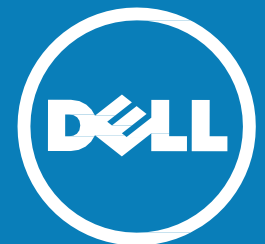




# Dell Inc. UK Gender Pay Gap Report 2020



## Opening opportunity for all and cultivating a culture of inclusion is a business imperative at Dell Inc.

We know that creating a diverse and inclusive environment ensures that Dell is a place where people want to work, team members feel they belong and our values reflect those of our customers.

It is also key to how we will unlock our innovative spirit so we continue to grow our business and ensure success, both today and in the future. We are focused on creating positive change by empowering team members to be their true self, creating a culture where all team members belong and by encouraging innovation.

We recognise that change does not happen overnight and our Progress Made Real commitments include the moonshoot goal that by 2030, 50% of our global workforce and 40% of our global people leaders will be women. While we are proud of this commitment, our gender pay gap calculations are a call to action and reinforce that we must continue to look for new opportunities to make meaningful change.

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We confirm our gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

**Claire Vyvyan,**  
Dell Inc. UK Board Member,  
SVP & GM, Western Europe

**Dayne Turbitt,**  
SVP & GM,  
Dell Technologies in the UK

\* Dell Inc., our combined company in the UK, which formed in September 2016 when Dell merged with EMC globally



# What is the UK Gender Pay Gap?

The Gender Pay Gap is not equal pay.

Equal pay is about women and men receiving the same pay for the same or similar job. We believe that equal pay is a business imperative and we are committed to it.

The gender pay gap, on the other hand, looks at pay across all roles, regardless of whether the roles are similar or not. As a result, even where women and men are paid the same amount for the same work, there may still be a gender pay gap. It usually indicates that there are more men in senior positions, which have higher salaries. Changing this requires a deliberate effort to accelerate opportunities for women to progress into senior roles.

We are fully committed to both equal pay for men and women and closing the gender pay gap.

The **gender pay gap** measures the difference between men and women's hourly earnings, regardless of the work they do. This includes base pay, allowances and any other bonus and incentive pay paid in April 2020.

The **gender bonus gap** is the difference in all incentive pay received by men and women in the 12 months up to April 2020. This includes all bonuses, long-term incentives and sales commission payments.

# Dell in the UK

Our 2019/20 results cover Dell Inc., our combined company in the UK, which formed in September 2016 when Dell merged with EMC globally. It includes the following entities:

- Dell Corporation Limited
- EMC Europe Limited

These entities meet the Government criteria of 250+ employees and their gender pay gap metrics are detailed in this report.



Dell Inc. (which includes Dell and Dell EMC) employs **over 3,000** team members in the UK,

**25%**

of whom are female, and

**27%**

of our Executives are female.\*

\*These statistics are from the total Dell employee population in the UK, including those entities with less than 250 employees.

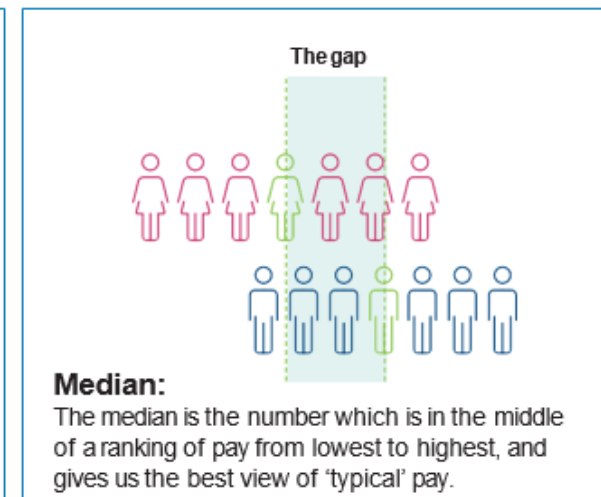
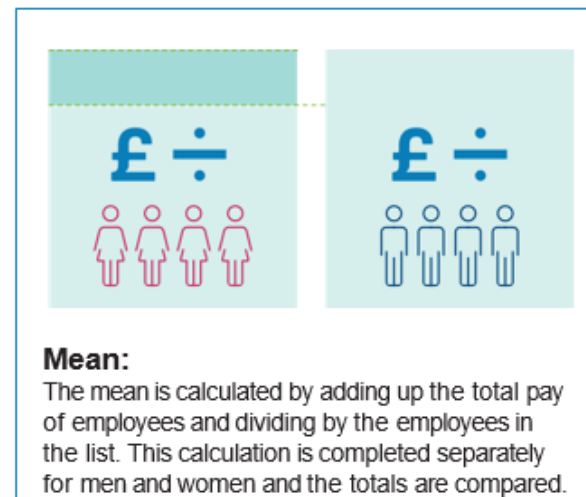
# Our 2019/20 results

The table below shows our UK gender pay and bonus gap data.

Company	Year	Gender pay gap		Gender bonus gap	
		Mean	Median	Mean	Median
<b>Dell Corporation Limited</b> (85% of UK team)	2020	23.1%	27.4%	26.4%	36.8%
	2019	7.7%	16.3%	17.8%	24.8%
	2018	11.2%	19.2%	31.2%	37.6%
	2017	-3.4%	16.4%	24.8%	26.3%
<b>EMC Europe Limited</b> (15% of UK team)	2020	19.7%	27.0%	48.3%	44.7%
	2019	27.8%	38.0%	58.6%	59.5%
	2018	29.5%	36.4%	39.7%	56.6%
	2017	38.5%	39.4%	56.1%	61.6%
<b>EMC Computer Systems UK Limited</b> (entity consolidated into Dell Corporation Ltd on 2/11/19)	2020	NA – entity consolidated into 'Dell Corporation Limited'			
	2019	31.1%	32.3%	46.7%	66.3%
	2018	24.2%	29.8%	30.8%	54.9%
	2017	25.6%	31.6%	41.0%	56.6%

## Understanding our Results

Our analysis shows mixed results for 2020. We consolidated our 'EMC Computer Systems UK Limited' into the 'Dell Corporation Limited' entity in 2019, affecting the 2020 calculation. While we reduced the pay and bonus gap for 'EMC Europe Ltd' versus 2019 by hiring more women than men into senior roles, we remain committed to closing the pay and bonus gap across both entities through our efforts to attract, develop and retain women into more senior roles.



While our results have been reported for separate entities, we operate as one company in the UK, and around the world.

On 2<sup>nd</sup> November 2019 we consolidated our legal entities in the UK to reduce complexity and make it easier for customers and vendors to do business with Dell. This resulted in 'EMC Computer Systems UK Limited' being consolidated into 'Dell Corporation Limited'.

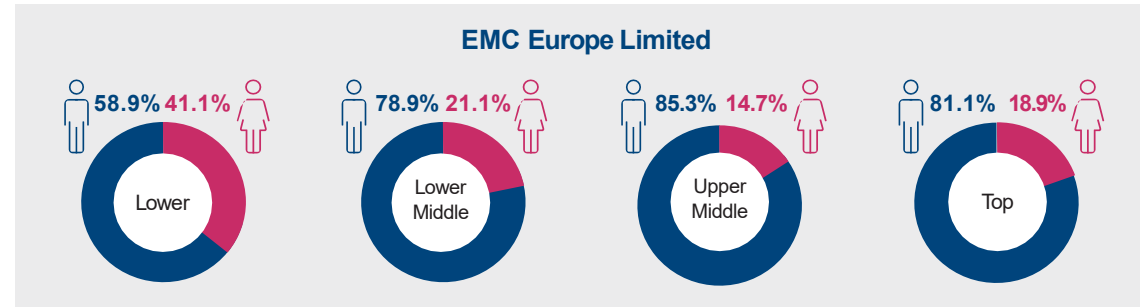
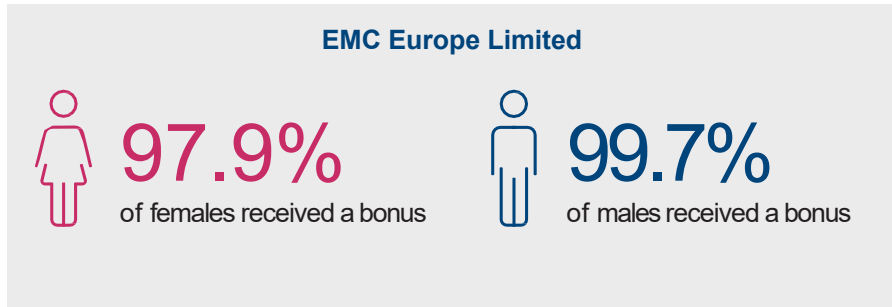
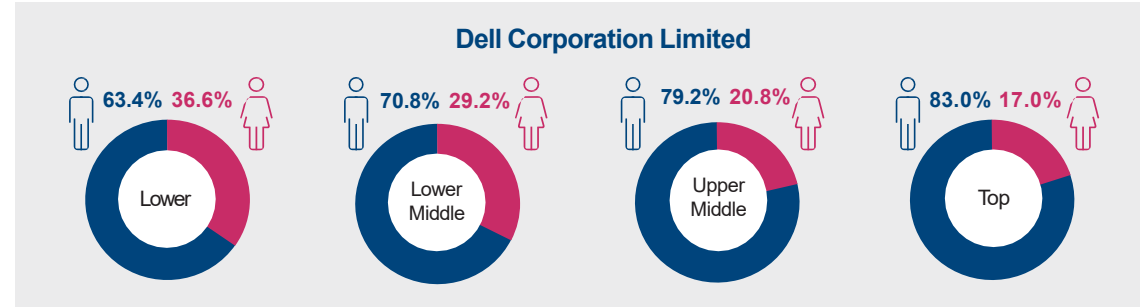
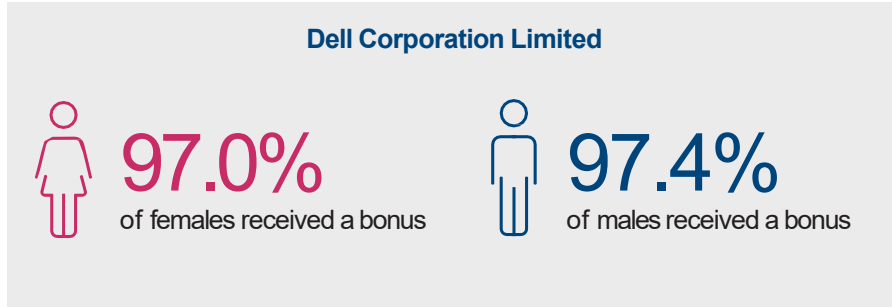
## Key Milestones

- **September 2017** – Dell appoints Brian Reaves as Chief Diversity and Inclusion Officer, to build on and drive our commitment to a culture of inclusion
- **February 2018** - Dell named among *2018 World's Most Ethical Companies Honourees*
- **March 2018** – Dell Technologies named as one of *LinkedIn Top Companies 2018: Where the UK wants to work now*
- **June 2019** – Dell Technologies awarded #6 on Best Technology Companies 2019 list for female professionals
- **October 2019** – Dell Technologies wins *Diversity Employer of the Year* at the CRN Women in Channel Awards
- **January 2020** – Dell Technologies named one of Forbes 2020 Best Employers for Diversity

# Our 2020 results

What proportion of UK employees received bonus pay in 2020?

What proportion of UK employees do we have in each of our pay quartiles?



This chart contains bonus data for those eligible to a bonus and or sales commission. Eligibility and payout amount depend on facts such as timing of hire, eligible earnings, performance and sales attainment (for sales commissions).

**The bonus gap across our three entities has halved since 2017.**

# We are investing in women for the future



## STEMAspire

We have spent \$70m globally advancing STEM initiatives. In the UK we have grown our STEM Aspire program from 30 students to 125 students with plans to expand further in the years ahead.

- The program pairs female students from different universities with a personal mentor advising them on how to bridge the gap between higher education and a professional career in tech.

## TECHTALENT CHARTER:

We remain committed to the UK Tech Talent Charter (TTC), which is a commitment to deliver greater gender diversity in the tech workforce.

Digital Futures is an initiative supported by our Women in Action Employee Resource Group. The program speaks to young people about what it is like working in IT to give them exposure to our industry and also shed light on the diverse skillset needed in tech beyond just traditional STEM roles.

It encourages students (14-16 years) to choose technology subjects when deciding what to study at school. The program is designed to:

- Position IT as an attractive career element
- Remove the geek image
- Demonstrate the application of technology in IT and non-IT industries
- Demonstrate that technology is for everyone



We are advocates for the success of women in business globally:

- The Dell Women's Entrepreneur Network (DWEN) supports a community of female entrepreneurs, providing access to technology, networks and capital. Our annual Summit joins top global female leaders to connect on today's pressing gender and entrepreneurship issues.
- For the past 9 years, We have spent more than \$3 billion US dollars with certified women-owned, minority-owned suppliers and small businesses. Dell is currently one of only 28 companies in the Fortune 500 to be part of the Billion Dollar Roundtable, which recognises and celebrates corporations that achieved spending of at least \$1B with minority and woman-owned suppliers.



## Release Female Potential 2030

- RFP 2030 is a 9 month immersive cohort-based coaching and action-oriented talent development program designed to equip women within Dell with the coaching, skills and support necessary to develop both personally and professionally, enabling greater retention, engagement and advancement.

# Cultivating Inclusion

Dell Technologies believes we are leaving too much potential talent on the table while in the midst of a talent shortage.

Closing the diversity gap is critical to meeting future talent needs and incorporating new perspectives reflective of Dell's global customer base.

We view diversity and inclusion as a business imperative that will enable us to build and empower our future workforce while also doing our part to address societal challenges.

## Additional Goals

- Each year through 2030, 90% of our employees will rate their job as meaningful
- By 2030, 50% of our employees will participate in employee resources groups to drive social impact
- Each year through 2030, 75% of our employees will believe their leader is inspiring
- By 2030, 95% of our employees will participate in annual foundational learning on key topics such as unconscious bias, harassment, microaggression and privilege
- Each year through 2030, 50% of the people empowered by our social and education initiatives will be girls, women or underrepresented group

# Our efforts going forward

MOONSHOT GOAL

**50%** By 2030, 50% of our global workforce and 40% of our global people leaders will be women

## HOW WE GET THERE



### Build & Attract

- Diversify to fulfill tech jobs
- Look beyond the "traditional" talent pool
- Partner to ensure workforce preparedness



### Develop & Retain

- Empower to engage
- Support employee connections
- Strengthen through employee leadership, connection and growth



### Scale

- Educate for equality in the workplace
- Partner to support diversity and inclusion
- Develop breakthrough diversity-related innovations

