

Dell's Global Equal Employment Opportunity Policy

Dell's culture inclusiveness and respect for all Dell team members form an integral part of Dell's Culture Code and are essential to Dell's success. Dell values each individual's distinct contribution and leverages our individual strengths to ensure that Dell remains the technology solutions company of choice for customers around the world.

Dell is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind

Dell is an equal opportunity employer and all of the executives of Dell recognize the value of every individual in creating success for our customers, business partners, team members and communities. Equal opportunity and inclusion allow all of us to feel part of Dell, and to contribute fully to our results. Working together, we can maximize innovation, provide the best customer experience and extend Dell's market leadership. To achieve this, we continue to be committed to developing an environment in which every team member feels free to bring unique experiences and perspectives to the company and realize their potential.

We are committed to recruiting, hiring, developing and promoting team members without discrimination. As a global employer, this commitment includes complying with all laws in the countries in which we operate. But we believe equal employment practices should not be limited to the minimum that the law requires. Equal opportunity and inclusion are essential to motivate, empower and recognize the best in everyone.

Dell does not discriminate in any area of employment including compensation, benefits, hiring, promotions and terminations, company-sponsored training or events, education, tuition assistance, and social and recreational programs. We believe all team members should be treated with respect and employment decisions should be based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, creed, national, social or ethnic origin, political viewpoint, sex (including pregnancy), age, physical, mental or sensory disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, protected veteran status, citizenship status when otherwise legally able to work, or any other status protected by the laws or regulations in the locations where we operate.

Dell's Commitment to a Workplace Free of Discrimination and Harassment is Far Reaching

Dell's commitment to equal employment opportunity applies to all persons involved in the operation of Dell's business and prohibits unlawful discrimination or harassment by or between any Dell team members, including officers, supervisors and co-workers, or applicants for employment at Dell, or by or between any Dell team member and any

team member of Dell's customers, independent contractors, vendors or other strategic partners.

All Dell team members are required to promote equal opportunity and inclusion, and managers have a special responsibility to monitor their respective areas of supervision, and ensure compliance to the fullest extent possible.

Dell Team Members Are Encouraged to Report Discrimination, Harassment, Retaliation or the Threat of Retaliation

Team members are encouraged to report incidents perceived to be in conflict with this policy. There are numerous avenues available as described in Dell's Global Workplace Anti-Harassment Policy and Code of Conduct. Dell team members are encouraged to report incidents immediately to their supervisor, leader, via My HR or by utilizing the reporting methods maintained by the Global Ethics and Compliance team. Visit Speak Up for reporting instructions, including anonymous options.

All such reports will be investigated promptly and as confidentially as possible and appropriate corrective action, if needed, will be taken. No team member who makes good faith reports of discrimination, harassment, or retaliation will be subjected to reprisal or damage to their career, reputation or employment at Dell.

Dell strictly prohibits retaliation against any employee who, in good faith, reports discrimination or harassment concerns, or other violations of Dell policy or applicable law, or who participates in an investigation of such reports.

Dell Strives to Reasonably Accommodate its Team Members

Dell provides equitable treatment and reasonable accommodations for team members and applicants in accordance with applicable laws. A reasonable accommodation for a team member with a disability may include modification to policies and procedures, an adjusted work schedule, special equipment or transportation, or other job modification to optimize the individual's job performance, subject to applicable law.

Individuals who desire a workplace accommodation under any applicable law may make a request for such an accommodation, preferably in writing, to the individual's supervisor or human resources representative.