

Dell Technologies, UK Gender Pay Gap

2022/23 Report



Diversity and Inclusion is a business imperative.

At Dell Technologies, we believe a diverse workforce that reflects the customers and communities we serve is a business imperative.

We also know that leveraging employee diversity and providing opportunities for all to participate are characteristics of a thriving innovation culture. That's because innovation thrives when people can be their authentic selves and feel that their contributions matter.

It is as important that those contributions are recognised, with people equitably compensated for the value they deliver to our customers and stakeholders, regardless of gender, ethnicity, or other factors.

Analysis of our gender pay gap for 2022/23 shows we have made progress, but we have more work to do. 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 aligns with our global goal that by 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women.

A critical part of any plan is setting ambitious time-bound goals and, more importantly, sharing progress against those goals along the way. Sharing our gender pay gap progress in the UK helps keep us accountable, and I welcome the opportunity to reflect on the lived experience of our employees and determine areas for opportunity.

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 2022/23 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 2,000 team members.*



29%
of whom are
Female



23%
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 2023.

The **gender bonus gap** is the difference in all incentive pay received by men and women in the 12 months up to April 2023, regardless of the work they do.

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

The legislation in the UK is binary regarding gender and therefore our report reflects male and female, however we feel its important to call out that we support all gender identities at Dell Technologies in the UK.

We are fully committed to both equal pay for men and women and closing the gender pay gap. This report details our results, diversity goals, programs and progress.

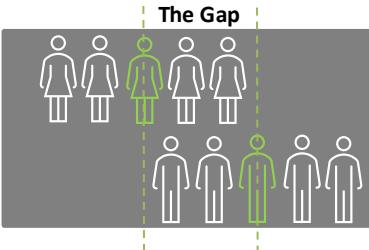
Mean:

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 2022/23 results

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

Company	Year	Mean	Median
Dell Corporation Limited Employees (86% of the UK Team)	2022/23	18.7%	16.0%
	2021/22	21.3%	19.0%

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

Company	Year	Gender Bonus Gap
Dell Corporation Limited	Mean	Median
Employees (86% of the UK Team)	2022/23	33.6%
	2021/22	31.2%

Understanding our Results

Our analysis for 2022/23 shows we are making progress on the median from last year. The data highlights that female talent is still under-represented within the organisation, and 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 global goal that by 2030, 50% of our global workforce and 40% of our global people leaders will be those who 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 30%* female talent availability and in FY23** 38% of the people we hired were women, outpacing the market availability and advancing our goals for a more diverse workforce.

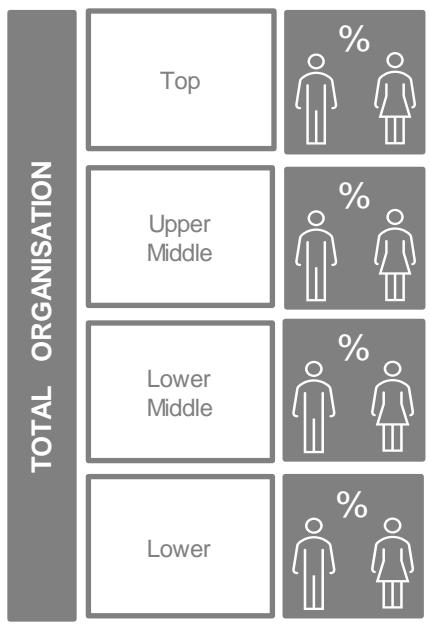
We are committed to maintaining this progress in future years as we strive to meet our [2030 goals](#).

*Based on LinkedIn data

**Fiscal Year Feb 2022 to Jan 2023

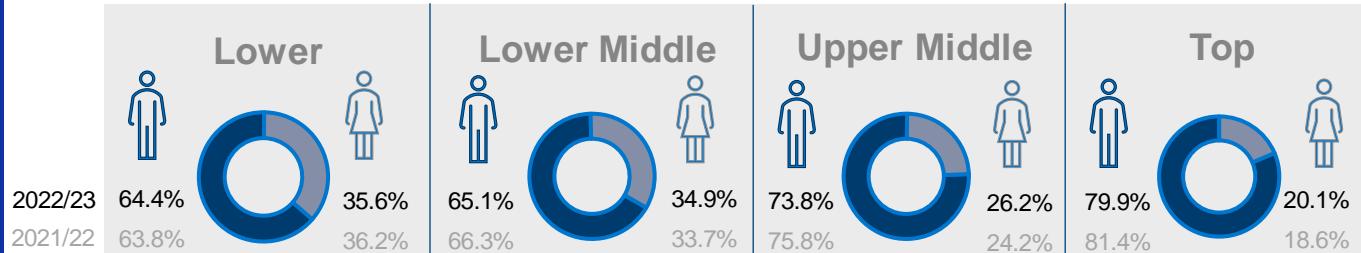
Pay Quartiles:

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.

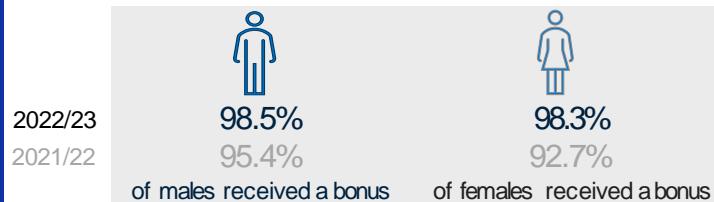


Our 2022/23 results

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



What proportion of employees received bonus pay?*



Understanding Our Results

We have seen some positive change in the percentage of women in the upper middle and top quartiles, however women continue to be underrepresented in the Sales and Services organisations which is reflected in the Gender Bonus Gap. There are more males in senior Sales and Services roles and therefore the higher commission payments are paid to more men than women.

The proportion of employees receiving a bonus payment is now almost equal.

*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 payout dates. Where there is a gap in the proportion of male and female receiving a bonus, this is due to these factors.

Cultivating Inclusion

We're driving inclusion and creating a sense of belonging for all

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.

Diverse thoughts and experiences, combined with an accepting, collaborative workplace, lead to truly meaningful work.

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.



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.



INCLUSIVE WORKFORCE

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 programs, on the following page, that are helping to grow and accelerate the diversity within our workforce across Dell Technologies in the UK and to close our gender pay gap.

View our [FY23 Environmental, Social and Governance Report](#) and learn more about our 2030 goals and global progress to date.

Investing in women for the future

STEMAspire

We continue to invest in this 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.

Over 100 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 continue to be committed to the UK Tech Talent Charter (TTC), which is a commitment to deliver greater gender diversity in the tech workforce.



Established in 2009, the Dell Women's Entrepreneur Network (DWEN) has brought women entrepreneurs together from around the world to help them connect with each other, scale their businesses and ultimately succeed. The [DWEN community](#) welcomes all levels of female entrepreneurs, from start-ups to scale-ups.

With over 104k members globally DWEN provides knowledge and insights that give them the power to do more.

London ranked #1 in the world overall on the Dell Women Entrepreneur (WE) Cities Index. The WE Cities Index measures and ranks global cities around the world based on their ability to attract and support high potential women entrepreneurs. This research showcases how technology connects all other aspects of the business environment.



#IAmRemarkable is a Google initiative empowering women and other under-represented groups to celebrate their achievements in the workplace and beyond.

Our goals:

- Lift the motivation and skills of self promotion for underrepresented groups
- Challenge the social perception around self promotion

75 UK participants completed the training between February 2022 and March 2023.



Release Female Potential 2030

Release Female Potential: a 9-month cohort-based coaching and action-oriented talent development programme. It is 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 UK female team members completed this programme in the last 12 months.