

GRI Content Index

This 2018 GRI index and report, prepared in accordance with GRI Standards comprehensive option, supplements our 2018 Corporate Responsibility Report (for fiscal year 2018)

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
GRI General Disclosures			
GRI 102: General Disclosures 2016	102-1 Name of the organization	Dell Inc.	
	102-2 Activities, brands, products, and services	10K pages 5-7. The 10K is for Dell Technologies, parent company of Dell Inc.	
	102-3 Location of headquarters	10K pages 1	
	102-4 Location of operations	10K Manufacturing and Materials and Geographic Operations, page 8 Dell Locations	
	102-5 Ownership and legal form	10K Business – page 5	
	102-6 Markets served	10K Geographic Operations – page 8	
	102-7 Scale of the organization	10K Selected Financial Data - page 39, Employees – page 11. The 10K is for Dell Technologies, parent company of Dell Inc. 8K - We adopted a revenue recognition accounting standard during Q1FY19 and recasted prior period financial metrics.	
	102-8 Information on employees and other workers	10K Employees – page 11 FY18 Corporate Social Responsibility Report (CSR) – By the Numbers – People	
	102-9 Supply Chain	Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – page 3 Supply Chain	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	102-10 Significant changes to the organization and its supply chain	10K – Business > Manufacturing and Materials – pages 5-8	
	102-11 Precautionary principle or approach	Dell Global Environmental Policy Design for Environment Dell Producer Responsibility Policy Dell Electronic Disposition Policy Dell's Chemical Use Policy Dell's Guidelines for Management of Manufacturing Process Chemicals	
	102-12 External initiatives	Policies and positions The Net Positive Project Next Wave	
	102-13 Membership of associations	Membership and Associations	
	102-14 Statement from senior decision maker	FY18 CSR Report – Letter from Michael Dell	
	102-15 Key impacts, risks, and opportunities	Dell's Legacy of Good Plan FY18 CSR Report – Challenges and Opportunities 10K – Government Regulation and Sustainability – pages 10-11; and Risk Factors – page 16	
	102-16 Values, principles, standards, and norms of behavior	Code of Conduct Governance Corporate Governance Principles Our Culture Code	
	102-17 Mechanisms for advice and concerns about ethics	Code of Conduct – pages 54-59	
	102-18 Governance structure	Board of Directors Committee Composition Governance Documents	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	102-19 Delegating authority	Leadership Team 10K – Executive Officers of Dell Technologies – pages 12-15	
	102-20 Executive level responsibility for economic, environmental, and social topics	<p>Ms. Karen H. Quintos, Chief Customer Officer of Dell Technologies, leads the Diversity and Inclusion and Corporate Responsibility business imperatives, which encompass social responsibility, entrepreneurship, and diversity. Ms. Christine Fraser SVP and Chief Responsibility Officer, reporting to Ms. Quintos, leads Corporate Social Responsibility.</p> <p>10K – Executive Officers of Dell Technologies – page 14 FY18 CSR Report – Letter from Christine Fraser</p>	
	102-21 Consulting stakeholders on economic, environmental, and social topics	<p>FY18 CSR Report – Materiality and Our GRI Report How and Where we Report Materiality Analysis for Corporate Social Responsibility</p>	
	102-22 Composition of the highest governance body and its committees	<p>Committee Composition Board of Directors</p>	
	102-23 Chair of the highest governance body	<p>Board of Directors</p>	
	102-24 Nominating and selecting the highest governance body	<p>Corporate Governance Principles – page 3 Notice and Proxy Statement for 2018 Annual Meeting of Stockholders – pages 13-28</p>	
	102-25 Conflicts of interest	<p>Corporate Governance Principles Code of Conduct – page 47 Code of Ethics for Senior Financial Officers</p>	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	102-26 Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Principles Code of Conduct FY18 CSR Report – Governance	
	102-27 Collective knowledge of highest governance body	Corporate Governance Principles Notice and Proxy Statement for 2018 Annual Meeting of Stockholders – pages 15-21	
	102-28 Evaluating the highest governance body's performance	Corporate Governance Principles	
	102-29 Identifying and managing economic, environmental, and social impacts	FY18 CSR Report – Materiality and Our GRI Report Materiality Analysis for Corporate Social Responsibility How and where we Report	
	102-30 Effectiveness of risk management processes	<p>As founding members of the Responsible Business Alliance (RBA), we have fully adopted the RBA Code of Conduct for our own operations, and we expect our suppliers to abide by the Code and to expect the same of their suppliers. As part of this process and through the years we have implemented robust management systems—embedded in our operations—to identify, manage and mitigate risks in these areas (environmental, social and governance). In addition, our own facilities are subject to audits through RBA's validated audit process. This audit process is one of the mechanisms we use to assess the effectiveness of our risk management processes for social, environmental and governance issues. During FY18, six of our facilities underwent RBAs audits. There were no priority findings. Two of these facilities had two major nonconformances each. Corrective action plans have been developed and are being implemented. We expect to have closure audits, as appropriate, during FY19.</p>	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	102-31 Review of economic, environmental, and social topics	FY18 CSR Report – Materiality and Our GRI Report Materiality Analysis for Corporate Social Responsibility How and Where we Report	
	102-32 Highest governance body’s role in sustainability reporting	<p>The SVP and Chief Responsibility Officer is primary executive responsible for approving the entire report. The Executive leadership Team, also participates in the review and approval process. Other functional executives also review and approve relevant parts of the report such as operations, human resources, etc.</p> <p>FY18 CSR Report – Letter from Michael Dell FY18 CSR Report – Letter from Christine Fraser</p>	
	102-33 Communicating critical concerns	<p>As a private company, critical concerns are directly communicated to Michael Dell, CEO, Chairman of the Board, and majority owner. In addition, there are other mechanism available to raise concerns to the highest level of governance. These are described in our Code of Conduct and the Notice and Proxy Statement for 2018 Annual Meeting of Stockholders – Communication with Directors, pages 27-28</p>	
	102-34 Nature and total number of critical concerns	Confidentiality constraints	Dell treats this data as confidential company information.
	102-35 Remuneration policies	Notice and Proxy Statement for 2018 Annual Meeting of Stockholders – Director Compensation pages 28-29; Executive Compensation, pages 34-51	
	102-36 Process for determining remuneration	Notice and Proxy Statement for 2018 Annual Meeting of Stockholders – Director Compensation pages 28-29; Executive Compensation, pages 34-51	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	102-37 Stakeholders' involvement in remuneration	Notice and Proxy Statement for 2018 Annual Meeting of Stockholders – Proposal 3 – Advisory vote to approve named executive compensation, page 32	
	102-38 Annual total compensation ratio	Notice and Proxy Statement for 2018 Annual Meeting of Stockholders – Proposal 3 – Advisory vote to approve named executive compensation, page 45	
	102-39 Percentage increase in annual total compensation ratio	Notice and Proxy Statement for 2018 Annual Meeting of Stockholders – Proposal 3 – Advisory vote to approve named executive compensation, page 51	
	102-40 List of stakeholder groups	FY18 CSR Report – Materiality and Our GRI Report Materiality Analysis for Corporate Social Responsibility How and Where we Report Membership and Associations SCS Progress Report – page 5 Customer Engagement Programs	
	102-41 Collective bargaining agreements	Human Rights and Labor Policy Statement	
	102-42 Identifying and selecting stakeholders	FY18 CSR Report – Materiality and Our GRI Report Materiality Analysis for Corporate Social Responsibility How and Where we Report	
	102-43 Approach to stakeholder engagement	FY18 CSR Report – Materiality and Our GRI Report SCS Progress Report – page 5	
	102-44 Key topics and concerns raised	FY18 CSR Report – Materiality and Our GRI Report Materiality Analysis for Corporate Social Responsibility	
	102-45 Entities included in the consolidated financial statements	10K – Business, page 5 FY18 Corporate Social Responsibility Report – About This Report	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	102-46 Defining report content and topic boundaries	FY18 Corporate Social Responsibility Report – About This Report FY18 CSR Report – Materiality and Our GRI Report	
	102-47 List of material topics	FY18 CSR Report – Materiality and Our GRI Report	
	102-48 Restatements of information	<p>During FY18, we restated the following metrics:</p> <ul style="list-style-type: none"> • FY17 Scope 1 emissions due to data refinements as part of the assurance process from FY17 from 61,000 to 61,100 MT CO2e. • FY16 Scope 3 emissions from supply chain, due to improvements in calculation methodology and extrapolation to account for 100% of spend. • FY16 Percentage of Scope 3 GHG emissions – supply chain calculated using supplier-reported data , due to improvements in calculation methodology • FY16 and FY17 hazardous waste generated. FY16 was restated to account for total waste generated Dell and EMC combined, while FY17 was restated due to improvement in calculation methodology. • FY17 total water withdrawals was restated due to data refinements 	
	102-49 Changes in reporting	<p>During FY18 we had a few changes in our reporting:</p> <ul style="list-style-type: none"> • We have added new metrics to the By the Numbers section of the report for water in our operations including breakdown by source, and wastewater discharges. We have also added the breakdown of waste diversion by strategy. • We are not reporting on our Supply chain fresh water use indicator, because we have seen • great variability in the source data year over year, and we lack confidence in the accuracy of the resulting metric. As such, during FY19 we will further assess and understand the quality of the data and its variability before releasing publicly again. • - We have replaced the Supply Chain weekly working hours and rest days audit compliance indicator with the percentage of workers compliant with a 60 hour workweek <p>Please see FY18 CSR Report - By the Numbers for additional information.</p>	



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	102-50 Reporting period	FY18 CSR Report – About This Report	
	102-51 Date of most recent report	FY17 Corporate Social Responsibility Report	
	102-52 Reporting cycle	Annual	
	102-53 Contact point for questions regarding the report	FY18 CSR Report – About This Report	
	102-54 Claims of reporting in accordance with the GRI Standards	FY18 CSR Report – About This Report	
	102-55 GRI content index	GRI Content Index	
	102-56 External assurance	We conduct limited assurance of specific key performance indicators. Additional information on the assurance process for the FY18 reporting cycle may be accessed here .	

Material Topics

Data Privacy and Security

	103-1 Explanation of the material topics and its boundaries	FY18 CSR Report – Governance Section 10K – Risk Factors page 21	
GRI 103: Management Approach 2016	103-2 The management approach and its components	FY18 CSR Report – Governance Section	
	103-3 Evaluation of the management approach	FY18 Corporate Social Responsibility Report – Governance Section	
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Confidentiality constraints.	Dell takes customer data and privacy very seriously and has strict standards and policies and robust management systems in place.



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
Role of IT in Society			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	FY18 CSR Report – Net Positive Net Positive	
	103-2 The management approach and its components	FY18 CSR Report – Net Positive – Advancing and assessing our Legacy of Good	
	103-3 Evaluation of the management approach	FY18 CSR Report – Net Positive – Advancing and assessing our Legacy of Good FY18 CSR Report Goals Dashboard	
Diversity and Inclusion			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Diversity and Inclusion Our People Our Workplace Cultivating our External Brand	
	103-2 The management approach and its components	Diversity and Equal Opportunity Policy Code of Conduct pages 18-19 Diversity and Inclusion Our People Our Workplace Employee Resource Groups Cultivating our External Brand	
	103-3 Evaluation of the management approach	FY18 CSR Report - People Section FY 18 CSR Report - Building a team that’s proud to work at Dell FY18 CSR Report - By the Numbers FY18 CSR Report Goals Dashboard	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	FY18 CSR Report - By the Numbers	
	405-2 Ratio of basic salary and remuneration of women to men	Confidentiality constraints	Dell treats this data as confidential company information.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Confidentiality constraints	Dell treats this data as confidential company information.
STEM Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Youth Learning FY18 CSR Report - Unlocking the passion and potential of the world's youth	
	103-2 The management approach and its components	Youth Learning FY18 CSR Report - Unlocking the passion and potential of the world's youth	
	103-2 The management approach and its components	Youth Learning FY18 CSR Report - Unlocking the passion and potential of the world's youth FY18 CSR Report Goals Dashboard FY18 CSR Report - By the Numbers	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
Flexible Workforce			
	103-1 Explanation of the material topics and its boundaries	Our Workplace	
GRI 103: Management Approach 2016	103-2 The management approach and its components	Our Workplace	
	103-3 Evaluation of the management approach	FY18 CSR Report - People Section FY18 CSR Report - Building a team that's proud to work at Dell FY18 CSR Report Goals Dashboard	
Energy and Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Design for the Environment Reducing our Impact Renewable Energy Reducing your Footprint Reducing and Reporting GHG Global Climate Policy Principles	
	103-2 The management approach and its components	Global Environmental Policy Design for the Environment Reducing our Impact Renewable Energy Reducing your Footprint Reducing and Reporting GHG Global Climate Policy Principles Science-based Emission Reduction targets CDP Climate Change Assurance Statement	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	103-3 Evaluation of the management approach	FY18 CSR Report Goals Dashboard - Environment Dell 2020 Energy Intensity Goal – Midterm Report	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	FY18 CSR Report - By the Numbers – Sustainable Operations CDP Climate Change	
	302-2 Energy consumption outside of the organization	No information available	Dell Inc. does not track this indicator. However, we do track and report scope 3 emissions for relevant categories.
	302-3 Energy intensity	CDP Climate Change	
	302-4 Reduction of energy consumption	CDP Climate Change FY18 CSR Report - By the Numbers – Sustainable Operations	
	302-5 Reductions in energy requirements of products and services	FY18 CSR Report Goals Dashboard - Environment Dell 2020 Energy Intensity Goal – Midterm Report Reducing Your Footprint	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	FY18 CSR Report - By the Numbers – Sustainable Operations CDP Climate Change	
	305-2 Energy indirect (Scope 2) GHG emissions	FY18 CSR Report - By the Numbers – Sustainable Operations CDP Climate Change	
	305-3 Other indirect (Scope 3) GHG emissions	FY18 CSR Report - By the Numbers – Sustainable Operations CDP Climate Change	
	305-4 GHG emissions intensity	CDP Climate Change	
	305-5 Reduction of GHG emissions	FY18 CSR Report Goals Dashboard - Environment	
	305-6 Emissions of ozone-depleting substances (ODS)	No information available	No production, import or export of ODS materials, and no process use or emissions of ODS materials. ODS-based refrigerants are used in



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			some closed systems such as facility cooling/ air conditioning equipment, where leakage rates are very small.
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	No information available	Dell has not estimated the emissions of these gases, but these are expected to be negligible.
Product Stewardship			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Design for Environment Design for Environment white paper	
	103-1 Explanation of the material topics and its boundaries	Global Environmental Policy Design for Environment white paper Dell on the Circular Economy Circular Economy Design for Environment Specifications Procurement Standards and Ecolabels Innovative Material Choices Select Life Cycle Assessments Forest Products Stewardship Model Position Statement on REACH Chemical Use Policy Producer Responsibility Policy Electronics Disposition Policy Green Packaging and Shipping Dell Recycling Electronics Disposition Partner Performance Standard The Business Case for a Sustainable Supply Chain	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
		Dell Waste Electrical and Electronic Equipment Disassembly Instructions Global Takeback Leadership	
	103-3 Evaluation of the management approach	FY18 CSR Report Goals Dashboard – Environment Design for Environment white paper The Business Case for a Sustainable Supply Chain Global Takeback Leadership	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Confidentiality constraints	Dell treats this data as confidential company information.
	301-2 Recycled input materials used	FY18 CSR Report Goals Dashboard – Environment Pioneering the use of closed-loop recycled gold in our products Recycled Gold Closed-loop Plastics Ocean-bound Plastics Innovative Material Choices	
	301-3 Reclaimed products and their packaging materials	FY18 CSR Report Goals Dashboard – Environment FY18 CSR Report - By the Numbers – Sustainable Operations	
Human Rights			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – page 3 Human Rights and Labor Policy Statement	
	103-2 The management approach and its components	Human Rights and Labor Policy Statement How we win: Dell Technologies Code of Conduct page 20	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
		Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – pages 4-11 Responsible Minerals Policy Responsible Minerals Sourcing Report Vulnerable Worker Policy Slavery and Human Trafficking Policy Statement Supply Chain Dell Supplier Principles RBA Code of Conduct	
	103-3 Evaluation of the management approach	FY18 CSR Report Goals Dashboard – Supply Chain FY18 CSR Report - By the Numbers – Supply Chain Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – pages 11-17	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Responsible Minerals Sourcing Report page 14 Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – pages 13, 16	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – pages 16-17 Responsible Minerals Sourcing Report	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	No information available Code of Conduct	Dell currently does not track this figure.
GRI 411: Right of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Dell is unaware of any part of our operations that would pertain to indigenous rights violations. Dell and Dell's suppliers are required to respect the human rights of others as detailed in our Code of Conduct , our Suppliers Principles and the RBA Code of Conduct .	



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GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – pages 16-17 Responsible Minerals Sourcing Report Human Rights and Labor Policy Statement	
	412-2 Employee training on human rights policies or procedures	Code of Conduct - All employees are required to take the Code of Conduct training, and pass associated test. The Code addresses core human rights aspects and risk areas. Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – pages 10-11, 34	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Dell Supplier Principles Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – pages 10-11	
GRI 200: Economic Topics			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	8K - We adopted a revenue recognition accounting standard during Q1FY19 and recasted prior period financial metrics. The 8K is for Dell Technologies, parent company of Dell Inc.	
	201-2 Financial implications and other risks and opportunities due to climate change	10K pages 23-24 FY18 Corporate Social Responsibility Report – Challenges and Opportunities	
	201-3 Defined benefit plan obligations and other retirement plans	10K pages 156-158	
	201-4 Financial assistance received from government	10K pages 132-136	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Confidentiality constraints	Dell treats this data as confidential company information.



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	202-2 Proportion of senior management hired from the local community	No information available	Dell does not disclose these percentages, however it is our common practice to promote and/or hire senior managers within the country/ region that they manage.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	FY18 Corporate Social Responsibility Report – Communities FY18 CSR Report - By the Numbers – Communities Communities	
	203-2 Significant indirect economic impacts	FY18 Corporate Social Responsibility Report – Communities FY18 CSR Report - By the Numbers – Communities Communities Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – page 31	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	FY18 CSR Report - By the Numbers – Supply Chain Supplier Diversity Overview Supply Chain Sustainability (SCS) Progress Report – Our Global Supply Chain – page 31	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Code of Conduct – page 39 FY18 Corporate Social Responsibility Report – Governance Dell analyzes for corruption risk within all global functions and departments annually.	



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	205-2 Communication and training about anti-corruption policies and procedures	FY18 Corporate Social Responsibility Report – Governance All Dell employees receive Code of Conduct training annually.	
	205-3 Confirmed incidents of corruption and actions taken	Confidentiality constraints	Dell treats this data as confidential company information.
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Conduct – page 14 Zero legal actions	
GRI 300: Environmental Topics			
GRI 301: Materials 2016	See Material Topics section above		
GRI 302: Energy 2016	See Material Topics section above		
GRI 303: Water 2016	303-1 Water withdrawal by source	FY18 CSR Report - By the Numbers - Sustainable Operations Reducing the environmental impact of our operations in India CDP – Water Dell Water Policy Principles	
	303-2 Water sources significantly affected by withdrawal of water	No information available	Dell does not directly withdraw significant quantities of water from any source. Municipal supplies of water are, to the best of our knowledge, not sensitive or Ramsar-listed.
	303-3 Water recycled and reused	CDP – Water	



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GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No information available	Dell is unaware of any significant impacts on biodiversity in protected areas resulting directly from its activities.
	304-2 Significant impacts of activities, products, and services on biodiversity	No information available	Dell is unaware of any significant impacts on biodiversity in protected areas resulting directly from its activities.
	304-3 Habitats protected or restored	Plant a Tree Program	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	No information available	Dell's operations do not have a known impact on any endangered species.
GRI 306: Effluents and Waste 2016	See Material Topics section above		
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	CDP – Water	
	306-2 Waste by type and disposal method	FY18 CSR Report - By the Numbers - Sustainable Operations	
	306-3 Significant spills	Dell Inc. businesses and subsidiaries including SecureWorks had any significant spills.	
	306-4 Transport of hazardous waste	No information available	Dell's operations generate only small amounts of hazardous wastes (all facilities are conditionally exempt from small quantity generators, or equivalent), typically from maintenance of facility equipment such



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			as heating/ cooling systems. Wastes are managed according to local regulatory requirements, and are recycled where feasible. Hazardous wastes are not exported. The total amount is not fully tracked at the corporate level.
	306-5 Water bodies affected by water discharges and/or runoff	No information available	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Dell was not assessed any material environmental fines, nor did we have any material environmental remediation or other environmental costs during FY18.	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	No information available	We have begun collecting this information and will report the percentage of new suppliers screened using environmental criteria in FY19.
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Sustainability (SCS) Progress Report –pages 22-27;33	
GRI 400: Social Topics			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Careers Our Workplace No information available	Dell considers this information proprietary and therefore does not publicly disclose it.



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	OMISSION
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Benefits	
	401-3 Parental leave	No information available	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Confidentiality Constraints Code of Conduct RBA Code of Conduct	Dell treats this data as confidential company information.
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management–worker health and safety committees	Global Health and Safety Policy	
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	FY18 CSR Report - By the Numbers - People	
	403-3 Workers with high incidence or high risk of diseases related to their occupation	Health and safety programs designed to prevent workplace injuries and illnesses are in place for employees throughout the company. Dell's very low occupational injury and illness incident rate demonstrates the effectiveness of these programs.	
	403-4 Health and safety topics covered in formal agreements with trade unions	Confidentiality constraints	Dell treats this data as confidential company information.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	No information available	Dell does not track training in terms of quantity of hours, but rather modules and courses completed.
	404-2 Programs for upgrading employee skills and transition assistance programs	Career Growth	



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	404-3 Percentage of employees receiving regular performance and career development reviews	Dell's performance management system links individual goals with organizational performance. The performance management process requires annual formal reviews, the calibration of talent and allocation of performance rewards and promotions – all decisions in line with being a meritocracy. Throughout the year, managers provide employees with ongoing feedback, coaching, training and on-the-job development. Employees and managers mutually create the employee-development plans. This entire process aligns individual-performance objectives and career-development planning with business and company goals and results.	
GRI 405: Diversity and Inclusion 2016	See Material Topics section above		
GRI 406: Non-discrimination 2016	See Material Topics section above		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Policy Statement Code of Conduct RBA Code of Conduct Supply Chain Sustainability (SCS) Progress Report –pages 13, 36	
GRI 408: Child Labor 2016	See Material Topics section above		
GRI 409: Forced or Compulsory Labor 2016	See Material Topics section above		
GRI 410: Security Practices 2016	See Material Topics section above		
GRI 411: Rights of Indigenous People 2016	See Material Topics section above		



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GRI 412: Human Rights Assessment 2016	See Material Topics section above		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	FY18 Corporate Social Responsibility Report – Communities FY18 CSR Report - By the Numbers – Communities Communities	
	413-2 Operations with significant actual and potential negative impacts on local communities	No information available	Not applicable
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	No information available	We have begun collecting this information and will report the percentage of new suppliers screened using environmental criteria in FY19.
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Sustainability (SCS) Progress Report –pages 13-21; 28-29; 33-39	
GRI 415: Public Policy 2016	415-1 Political contributions	Public Policy	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Regulatory Compliance Policy Product Safety, EMC and Environmental Datasheets Dell Inc. (Dell) is committed to compliance with the laws and regulations in each country into which the company ships our products. Dell products are designed and tested to meet the appropriate worldwide standards for Product Safety, Electromagnetic Compatibility, Ergonomics and other regulatory compulsory requirements, when used for their intended purpose.	



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	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	All reports of possible safety issues are investigated. Dell Inc. is not aware of any incidents traced to a product non-compliance for FY18.	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Regulatory Compliance Regulatory Compliance Policy Dell Eco-labels RBA Code of Conduct	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Confidentiality constraints	Dell treats this data as confidential company information.
	417-3 Incidents of non-compliance concerning marketing communications	Confidentiality constraints	Dell treats this data as confidential company information.
GRI 418: Customer Privacy 2016	See Material Topics section above		
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Confidentiality constraints	Dell treats this data as confidential company information.

