----------	---------------------

103-1, 103-2, 103-3	Explanation of Local Communities as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Local Communities		
---------------------	---	--	--	--

GRI 414: Supplier Social Assessment 2016	Information Links	Page(s)	Omissions	Related Disclosures
--	-------------------	---------	-----------	---------------------

414-1	New suppliers that were screened using social criteria	 FY22 ESG Report 103-138	Unavailable. Dell does not track this indicator. It is our practice to screen new suppliers for social criteria. Our general approach to screening new suppliers is	<i>SDGs</i> <ul style="list-style-type: none"> • 5 • 8 • 16
-------	--	---	---	--

described in the Supply Chain section of ESG Report.

414-2

Negative social impacts in the supply chain and actions taken



[FY22 ESG Report](#)

103-138

Confidentiality constraints. Dell considers the following information as confidential and therefore does not publicly disclose: Suppliers with which improvements were agreed upon as a result of assessment; suppliers with which relationships were terminated as a result of assessment; and details on the termination of relationships as a result of assessment. Dell works with our suppliers to drive continuous improvement in mitigating and preventing negative social impacts. If Dell determines a supplier is unable or unwilling to make improvements to meet our performance expectations, we will end the relationship with the supplier. More information on our approach to continuous improvement is available in the

SDGs

- 5
- 8
- 16

GRI 416: Customer Health and Safety 2016		Information Links	Page(s)	Omissions	Related Disclosures
103-1, 103-2, 103-3	Explanation of Customer Health and Safety as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Assessment of the Health and Safety Impacts of Product and Service Categories			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services			<i>SDGs</i> <ul style="list-style-type: none"> • 16

GRI 418: Customer Privacy 2016		Information Links	Page(s)	Omissions	Related Disclosures
103-1, 103-2, 103-3	Explanation of Customer Privacy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Dell location-specific privacy policies FY22 ESG Report	96-102		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data Dell location-specific privacy policies		Confidentiality constraints. Dell treats this data as confidential company information.	<i>SDGs</i> <ul style="list-style-type: none"> • 16