



Dell Technologies UK Gender Pay Gap 2021/22 Report

We are unwavering in our commitment to equality, trust and advocacy for one another.

At Dell Technologies, we recognise that diversity of thought and experience is invaluable to creating innovative technologies that drive human progress.

More than that, we believe everyone deserves access to opportunity, respect, and to be included.

Reporting on the metrics that matter most to our stakeholders is something we've understood for a long time; being accountable for our actions is vital to who we are as a business. As such, I am grateful for the opportunity to reflect on our gender pay gap progress in the UK.

While I am optimistic about our progress, our gender pay gap results reinforce that we must continue accelerating opportunities for women to progress into more senior roles. So, as I begin my first year as the UK SVP and GM at Dell Technologies, I want to find new ways to create a more evenly gender-balanced workforce. I commit to helping us reach our goal that, by 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women.

True inclusion requires intentional actions, but activity is not a substitute for progress. Therefore we shall stay focused on our goals and monitor progress to ensure meaningful change and lasting impact.

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

Steve Young
UK SVP and GM
Dell Technologies



Dell Technologies in the UK

Dell Technologies is made up of four legal entities in the UK:

- Dell Corporation Limited
- EMC Europe Limited
- Secureworks Europe Limited
- Virtustream UK Limited

Our 2021/22 report includes gender pay gap metrics for Dell Corporation Limited only, as this is the only entity that meets the Government criteria of 250+ employees. EMC Europe Limited, Secureworks Europe Limited and Virtustream UK Limited all employ less than the government criteria this year and are therefore not included in this report.

Dell Corporation Limited employs over 2,300 team members.*



30%
of whom are
Female



27%
of our Executives
are Female



* This number excludes those entities in the UK that do not meet the Government criteria of 250+ employees and whose gender pay gap are not detailed in this report. It represents approximately 86% of the entire UK Team

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 is unequal representation between men and women within the organisation.

Changing this requires a deliberate effort to accelerate opportunities for women in the workforce and their progress into more senior roles.

The **gender pay gap** measures the difference between men and women's hourly earnings, regardless of the work they do.

This includes for example base pay; allowances and any other bonus and incentive pay paid in April 2022.

The **gender bonus gap** is the difference in all incentive pay received by men and women in the 12 months up to April 2022, regardless of the work they do.

This includes for example all bonuses, long term incentives and sales commission payments.

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

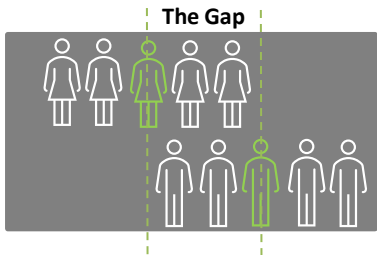
Mean:

The mean is calculated by adding up the total pay of employees and dividing by the employees in that group. The calculation is completed separately for men and women and the totals are compared and represented as a proportion of the male mean.



Median:

The median is the number which is in the middle of the ranking of pay from lowest to highest in each group and gives us the best view of typical pay. The middle number is compared and represented as a proportion of the male median.



Our 2021/22 results

The table below shows our UK gender pay gap data for Dell Corporation Limited.

| Company | Gender Pay Gap | |
|---------------------------------------|----------------|--------|
| Dell Corporation Limited | Mean | Median |
| Employees (86% of the entire UK Team) | 21.3% | 19.0% |

Understanding our Results

Our analysis for 2021/22 shows a slight improvement on the median from last year which is a positive trend. However, the data does highlight that female talent remains under-represented within the organisation, particularly within our Sales and Services business units.

We remain committed to closing the gap through our efforts to attract, develop and retain women into more senior roles and increase our representation across all levels in Dell Technologies in the UK. This is in line with our goal that by 2030, 50% of our global workforce and 40% of our global people leaders will identify as women.

Our external hiring data for Dell Technologies in the UK shows we are making progress. The technology sector in the UK has 29%* female talent availability and in FY22** 38.6% of the people we hired were women, outpacing the market availability and advancing our goals for a more diverse workforce.

We are committed to maintaining this progress in future years as we continue to strive to meet our [2030 goals](#).

*Based on Linked In data

**Feb 2021 to Jan 2022

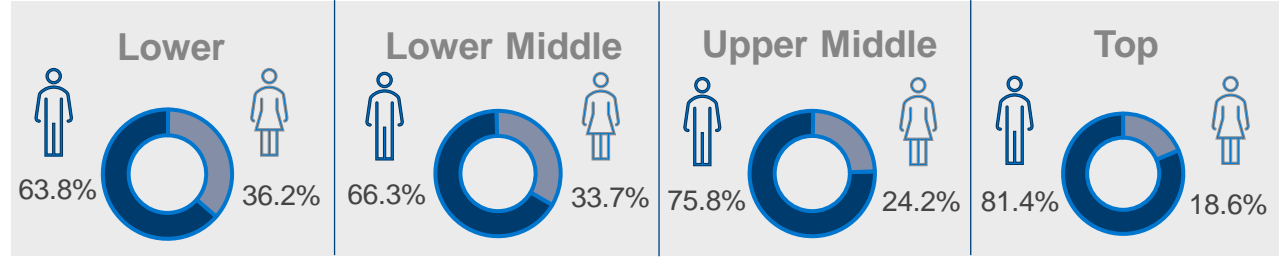
Pay Quartiles:

Pay quartiles are calculated by splitting all employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.



Our 2021/22 results

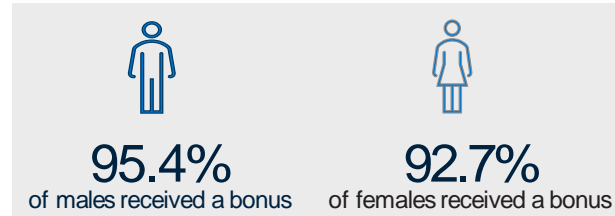
What proportion of employees do we have in each pay quartile?



The table below shows our gender bonus gap data for Dell Corporation Limited in the UK.

| Company | Gender Bonus Gap | |
|---------------------------------------|------------------|--------|
| Dell Corporation Limited | Mean | Median |
| Employees (86% of the entire UK Team) | 31.2% | 38.6% |

What proportion of employees received bonus?*



*Based on bonus data for those eligible to a bonus, shares, sales commission etc. Eligibility and payout amount depends on factors such as timing of hire, eligible earnings, performance, sales attainment and being employed on pay out dates. Where there is a gap in the proportion of male and female receiving a bonus, this is due to these factors.

Cultivating Inclusion

At Dell Technologies, we are a diverse team that values diversity of thought and experience to create innovative technologies that drive human progress.

We are unwavering in our commitment to equality, trust and advocacy for one another because we believe everyone deserves access to opportunity, balance and fulfillment, connection with the world around them, respect, and most of all to be included.

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.



Cultivating Inclusion 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

Our commitments

True inclusion requires intentional actions, which is why Dell Technologies' [2030 goals](#) include a commitment to become a more diverse workforce. We look to these goals as a central guidepost as we monitor, adjust and improve our efforts to create an inclusive culture for our team members, customers and communities we serve.

50% By 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women



These goals also represent an opportunity to help close the technology talent gap by providing access to career and growth opportunities for women globally.

To help build our pipeline of future talent, we continue to pilot and innovate our hiring programs and processes. This includes removing barriers to inclusion by continuously improving our accessibility practices, expanding our recruiting efforts to underrepresented groups and evaluating our internal processes. We help prepare students to be STEM-ready with curriculum, applied learning, internships and job opportunities to provide a meaningful pathway to our future workforce.

We are pleased to share some of the programmes on the following page that are helping to grow and accelerate the diversity within our workforce across Dell Technologies and to close our gender pay gap.

[You can view our FY22 Environmental, Social and Governance Report](#) to learn more about our 2030 goals and global progress to date.

Investing in women for the future

STEMAspire

We continue to invest in his programme to encourage and empower female higher education STEM students by developing their skills and confidence to facilitate their education and career journeys.

The programme 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 technology.

113 students completed the programme with Dell Technologies in the UK in the last year.



Digital Futures is an initiative supported by our Women in Action Employee Resource Group. The programme speaks to young people about what it is like working in IT to give them exposure to our industry and 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 programme 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

</> 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.



Release Female Potential 2030

Release Female Potential is a 9-month immersive cohort-based coaching and action-oriented talent development programme. It's 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.

50 female team members have completed this programme in the last 12 months.



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

The Dell Women's Entrepreneur Network (DWEN) has a mission to advance women-owned businesses through connection with peers and influential voices, inspiration through story telling, and transformation through business and professional thought leadership resources and technology.

For the past 13 years, we have developed the programme and have over 81k members in 155 countries.