





























## 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. It also creates 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.

### GRI 102: General Disclosures 2016

Organizational Profile	Information Links	Page(s)	Omissions
102-1 Name of the organization.	<a href="#">Name of the Organization</a>		
102-2 Activities, brands, products, and services.	<a href="#">Activities, Brands, Products, and Services</a>  <a href="#">2020 10-K</a>	5-7	
102-3 Location of the organization's headquarters.	<a href="#">Location of Headquarters</a>  <a href="#">2020 10-K</a>	1	
102-4 Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the topics covered in the report.	<a href="#">Location of Operations</a>  <a href="#">Dell Locations</a>  <a href="#">2020 10-K</a>	9	
102-5 Nature of ownership and legal form.	<p>On December 18, 2018, Dell Technologies became a privately controlled public reporting company. Dell Technologies has privately held Class A and Class B Common Stock as well as publicly traded Class C Common Stock.</p>  <a href="#">Stock Information</a>  <a href="#">2018 Form 8-K</a>  <a href="#">Governance Documents</a>	2-11	

		 <a href="#">2020 10-K</a>	5
102-6	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	 <a href="#">Our Brands</a>  <a href="#">Customer Stories</a>  <a href="#">2020 10-K</a>	5-10
102-7	Scale of reporting organization:	 <a href="#">2020 10-K</a>	12, 89, 90
102-8	Information on employees and other workers.	<a href="#">Information on Employees and Other Workers</a>  <a href="#">FY20 Social Impact Report</a>  <a href="#">FY20 Diversity &amp; Inclusion Report</a>  <a href="#">2020 10-K</a>	65 26-27 12
102-9	Description of the organization's supply chain.	 <a href="#">Sustainable Supply Chain</a>  <a href="#">Our Suppliers</a>  <a href="#">Conflict Minerals Report</a>  <a href="#">Dell Supplier List</a>  <a href="#">2020 10-K</a>	8
102-10	Significant changes during the reporting period to the organization's size, structure, ownership, or its supply chain.	 <a href="#">2020 10-K</a>	97, 151-155
102-11	Whether and how the organization applies the Precautionary Principle or approach.	 <a href="#">Dell Policies &amp; Positions</a>  <a href="#">Dell Global Environmental Policy</a>  <a href="#">Dell's Chemical Use Policy</a>  <a href="#">Dell's Guidance for Management of Manufacturing Process Chem...</a>  <a href="#">Dell Producer Responsibility Policy</a>	1-6

 [Dell Electronics Disposition Policy](#)

 [Advancing Sustainability](#)

 [Sustainable Products and Services](#)

 [Circularity at Work](#)

 [Conflict Minerals Report](#)

102-12 List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.

 [The Responsible Business Alliance \(RBA\)](#)

 [Responsible Minerals Initiative](#)

 [Net Positive](#)


 [Next Wave](#)

 [Reboot Representation Tech Coalition](#)

 [Eco Labels](#)

102-13 Memberships of industry or other associations, and national or international advocacy organizations.

 [Memberships and Associations](#)

 [Cultivating Inclusion - Our Partnerships](#)

## Strategy

## Information Links

## Page(s)

## Omissions

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.

 [FY20 Social Impact Report](#)

4

102-15 Description of key impacts, risks, and opportunities at Dell Technologies.

[Key Impacts, Risks, and Opportunities](#)

 [Progress Made Real: Our Vision for 2030](#)

 [2020 10-K](#)

11, 17-34

 [CDP](#)

## Ethics and Integrity

## Information Links

## Page(s)





## Omissions

102-16 A description of the organization's values, principles, standards, and


[Values, Principles, Standards, And Norms](#)

norms of behavior.

Of Behavior

 <a href="#">How We Win: Dell Technologies Code of Conduct</a>	
 <a href="#">Code of Conduct</a>	
 <a href="#">Corporate Governance Principles</a>	1
 <a href="#">FY20 Social Impact Report</a>	25

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.



<a href="#">Mechanism for Advice and Concerns about Ethics</a>	
 <a href="#">Code of Conduct</a>	54-58

Governance	Information Links	Page(s)	Omissions
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102-18 Governance structure of the organization, including committees of the highest governance body and committees responsible for the decision-making on economic, environmental, and social topics.

 <a href="#">Board of Directors</a>	
 <a href="#">Committee Composition</a>	
 <a href="#">Governance Documents</a>	




102-19 Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.

 <a href="#">Leadership Team</a>	
 <a href="#">2020 10-K</a>	13-16



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.
















<a href="#">Executive-Level Responsibility for Economic, Environmental, and Social Topics</a>	
 <a href="#">Leadership Team</a>	
 <a href="#">CDP</a>	
 <a href="#">2020 10-K</a>	13















102-21 Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.

 <a href="#">Materiality</a>	
 <a href="#">Reporting</a>	
 <a href="#">FY20 Social Impact Report</a>	6



102-22 Composition of the highest governance body and its committees.

 <a href="#">Board of Directors</a>	
 <a href="#">Committee Composition</a>	







		 <a href="#">2020 Proxy Statement</a>	14-22
102-23	Whether the chair of the highest governance body is also an executive officer in the organization.	<a href="#">Chair of the Highest Governance Body</a>  <a href="#">Leadership Team</a>	
102-25	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	 <a href="#">Code of Conduct</a>  <a href="#">Corporate Governance Principles</a>  <a href="#">Code of Ethics for Senior Financial Officers</a>	47  7
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.	 <a href="#">Code of Conduct</a>  <a href="#">Corporate Governance Principles</a>	59 1
102-27	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	 <a href="#">Corporate Governance Principles</a>  <a href="#">Board of Directors</a>  <a href="#">2020 Proxy Statement</a>	2-3  16-22
102-30	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	<a href="#">Effectiveness of Risk Management Process</a>  <a href="#">Corporate Governance Principles</a>  <a href="#">RBA Code of Conduct</a>  <a href="#">2020 Proxy Statement</a>	2  28
102-31	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Annual review cycle.  <a href="#">Materiality</a>  <a href="#">FY20 Social Impact Report</a>	  6
102-32	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	The SVP and Chief Responsibility Officer is the primary executive responsible for approving the entire report. The Executive Leadership Team participates in the review and approval process. Other functional executives also review and approve relevant parts of the report such as operations, human resources, etc.	

		 <a href="#">FY20 Social Impact Report</a>	4-5	
102-33	Process for communicating critical concerns to the highest governance body.	<a href="#">Communicating Critical Concerns</a>  <a href="#">Code of Conduct</a>  <a href="#">Corporate Governance Principles</a>  <a href="#">2020 Proxy Statement</a>	54 7 29	
102-34	Total number and nature of critical concerns that were communicated to the highest governance body and mechanism(s) used to address and resolve critical concerns.	 <a href="#">Code of Conduct</a>  <a href="#">2020 Proxy Statement</a>	55 29	Confidentiality constraints. Dell treats this data as confidential company information.
102-35	Remuneration policies for the highest governance body and senior executives by type of remuneration.	 <a href="#">2020 Proxy Statement - Director Compensation</a>  <a href="#">2020 Proxy Statement - Executive Compensation</a>	30-32 37-60	
102-36	Process for determining remuneration.	 <a href="#">2020 Proxy Statement - Director Compensation</a>  <a href="#">2020 Proxy Statement - Executive Compensation</a>	30-33 37-60	
102-37	How stakeholders' views are sought and taken into account regarding remuneration.	 <a href="#">Corporate Governance Principles</a>  <a href="#">2020 Proxy Statement</a>	7 3	
102-38	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	 <a href="#">2020 Proxy Statement</a>	60	
102-39	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	 <a href="#">2020 Proxy Statement</a>	60	

Stakeholder Engagement		Information Links	Page(s)	Omissions
102-40	List of stakeholder groups engaged by the organization.	<a href="#">Cultivating Inclusion - Our Partnerships</a> <a href="#">Customer Engagement Programs</a> <a href="#">Materiality</a> <a href="#">Memberships and Associations</a>		
102-41	Percentage of total employees covered by collective bargaining agreements	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.
102-42	Basis for identification and selection of stakeholders with whom to engage.	<a href="#">Materiality</a> <a href="#">FY20 Social Impact Report</a>	6	
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.	<a href="#">Materiality</a> <a href="#">FY20 Social Impact Report</a>	6	
102-44	Key topics and concerns that have been raised through stakeholder engagement.	<a href="#">Materiality</a> <a href="#">FY20 Social Impact Report</a>	6	
Reporting Practice		Information Links	Page(s)	Omissions
102-45	Entities included in the consolidated financial statements.	<a href="#">2020 10-K</a>		
102-46	Details on report content and topic boundaries.	<a href="#">Materiality</a> <a href="#">FY20 Social Impact Report</a>	58	
102-47	A list of the material topics identified in the process for defining report content.	<a href="#">Materiality</a> <a href="#">FY20 Social Impact Report</a>	6	






102-48	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	<a href="#">Restatements of Information</a>  <a href="#">FY20 Social Impact Report</a> 56
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	No significant changes in the list of material topics or topic boundaries.
102-50	Reporting period for information provided.	<a href="#">Reporting Period</a>
102-51	Date of most recent previous report.	FY19
102-52	Reporting cycle (such as annual, biennial).	Annual
102-53	Contact point for questions regarding the report or its contents.	<a href="#">Contact Point for Questions Regarding the Report</a>
102-54	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.	<a href="#">Claims of Reporting in Accordance with the GRI Standards</a>
102-55	The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.	<a href="#">GRI Content Index</a>
102-56	A description of the organization's policy and current practice with regard to seeking external assurance for the report.	<a href="#">External Assurance</a>  <a href="#">GHG and Water Verification Statement</a>





## Series 200: Economic 2016

GRI 201: Economic Performance 2016		Information Links	Page(s)	Omissions
201-1	Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations	 <a href="#">2020 10-K</a>	39-43	
201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.	<a href="#">Financial Implications And Other Risks And Opportunities Due To Climate Change</a>  <a href="#">Climate Change</a>  <a href="#">CDP</a>  <a href="#">2020 10-K</a>	17-25	
201-3	Defined benefit plan obligations and other retirement plans.	 <a href="#">2020 10-K</a>	171-172	
201-4	Total monetary value of financial assistance received by the	 <a href="#">2020 10-K</a>	143-147	




organization from any government during the reporting period.

GRI 202: Market Presence 2016		Information Links	Page(s)	Omissions
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.
202-2	Percentage of senior management at significant locations of operation that are hired from the local community.	No Information Available		Unavailable. Dell does not disclose these percentages, however it is our common practice to promote and/or hire senior managers within the country/region that they manage.
GRI 203: Indirect Economic Impacts 2016		Information Links	Page(s)	Omissions
203-1	Extent of development of significant infrastructure investments and services supported.	<a href="#">Infrastructure Investments And Services Supported</a>  <a href="#">Transforming Lives with Technology</a>  <a href="#">FY20 Social Impact Report</a>	44-50	
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	<a href="#">Significant Indirect Economic Impacts</a>  <a href="#">Transforming Lives with Technology</a>  <a href="#">FY20 Social Impact Report</a>	45-50	Not Applicable.
GRI 204: Procurement Practices 2016		Information Links	Page(s)	Omissions
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation.	<a href="#">Proportion Of Spending On Local Suppliers</a>  <a href="#">2019 Supply Chain Sustainability Progress Report</a>	34	
GRI 205: Anti-Corruption 2016		Information Links	Page(s)	Omissions








205-1	Total number and percentage and of operations assessed for risks related to corruption and the significant risks identified.	<a href="#">Operations Assessed for Risks Related to Corruption</a>  <a href="#">Code of Conduct</a> 39	
205-2	Communication and training about anti-corruption policies and procedures.	<a href="#">Communication and Training about Anti-Corruption Policies and Procedures</a>  <a href="#">Code of Conduct</a> 39  <a href="#">Dell EMC Partner Code of Conduct</a> 4-5  <a href="#">FY20 Social Impact Report</a> 55	
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Confirmed Incidents of Corruption and Actions Taken</a>	Legal prohibitions. Dell treats this data as confidential company information .











GRI 206: Anti-Competitive Behavior 2016		Information Links	Page(s)	Omissions
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206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	<a href="#">Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices</a>  <a href="#">Code of Conduct</a> 14		
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## Series 300: Environmental 2016



GRI 301: Materials 2016		Information Links	Page(s)	Omissions
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103-1, 103-2, 103-3	Explanation of Materials as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	<a href="#">Management Approach: Materials</a>  <a href="#">Dell Global Environmental Policy</a> 1  <a href="#">Dell's Chemical Use Policy</a>  <a href="#">Sustainable Products and Services</a>  <a href="#">Circularity at Work</a>  <a href="#">Eco Labels</a>  <a href="#">Design for Environment - white paper</a>  <a href="#">Product Carbon</a>		
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	Footprints	
	Position Statement on REACH	1-2
	The Business Case for a Sustainable Supply Chain	
	Dell Waste and Electrical and Electronic Equipment Disassemb...	1
	How to Recycle	
	Dell Producer Responsibility Policy (2018)	
	Dell Electronic Disposition Policy (2019)	
	Dell Electronics Disposition Partner Performance Standard (2...	
	ISO 14001 Certificate, Environmental Management System	
	FY20 Social Impact Report	14-26
	FY19 CSR Report	44-46










301-1 Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period.










Materials Used By Weight Or Volume








-  Materials Use
-  Bio-based Resources

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,






		Dell Poland Manufacturi...		
		 ISO 14001 Certificate, Environmental Management System	1-4	
		 FY20 Social Impact Report	32	
302-1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	<a href="#">Energy Consumption Within the Organization</a>  CDP  FY20 Social Impact Report	59	
302-2	Energy consumption outside of the organization, in joules or multiples.	No Information Available		Unavailable. Dell Inc. does not track this indicator; however, we do track and report Scope 3 emissions for relevant categories.
302-3	Energy intensity ratio for the organization.	<a href="#">Energy Intensity</a>		Not Applicable. Meaningful energy intensity figures for Dell's operations are not available.
302-4	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	<a href="#">Reduction of Energy Consumption</a>  CDP  FY20 Social Impact Report	59	
302-5	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	<a href="#">Reductions in Energy Requirements of Products and Services</a>  Sustainable Products and Services - Energy Efficiency  FY20 Social Impact Report  CDP	59	

303-1	Total volume of water withdrawn broken down by source.	<a href="#">Water Withdrawal by Source</a>  <a href="#">CDP</a>  <a href="#">FY20 Social Impact Report</a>	60	
303-2	Total number of water sources significantly affected by withdrawal by type.	 <a href="#">CDP</a>	<p>Not Applicable. Dell does not directly withdraw significant quantities of water from any source. Municipal supplies of water are, to the best of our knowledge, not sensitive or Ramsar-listed. For further information on water withdrawals, please see our CDP Water Security Report, section W1, at the link provided. Our 2020 report will be available in late 2020. Until then, our 2019 report is available.</p>	
303-3	Total volume of water recycled and reused by the organization.	<a href="#">Water Recycled and Reused</a>  <a href="#">CDP</a>  <a href="#">FY20 Social Impact Report</a>		
<b>GRI 305: Emissions 2016</b>		<b>Information Links</b>	<b>Page(s)</b>	<b>Omissions</b>
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.	<a href="#">Management Approach: Emissions</a>  <a href="#">CDP</a>		
305-1	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	<a href="#">Direct (Scope 1) GHG Emissions</a>  <a href="#">CDP</a>  <a href="#">FY20 Social Impact Report</a>	58-59	
305-2	Indirect (Scope 2) GHG emissions.	<a href="#">Energy Indirect (Scope 2) GHG Emissions</a>  <a href="#">CDP</a>		

		 <a href="#">FY20 Social Impact Report</a>	58	
305-3	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	<a href="#">Other Indirect (Scope 3) GHG Emissions</a>  <a href="#">CDP</a>  <a href="#">FY20 Social Impact Report</a>	58-59	
305-4	GHG emissions intensity ratio for the organization.	<a href="#">GHG Emissions Intensity</a>  <a href="#">CDP</a>		
305-5	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	<a href="#">Reduction Of GHG Emissions</a>  <a href="#">CDP</a>		
305-6	Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	No Information Available		Not Applicable. Dell does not produce, import or export ODS materials.
305-7	Significant air emissions, in kilograms or multiples for Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions.	No Information Available		Not Applicable. Dell's emissions of air pollutants other than GHGs are not material.
<b>GRI 306: Effluents and Waste 2016</b>		<b>Information Links</b>	<b>Page(s)</b>	<b>Omissions</b>
306-1	Total volume of planned and unplanned water discharges.	<a href="#">Water Discharge by Quality and Destination</a>  <a href="#">CDP</a>		
306-2	Total weight of waste by type and disposal method.	<a href="#">Waste by Type and Disposal Method</a>  <a href="#">FY20 Social Impact Report</a>	61	
306-3	Total number and total volume of recorded significant spills.	<a href="#">Significant Spills</a>		
306-4	Total weight of transported hazardous waste.	No Information Available		Unavailable. Dell's operations generate only small amounts of hazardous wastes (all facilities are conditionally exempt from small quantity generators, or


equivalent), typically from the maintenance of facility equipment such as heating/cooling systems. Wastes are managed according to local regulatory requirements and are recycled where feasible. Hazardous wastes are not exported. The total amount is not fully tracked at the corporate level.

306-5	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	<a href="#">Water Bodies Affected by Water Discharges and/or Runoff</a>  <a href="#">CDP</a>	Unavailable.	
<b>GRI 307: Environmental Compliance 2016</b>		<b>Information Links</b>	<b>Page(s)</b>	<b>Omissions</b>
307-1	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	<a href="#">Non-Compliance with Environmental Laws and Regulations</a>		
<b>GRI 308: Supplier Environmental Assessment 2016</b>		<b>Information Links</b>	<b>Page(s)</b>	<b>Omissions</b>
308-1	Percentage of new suppliers that were screened using environmental criteria.	<a href="#">New Suppliers that were Screened Using Environmental Criteria</a>  <a href="#">2019 Supply Chain Sustainability Progress Report</a>	7	Unavailable. Dell does not track this indicator. Our general approach to screening new suppliers is described in the 2019 Supply Chain Sustainability Progress Report, page 7.
308-2	Number of suppliers assessed for environmental impacts and the number identified as having significant actual and potential negative environmental impacts.	 <a href="#">2019 Supply Chain Sustainability Progress Report</a>	26-33, 41	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  
 -Reasons for negative environmental impact terminations

## Series 400: Social 2016






GRI 401: Employment 2016		Information Links	Page(s)	Omissions
401-1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	No Information Available		Confidentiality constraints. Dell considers this information proprietary and therefore does not publicly disclose it.
401-2	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.	 <a href="#">Our Benefits</a>		
401-3	Number and retention rates of employees entitled to, that took, and that returned to work from parental leave.	No Information Available		Unavailable.
GRI 402: Labor Management Relations 2016		Information Links	Page(s)	Omissions
402-1	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.
GRI 403: Occupational Health and Safety 2016		Information Links	Page(s)	Omissions














403-1	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	<a href="#">Workers Representation in Formal Joint Management–Worker Health and Safety Committees</a>	Unavailable.
403-2	Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees and other non-employee workers whose work, or workplace, is controlled by the organization.	<a href="#">Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities</a>	
403-3	Workers with high incidence or high risk of diseases related to their occupation.	This disclosure is not material to Dell Technologies because there are no workers involved in occupational activities that have a high-incidence or high risk of occupational diseases.	Not Applicable.
403-4	Whether formal agreements (either local or global) with trade unions cover health and safety.	No Information Available	Confidentiality constraints. Dell treats this data as confidential company information.

<b>GRI 404: Training and Education 2016</b>		<b>Information Links</b>	<b>Page(s)</b>	<b>Omissions</b>
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404-1	Average hours of training that the organization’s employees have undertaken during the reporting period.	No Information Available		Unavailable. Dell does not track training in terms of quantity of hours, but rather modules and courses completed.
404-2	Type and scope of programs implemented and assistance provided to upgrade employee skills.	 <a href="#">Growing Your Career</a>		
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	<a href="#">Percentage of Employees Receiving Regular Performance and Career Development Reviews</a>		





<b>GRI 405: Diversity and Equal Opportunity 2016</b>		<b>Information Links</b>	<b>Page(s)</b>	<b>Omissions</b>
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103-1, 103-2, 103-3	Explanation of Diversity and Equal Opportunity as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	 <a href="#">Mitigating Bias</a>  <a href="#">Supplier Diversity</a>  <a href="#">Ethnic and Cultural Empowerment</a>  <a href="#">Gender Empowerment</a>  <a href="#">Workforce of the</a>		
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		<a href="#">Future</a>  <a href="#">Team Member Empowerment</a>  <a href="#">Community Empowerment</a>  <a href="#">Cultivating Inclusion</a>  <a href="#">Diversity and Equal Employment Opportunity Policy</a>  <a href="#">Diversity and Inclusion</a>  <a href="#">FY20 Social Impact Report</a>  <a href="#">FY20 Diversity &amp; Inclusion Report</a>	36-43	
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, and other indicators of diversity.	<a href="#">Diversity of Governance Bodies and Employees</a>  <a href="#">Board of Directors</a>  <a href="#">Our Leadership</a>  <a href="#">FY20 Social Impact Report</a>  <a href="#">2020 Proxy Statement</a>	65 18-22	
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.
<b>GRI 406: Non-Discrimination 2016</b>		<b>Information Links</b>	<b>Page(s)</b>	<b>Omissions</b>
406-1	Total number of incidents of discrimination and corrective actions taken.	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		<b>Information Links</b>	<b>Page(s)</b>	<b>Omissions</b>
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.	 <a href="#">Code of Conduct</a>  <a href="#">RBA Code of Conduct</a>		






 <a href="#">Human Rights and Labor Policy Statement</a>	
 <a href="#">2019 Supply Chain Sustainability Progress Report</a>	39



GRI 408: Child Labor 2016		Information Links	Page(s)	Omissions
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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.	<a href="#">Management Approach: Child Labor</a>  <a href="#">Supplier Principles</a>  <a href="#">Dell Vulnerable Worker Policy</a>  <a href="#">Dell Responsible Sourcing Policy</a>  <a href="#">2019 Supply Chain Sustainability Progress Report</a>	7	
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408-1	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	 <a href="#">RBA Code of Conduct</a>  <a href="#">2019 Supply Chain Sustainability Progress Report</a>		
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GRI 409: Forced or Compulsory Labor 2016		Information Links	Page(s)	Omissions
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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.	 <a href="#">Supplier Principles</a>  <a href="#">Dell Vulnerable Worker Policy</a>  <a href="#">Dell Human Rights and Labor Policy</a>  <a href="#">Statement Against Slavery and Human Trafficking</a>  <a href="#">2019 Supply Chain Sustainability Progress Report</a>	6,8,17	
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409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	 <a href="#">2019 Supply Chain Sustainability Progress Report</a>  <a href="#">RBA Code of Conduct</a>	39	
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GRI 412: Human Rights Assessment 2016		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	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.	<a href="#">Management Approach: Human Rights Assessment</a>  <a href="#">RBA Code of Conduct</a> <a href="#">How We Win: Dell Technologies Code of Conduct</a>  <a href="#">Supplier Principles</a>  <a href="#">Dell Vulnerable Worker Policy</a>  <a href="#">Dell Responsible Sourcing Policy</a>  <a href="#">Dell Human Rights and Labor Policy</a>  <a href="#">2019 Supply Chain Sustainability Progress Report</a>	20          25, 39	Not Applicable.
412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	 <a href="#">2019 Supply Chain Sustainability Progress Report</a>	7-8	Confidentiality constraints. Dell considers this information proprietary; however, we do disclose our approach to risk assessing, and auditing suppliers which includes human rights reviews.
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.	<a href="#">Employee Training on Human Rights Policies or Procedures</a>  <a href="#">Code of Conduct</a>		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.
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	<a href="#">Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening</a>		Unavailable. While Dell requires that suppliers agree to uphold Dell Supplier

Principles, which include human rights related expectations, we do not publicly disclose numbers of supplier contracts or track them as a percentage of total significant investment agreements.

GRI 413: Local Communities 2016		Information Links	Page(s)	Omissions
413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs.	<a href="#">Transforming Lives with Technology</a> <a href="#">FY20 Social Impact Report</a>	44-50, 66	
413-2	Operations with significant actual and potential negative impacts on local communities.	No Information Available		Not Applicable. No information available. None of our programs are known to cause any actual or potential negative impacts to local communities.
GRI 414: Supplier Social Assessment 2016		Information Links	Page(s)	Omissions
414-1	Percentage of new suppliers that were screened using social criteria.	<a href="#">New Suppliers that were Screened Using Social Criteria</a> <a href="#">2019 Supply Chain Sustainability Progress Report</a>	7	Unavailable. Dell does not track this indicator, however, it is our common practice to screen new suppliers for social criteria. Our general approach to screening new suppliers is described in the 2019 Supply Chain Sustainability Progress Report, page 7.
414-2	Suppliers identified as having significant actual and potential negative social impacts.	<a href="#">2019 Supply Chain Sustainability Progress</a>	16-25, 39-40	Confidentiality constraints.

Dell treats the following 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  
 -Details on the termination of relationships as a result of assessment

GRI 415: Public Policy 2016		Information Links	Page(s)	Omissions
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415-1 Total value of political contributions by country and recipient/beneficiary

 [Public Policy](#)

GRI 416: Customer Health and Safety 2016		Information Links	Page(s)	Omissions
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416-1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

[Assessment of the Health and Safety Impacts of Product and Service Categories](#)


416-2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes

[Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services](#)

GRI 417: Marketing and Labeling 2016		Information Links	Page(s)	Omissions
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417-1 Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements

[Requirements for Product and Service Information and Labeling](#)

 [Dell's Chemical Use Policy](#)

 [Eco Labels](#)





 [RBA Code of Conduct](#)

 [Product Carbon Footprints](#)

 [ISO Certifications](#)

 [Responsible Sourcing](#)







417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	No Information Available	Confidentiality constraints. Dell treats this data as confidential company information.
417-3	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotions, and sponsorship, by type of outcomes	No Information Available	Confidentiality constraints. Dell treats this data as confidential company information.

GRI 418: Customer Privacy 2016		Information Links	Page(s)	Omissions
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.	<a href="#">Privacy Statement Regarding Customer and Online User Informa...</a> 		
		 <a href="#">FY20 Social Impact Report</a>	51-55	
		 <a href="#">2020 10-K</a>	17-34	
418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	<a href="#">Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data</a>  <a href="#">Privacy Statement Regarding Customer and Online User Informa...</a>		Confidentiality constraints. Dell treats this data as confidential company information.

GRI 419: Socioeconomic Compliance 2016		Information Links	Page(s)	Omissions
419-1	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area.	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.

## Custom GRI Material Topics



Dell Custom GRI Topics	Information Links	Page(s)	Omissions
103-1, 103-2, 103-3 Explanation of Dell Material Topic: Flexible Workforce as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	<a href="#">Management Approach: Dell Material Topic: Flexible Workforce</a>  <a href="#">Work Flexibility at Dell</a>  <a href="#">FY19 CSR Report</a>	6	
103-1, 103-2, 103-3 Explanation of Dell Material Topic: Role of IT in Society as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	 <a href="#">Progress Made Real: Our Vision for 2030</a>  <a href="#">FY20 Social Impact Report</a>	27-33 44-50	
103-1, 103-2, 103-3 Explanation of Dell Material Topic: STEM Education as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	 <a href="#">Progress Made Real: Our Vision for 2030</a>  <a href="#">FY20 Social Impact Report</a>	45-48 29-31	