

Dell
Technologies,
UK
Gender Pay
Gap

2023/24 Report

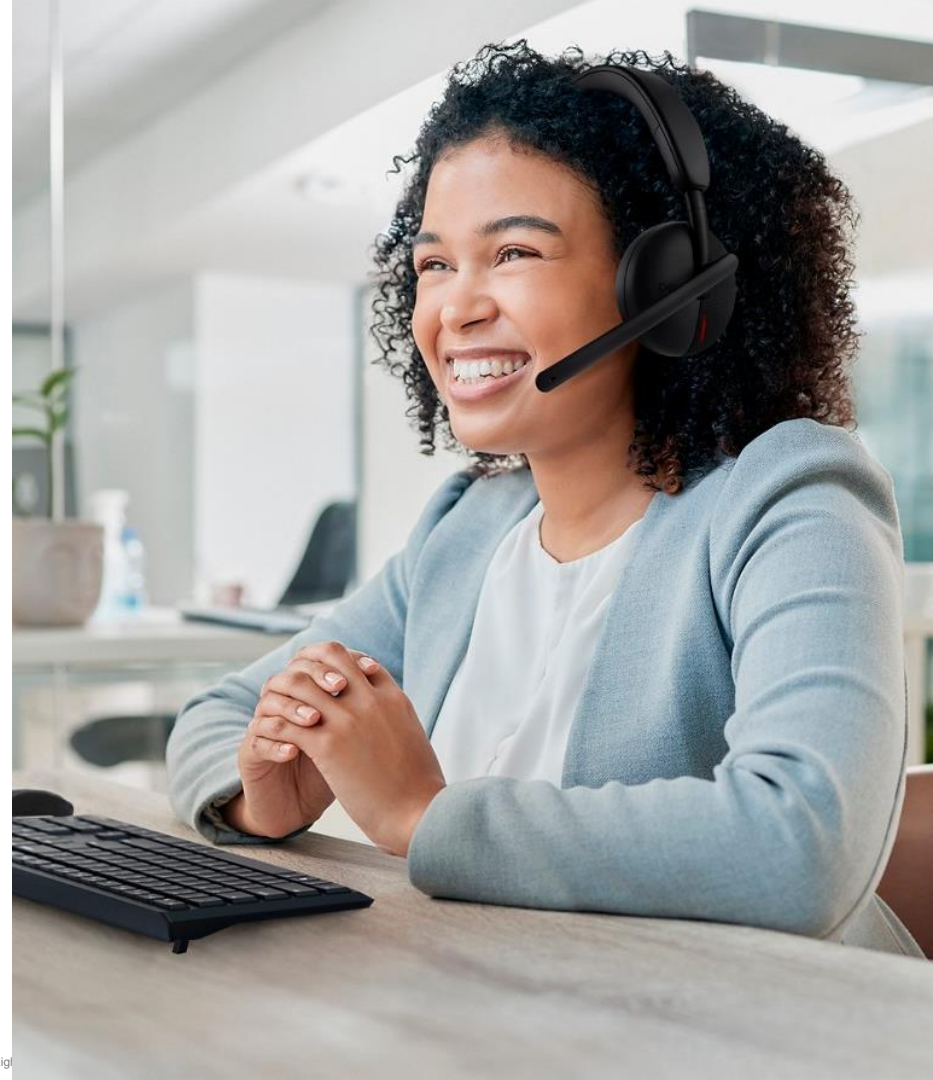


At Dell Technologies, we believe that cultivating a workforce representative of the communities we serve is vital to driving innovation and achieving progress.

We're dedicated to creating meaningful progress toward a more inclusive future.

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 MD
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 2023/24 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 1,900 team members.*



29%
of whom are
Female



25%
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 88% 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.

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 2024.

The **gender bonus gap** is the difference in all incentive pay received by men and women in the 12 months up to April 2024, 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, programs and progress.

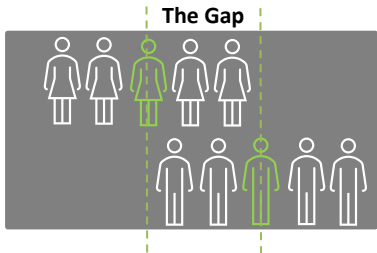
Mean:

The mean is calculated by adding up the total pay of employees and dividing by the number of 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 2023/24 results

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

Company	Gender Pay Gap		
Dell Corporation Limited	Year	Mean	Median
	2023/24	23.9%	20.0%
	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	Gender Bonus Gap		
Dell Corporation Limited	Year	Mean	Median
	2023/24	33.7%	39.5%
	2022/23	33.6%	42.7%
	2021/22	31.2%	38.6%

Understanding our Results

We are committed to addressing the gender pay gap and fostering an inclusive workplace. Although our median gender pay gap has increased slightly, we are pleased to see improvements in the gender bonus gap. We remain dedicated to attracting, developing, and retaining female talent, especially in senior roles, to ensure balanced representation across all levels in our UK operations. Looking ahead, we are focused on maintaining this progress and continuing to build an inclusive culture where everyone can thrive.

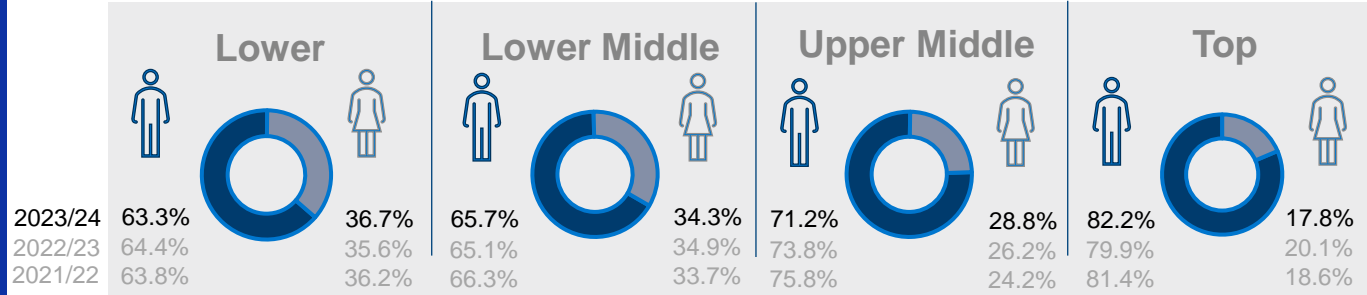
Pay Quartiles:

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.

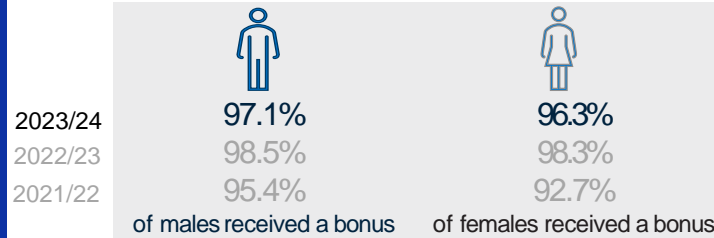


Our 2023/24 results

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



What proportion of employees received bonus pay?*



Understanding Our Results

We have made progress with more women in the upper middle quartile. However, there's still work to do in the top quartile. Women continuing to be underrepresented in Sales and Services, with more men holding senior roles, affects both top quartile representation and bonus distribution. Despite fewer employees receiving bonuses overall, with a larger reduction among women, we remain committed to improving these figures and fostering a more inclusive environment.

*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. The a gap in the proportion of male and female receiving a bonus is due to these factors.

Cultivating Inclusion

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

We believe in building an inclusive workforce, made up of individuals with varying backgrounds and life experiences.

We are committed to equal employment opportunity and upholding ethics and integrity in all we do, and we will continue to implement inclusive practices and policies that support diversity.



Our commitments

True inclusion requires intentional actions, which is why Dell Technologies' [2030 goals](#) include ambitions to become a more inclusive workforce. We look to these aspirational 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

Our aspiration is that by 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women.

Our approach to an inclusive workforce

Our team members are vital to our long-term business success, so we are focused on fostering an inclusive corporate culture and building our future pipeline of talented team members. To build a future that works for all, we focus on four areas:

Workplace | We are creating an inclusive environment where everyone can be their authentic selves and believe their work is meaningful.

Workforce | We are committed to increasing representation and recognise that talent retention at all levels is essential to our long-term strategy.

Marketplace | We are leading by example in our industry and with our customers, and, become an employer of choice for future team members.

We are pleased to share some of the programs, on the following page, that are helping to grow and accelerate the inclusivity within our workforce across Dell Technologies in the UK and to close our gender pay gap.

Read our [FY24 Environmental, Social and Governance Report](#) and learn more about our 2030 goals and global progress to date.

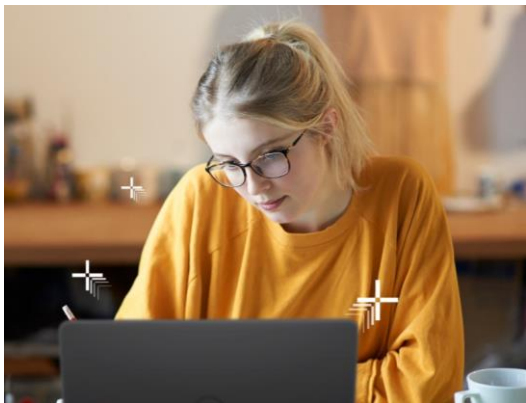
Investing in women for the future

STEMAspire

This programme is designed 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 the transition from higher education to a career in technology.

Again, over 100 students completed the programme with Dell Technologies in the UK in the last year and almost 800 have taken part in the program since we launched in 2017.



Advancing Your Career is a series of sessions to develop women in the business covering 4 key areas: Self Awareness – discover the importance of understanding your personal strengths and barriers

Bias and Personal Brand – how to share a vision of your authentic brand and identify ways to manage bias and gender challenge

Networking – learn how to prepare for and hold constructive networking conversations

Negotiation Skills – learn how to negotiate your own success and create value.

These sessions are hosted through our Women In Action Employee Resource Group.



#IAmRemarkable is designed to empower 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

39 UK participants completed the training between February 2023 and March 2024.



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



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.