

# GRI Content Index

This FY19 GRI index, references the GRI Standards 2016 disclosures, unless otherwise noted in the “Comments” section of this Index. This content index also supplements our FY19 Corporate Responsibility Report.

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI General Disclosures</b>			
GRI 102: General Disclosures 2016	102-1 Name of the organization	Dell Technologies	
	102-2 Activities, brands, products, and services	<a href="#">10K</a> – pages 5-7	
	102-3 Location of headquarters	<a href="#">10K</a> – page 1	
	102-4 Location of operations	<a href="#">10K</a> Manufacturing and Materials and Geographic Operations – page 8 <a href="#">Dell Locations</a>	
	102-5 Ownership and legal form	On December 18, 2018, Dell Technologies became a privately controlled public reporting company. Dell Technologies has privately held Class A and Class B Common Stock as well as publicly-traded Class C Common Stock. <a href="#">Stock Information</a> <a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – pages 73-78 <a href="#">10K</a> Business – page 5	
	102-6 Markets served	<a href="#">10K</a> Geographic Operations – page 8, Sales and Marketing – page 9 <a href="#">Our Brands</a> <a href="#">Customer Stories</a>	
	102-7 Scale of the organization	<a href="#">10K</a> Selected Financial Data – pages 39-41, Employees – page 12	
	102-8 Information on employees and other workers	<a href="#">10K</a> Employees – page 12 <a href="#">FY19 Corporate Social Responsibility (CSR) Report</a> – By the Numbers, People – page 55	We provide data on total number of full-time employees and total percentage of female team members

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI General Disclosures (continued)</b>			
GRI 102: General Disclosures 2016 (continued)	102-9 Supply Chain	<a href="#">2018 Supply Chain Sustainability (SCS) Progress Report</a> – Letter from Kevin Brown, EVP, Global Operations and Chief Supply Chain Officer – page 2, Our Approach to Sustainability – page 3 <a href="#">10K – Manufacturing and Materials</a> – page 8 <a href="#">Sustainable Supply Chain</a> <a href="#">Our Suppliers</a> <a href="#">Dell Supplier List</a> <a href="#">Conflict Minerals Report</a>	
	102-10 Significant changes to the organization and its supply chain	<a href="#">10K – Class V Transaction</a> – page 12 <a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – page 14 There were no significant changes in our supply chain during FY19.	
	102-11 Precautionary principle or approach	<a href="#">Dell Policies &amp; Positions:</a> <ul style="list-style-type: none"> <li>- <a href="#">Dell Global Environmental Policy</a></li> <li>- <a href="#">Dell’s Chemical Use Policy</a></li> <li>- <a href="#">Dell’s Guidelines for Management of Manufacturing Process Chemicals</a></li> <li>- <a href="#">Dell Producer Responsibility Policy</a></li> <li>- <a href="#">Dell Electronic Disposition Policy</a></li> </ul> <a href="#">Advancing Sustainability</a> <a href="#">Sustainable Products and Services</a> <a href="#">Circularity at Work</a>	
	102-12 External initiatives	<a href="#">The Responsible Business Alliance (RBA)</a> <a href="#">Responsible Minerals Initiative</a> <a href="#">The Net Positive Project</a> <a href="#">Next Wave</a> <a href="#">Reboot Representation Tech Coalition</a> <a href="#">Eco labels</a>	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI General Disclosures (continued)</b>			
GRI 102: General Disclosures 2016 (continued)	102-13 Membership of associations	<a href="#">Membership and Associations</a> <a href="#">Cultivating Inclusion – Our Partnerships</a>	
	102-14 Statement from senior decision maker	<a href="#">FY19 CSR Report</a> – Letter from Michael Dell – page 3	
	102-15 Key impacts, risks, and opportunities	<a href="#">Dell’s Legacy of Good Plan</a> <a href="#">10K</a> – Government Regulation and Sustainability – pages 10-11, Risk Factors – pages 18-34 <a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – pages 7-21, Progress narrative by action area – pages 22-41, Support for SDGs – pages 42-43, Materiality & Our GRI Report – pages 44-46	
	102-16 Values, principles, standards, and norms of behavior	<a href="#">How We Win: Dell Technologies Code of Conduct</a> <a href="#">Code of Conduct</a> <a href="#">Corporate Governance Principles</a> <a href="#">FY19 CSR Report</a> – Governance – pages 40-41	
	102-17 Mechanisms for advice and concerns about ethics	<a href="#">Code of Conduct</a> – pages 54-58	
	102-18 Governance structure	<a href="#">Board of Directors</a> <a href="#">Committee Composition</a> <a href="#">Governance Documents</a>	
	102-19 Delegating authority	<a href="#">Leadership Team</a> <a href="#">10K</a> – Executive Officers of Dell Technologies – pages 14-17	
	102-20 Executive level responsibility for economic, environmental, and social topics	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.	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI General Disclosures (continued)</b>			
GRI 102: General Disclosures 2016 (continued)	102-20 Executive level responsibility for economic, environmental, and social topics (continued)	<p>Ms. Christine Fraser SVP and Chief Responsibility Officer, reporting to Ms. Quintos, leads Corporate Social Responsibility. Mr. Brian Reaves Chief Diversity and Inclusion Officer, also reporting to Ms. Quintos, leads Diversity and Inclusion.</p> <p><a href="#">10K</a> – Executive Officers of Dell Technologies – page 16</p> <p><a href="#">FY19 CSR Report</a> – Letter from Michael Dell – page 3, Letter from Christine Fraser &amp; Brian Reaves – page 4</p> <p><a href="#">Dell Technologies World – Social Impact at Dell Technologies</a></p>	
	102-21 Consulting stakeholders on economic, environmental, and social topics	<p><a href="#">Materiality Reporting</a></p> <p><a href="#">FY19 CSR Report</a> – Materiality &amp; Our GRI Report – page 44-46</p>	
	102-22 Composition of the highest governance body and its committees	<p><a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – pages 15-22</p> <p><a href="#">Board of Directors</a></p> <p><a href="#">Committee Composition</a></p>	
	102-23 Chair of the highest governance body	<p><a href="#">Code of Conduct</a> – pages 54-58</p>	
	102-25 Conflicts of interest	<p><a href="#">Code of Conduct</a> – page 47</p> <p><a href="#">Code of Ethics for Senior Financial Officers</a></p> <p><a href="#">Corporate Governance Principles</a></p>	
	102-26 Role of highest governance body in setting purpose, values, and strategy	<p><a href="#">Corporate Governance Principles</a> - Ethics and Values – page 1</p> <p><a href="#">Code of Conduct</a> – pages 35, 59</p> <p><a href="#">FY19 CSR Report</a> – Governance – pages 40-41</p>	
	102-27 Collective knowledge of highest governance body	<p><a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – pages 17-22</p> <p><a href="#">Corporate Governance Principles</a> – pages 2-3</p> <p><a href="#">Board of Directors</a></p>	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI General Disclosures (continued)</b>			
GRI 102: General Disclosures 2016 (continued)	102-30 Effectiveness of risk management processes	<p><a href="#">Corporate Governance Principles</a> – Governance, compliance, and risk management – page 2</p> <p><a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – page 28</p> <p>As founding members of the RBA, we have fully adopted the <a href="#">RBA Code of Conduct</a> 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 FY19, five of our facilities underwent RBAs audits. There were no priority findings. One of these facilities had one major nonconformance. Corrective action plans have been developed and are being implemented. We expect to have closure audits, as appropriate, during FY20.</p>	
	102-31 Review of economic, environmental, and social topics	<p>Annual review cycle.</p> <p><a href="#">Materiality</a></p> <p><a href="#">FY19 CSR Report</a> – Materiality &amp; Our GRI Report – pages 44-46</p>	
	102-32 Highest governance body’s role in sustainability reporting	<p>The SVP and Chief Responsibility Officer is the primary executive responsible for approving the entire report. The Executive Leadership Team 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><a href="#">FY19 CSR Report</a> – Letter from Michael Dell – page 3</p> <p><a href="#">FY19 CSR Report</a> – Letter from Christine Fraser &amp; Brian Reaves – page 4</p>	
	102-33 Communicating critical concerns	<p>There are different mechanisms available to raise concerns to the highest level of governance. These are described in our <a href="#">Corporate Governance Principles</a> – page 7, our <a href="#">Code of Conduct</a> – page 54 and the <a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – Communications with Directors – page 29. To send an anonymous and confidential message for senior management or the board of directors, you can email any questions or comments to <a href="mailto:Board_of_Directors@Dell.com">Board_of_Directors@Dell.com</a></p>	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI General Disclosures (continued)</b>			
GRI 102: General Disclosures 2016 (continued)	102-34 Nature and total number of critical concerns	102-34b <a href="#">Code of Conduct</a> – page 55 <a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – page 29	102-34a Confidentiality constraints. Dell treats this data as confidential company information.
	102-35 Remuneration policies	<a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – Director Compensation pages 29-31; Executive Compensation – pages 51-71.	
	102-36 Process for determining remuneration	<a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – Director Compensation – pages 29-31; Executive Compensation – pages 51-71.	
	102-37 Stakeholders' involvement in remuneration	<a href="#">Corporate Governance Principles</a> – page 7 <a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – Proposal 3 – Advisory vote to approve named executive compensation – page 34, Consideration on annual say-on-pay results – page 55.	
	102-38 Annual total compensation ratio	<a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – Pay Ratio Disclosure – page 71.	
	102-39 Percentage increase in annual total compensation ratio	<a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – Pay Ratio Disclosure – page 71.	
	102-40 List of stakeholder groups	<a href="#">Materiality</a> <a href="#">Membership and Associations</a> <a href="#">Cultivating Inclusion – Our Partnerships</a> <a href="#">Customer Engagement Programs</a>	
	102-41 Collective bargaining agreements	<a href="#">Human Rights and Labor Policy Statement</a> <a href="#">RBA Code of Conduct</a> – Freedom of Association – page 4	We do not use reference 102-41a. The percentage of employees covered by collective bargaining agreements is managed at a local level. We do not track or consider relevant the consolidated percentage.

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI General Disclosures (continued)</b>			
GRI 102: General Disclosures 2016 (continued)	102-42 Identifying and selecting stakeholders	<a href="#">Materiality</a> <a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 44-46	
	102-43 Approach to stakeholder engagement	<a href="#">Materiality</a> <a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 44-46	
	102-44 Key topics and concerns raised	<a href="#">Materiality</a> <a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 44-46 <a href="#">Dell Technologies World - Social Impact as a Business Imperative with Dell Technologies Chief Customer Officer Karen Quintos</a>	
	102-45 Entities included in the consolidated financial statements	<a href="#">10K</a> – Business, page 5 – 7 <a href="#">FY19 CSR Report</a> About This Report – page 58	
	102-46 Defining report content and topic boundaries	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 44-46, About This Report – page 58 <a href="#">Materiality</a>	
	102-47 List of material topics	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 44-46 <a href="#">Materiality</a>	
	102-48 Restatements of information	<p>During FY19, we restated the following metrics:</p> <p><b>2020 Goals Dashboard:</b></p> <ul style="list-style-type: none"> <li>Sustainable Materials cumulative total: We are restating our cumulative total and the amount of reclaimed carbon fiber for CY17 because we found an error in last year’s calculation.</li> </ul> <p><b>By the Numbers:</b></p> <ul style="list-style-type: none"> <li>Supplier diversity spend FY17 and FY18 due to changes in methodology.</li> <li>CY16 and CY17 for all Supply Chain indicators due to changes in calculation methodology. We now calculate these indicators on a calendar year basis rather than fiscal year basis. As such, these have been restated for comparability purposes.</li> </ul>	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI General Disclosures (continued)</b>			
GRI 102: General Disclosures 2016 (continued)	102-48 Restatements of information (continued)	<ul style="list-style-type: none"> <li>FY17 and FY18 Scope 3 GHG emissions –supply chain, due to improvements in calculation methodology.</li> <li>FY17 and FY18 People of Color team members due to an error.</li> <li>FY18 Total number of ERG locations due to an error.</li> </ul>	
	102-49 Changes in reporting	<p>During FY19 we had a few changes in our reporting:</p> <ul style="list-style-type: none"> <li>We have added a new section to the “By the Numbers” for Sustainable Products and Packaging. In this section, we now provide a breakdown of the different materials that contribute to the Sustainable Materials goal on an annual basis. In addition, we are now tracking and reporting our use of Ocean-bound plastic in packaging. We will continue tracking and reporting these metrics in this section moving forward. Please see <a href="#">FY19 CSR Report</a>- By the Numbers – pages 53-54 for additional information.</li> <li>This year we are also <a href="#">closing our 2020 Plan</a>, and launching our <a href="#">Progress Made Real: Our Vision for 2030</a>.</li> </ul>	
	102-50 Reporting period	<a href="#">FY19 CSR Report</a> – About This Report – page 58	
	102-51 Date of most recent report	<a href="#">FY18 CSR Report</a>	
	102-52 Reporting cycle	<a href="#">Annual</a>	
	102-53 Contact point for questions regarding the report	<a href="#">FY19 CSR Report</a> – About This Report – page 58	
	102-54 Claims of reporting in accordance with the GRI Standards	<a href="#">FY19 GRI Content Index</a>	
	102-55 GRI content index	<a href="#">FY19 GRI Content Index</a>	
102-56 External assurance	We conduct limited assurance of specific key performance indicators, including our GHG emissions and underlying energy consumption data, along with our water withdrawals and discharges and underlying data, is currently in progress. The FY19 assurance statement may be accessed here by July 29, 2019 (the FY18 statement will be at this link until then).		



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics</b>			
<b>Data Privacy and Security</b>			
	103-1 Explanation of the material topics and its boundaries	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 45, Governance Section – pages 40-41 <a href="#">10K</a> – Risk Factors – page 23	
GRI 103: Management Approach 2016	103-2 The management approach and its components	<a href="#">Privacy Statement Regarding Customer and Online User Information</a> <a href="#">Dell Supply Chain Assurance</a>	
	103-3 Evaluation of the management approach	<a href="#">FY19 CSR Report</a> – Governance Section – pages 40-41	
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 to prevent, mitigate and manage customers' data and privacy.	
<b>Role of IT in Society</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 45, Progress narrative – Net Positive – pages 38-39 <a href="#">Transforming Lives with Technology</a> <a href="#">Net Positive</a>	
	103-2 The management approach and its components	<a href="#">Transforming Lives with Technology</a> <a href="#">Net Positive</a> <a href="#">FY19 CSR Report</a> – Progress narrative – Net Positive – pages 38-39	
	103-3 Evaluation of the management approach	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – Net Positive – page 21, Progress narrative – Net Positive – pages 38-39	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics (continued)</b>			
<b>Diversity and Inclusion</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 45 <a href="#">Cultivating Inclusion</a>	
	103-2 The management approach and its components	<a href="#">Cultivating Inclusion</a> <a href="#">Diversity and Equal Employment Opportunity Policy</a> <a href="#">Code of Conduct</a> – pages 18-19 <a href="#">Diversity and Inclusion</a> <a href="#">Ethnic and Cultural Empowerment</a> <a href="#">Gender Empowerment</a> <a href="#">Team Member Empowerment</a> <a href="#">Community Empowerment</a> <a href="#">Workforce of the Future</a> <a href="#">Mitigating Bias</a> <a href="#">Supplier Diversity</a>	
	103-3 Evaluation of the management approach	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – People – pages 18-20, Progress narrative – People – pages 34-37, By the Numbers – People – pages 55-56 <a href="#">2018 SCS Progress Report</a> – Supplier Diversity –pages 27-29	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">Board of Directors</a> <a href="#">Notice and Proxy Statement for 2019 Annual Meeting of Stockholders</a> – Directors – pages 18-22 <a href="#">Our Leadership</a> <a href="#">FY19 CSR Report</a> – By the Numbers – People – pages 55-56	We use 405-1a i and ii; and partially use 405-1b i and iii, as we do not provide breakdown by group age for team members.
	405-2 Ratio of basic salary and remuneration of women to men	Confidentiality constraints	Dell treats this data as confidential company information.

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics (continued)</b>			
<b>Diversity and Inclusion (continued)</b>			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Confidentiality constraints	Dell treats this data as confidential company information.
<b>STEM Education</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 45 <a href="#">Youth Learning</a> <a href="#">FY19 CSR Report</a> – Communities – Youth Learning – pages 32-33	
	103-2 The management approach and its components	<a href="#">Youth Learning</a> <a href="#">FY19 CSR Report</a> – Communities – Youth Learning – pages 32-33	
	103-2 The management approach and its components	<a href="#">Youth Learning</a> <a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – Communities – page 17, Progress narrative – Communities – Youth Learning – pages 32-33, By the Numbers – Communities – page 55	
<b>Flexible Workforce</b>			
	103-1 Explanation of the material topics and its boundaries	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 45	
GRI 103: Management Approach 2016	103-2 The management approach and its components	<a href="#">Work Flexibility at Dell</a> <a href="#">FY19 CSR Report</a> – 2020 Plan Achievements – Flexible Work Options – page 6, 2020 Goals Dashboard – People – page 19	
	103-3 Evaluation of the management approach	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – People – page 19, Progress narrative – page 36	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics (continued)</b>			
<b>Energy and Emissions</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 45	
	103-2 The management approach and its components	<a href="#">Global Environmental Policy</a> <a href="#">Global Climate Policy Principles</a> <a href="#">Climate Change</a> <a href="#">Sustainable Supply Chain &gt; Environment</a> <a href="#">Sustainable Operations</a> <a href="#">Sustainable Products and Services</a> <a href="#">Science-based Emission Reduction targets</a> <a href="#">CDP – Climate Change</a> <a href="#">Energy Management System ISO 50001 – Dell (EMC) (Cork, Ireland)</a> <a href="#">Energy Management System ISO 50001 – Dell Poland Manufacturing</a> <a href="#">ISO 14001 Environmental Management System – Worldwide Certificate</a> The FY19 assurance <a href="#">statement may be accessed here</a> by July 29, 2019 (the FY18 statement will be at this link until then).	
	103-3 Evaluation of the management approach	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – Environment – pages 7, 9-12, Progress narrative – pages 22, 25-27 <a href="#">Energy Management System ISO 50001 – Dell (EMC) (Cork, Ireland)</a> <a href="#">Energy Management System ISO 50001 – Dell Poland Manufacturing</a> <a href="#">ISO 14001 Environmental Management System – Worldwide Certificate</a> The FY19 assurance <a href="#">statement may be accessed here</a> by July 29, 2019 (the FY18 statement will be at this link until then). <a href="#">Dell 2020 Energy Intensity Goal – Midterm Report</a>	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics (continued)</b>			
<b>Energy and Emissions (continued)</b>			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">FY19 CSR Report</a> – By the Numbers – Sustainable Operations – page 51 <a href="#">CDP</a> – 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.
GRI 302: Energy 2016 (continued)	302-3 Energy intensity	<a href="#">CDP</a> – Climate Change	
	302-4 Reduction of energy consumption	<a href="#">CDP</a> – Climate Change <a href="#">FY19 CSR Report</a> – By the Numbers – Sustainable Operations – page 51	
	302-5 Reductions in energy requirements of products and services	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – Environment – pages 11-12, Progress narrative page 25-27 <a href="#">Sustainable Products and Services &gt; Energy Efficiency</a> <a href="#">Dell 2020 Energy Intensity Goal – Midterm Report</a>	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<a href="#">CDP</a> – Climate Change <a href="#">FY19 CSR Report</a> – By the Numbers – Sustainable Operations – page 50	
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">FY19 CSR Report</a> – By the Numbers – Sustainable Operations – page 50 <a href="#">CDP</a> – Climate Change	
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">FY19 CSR Report</a> – By the Numbers – Sustainable Operations – page 50 <a href="#">CDP</a> – Climate Change	
	305-4 GHG emissions intensity	<a href="#">CDP</a> – Climate Change	
	305-5 Reduction of GHG emissions	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – page 9, Progress narrative – page 25	
	305-6 Emissions of ozone-depleting substances (ODS)	No information available	Dell does not produce, import or export ODS materials

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics (continued)</b>			
<b>Energy and Emissions (continued)</b>			
GRI 305: Emissions 2016 (continued)	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.
<b>Product Stewardship</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	FY19 CSR Report – Materiality & Our GRI Report – page 45	
	103-2 Explanation of the material topics and its boundaries	<a href="#">Global Environmental Policy</a> <a href="#">Sustainable Products and Services</a> <a href="#">Design for Environment – white paper</a> <a href="#">Circularity at Work</a> <a href="#">Eco Labels</a> <a href="#">Product Carbon Footprints</a> <a href="#">Position Statement on REACH</a> <a href="#">Chemical Use Policy</a> <a href="#">Producer Responsibility Policy</a> <a href="#">Electronics Disposition Policy</a> <a href="#">Dell Recycling</a> <a href="#">Electronics Disposition Partner Performance Standard</a> <a href="#">The Business Case for a Sustainable Supply Chain</a> <a href="#">Dell Waste Electrical and Electronic Equipment Disassembly Instructions</a> <a href="#">Global Takeback Leadership</a> <a href="#">ISO 14001 Environmental Management System – Worldwide Certificate</a>	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics (continued)</b>			
<b>Product Stewardship (continued)</b>			
	103-3 Evaluation of the management approach	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – Environment – pages 11-15, Progress narrative pages 26-31 <a href="#">ISO 14001 Environmental Management System – Worldwide Certificate</a> <a href="#">Design for Environment – white paper</a> <a href="#">The Business Case for a Sustainable Supply Chain</a> <a href="#">How to Recycle</a>	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<a href="#">Materials Use</a> <a href="#">Bio-based Resources</a>	We do not currently track this KPI.
	301-2 Recycled input materials used	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – Environment – pages 13-14, By the Numbers – Sustainable Product and Packaging – pages 53-54 <a href="#">Recycled Materials</a>	Because we do not currently track 301-1a, it is not possible to calculate 301-2a. Alternatively, we provide a cumulative total of sustainable materials used in products (2020 goals dashboard > product sustainable materials), and a breakdown of those by type of materials (By the Numbers). We do provide a percentage of sustainable and recyclable materials used in packaging, as percentage of total packaging used, by weight.
	301-3 Reclaimed products and their packaging materials	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – Environment – page 15. By the Numbers – Sustainable Operations – page 52	We do not use 301-3a and b. Alternatively, we provide the cumulative total amount of product takeback since FY08.

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics (continued)</b>			
<b>Human Rights</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topics and its boundaries	<a href="#">FY19 CSR Report</a> – Materiality & Our GRI Report – page 45	
	103-2 The management approach and its components	<a href="#">How We Win: Dell Technologies Code of Conduct</a> – page 20 <a href="#">RBA Code of Conduct</a> <a href="#">Dell Supplier Principles</a> <a href="#">Human Rights and Labor Policy Statement</a> <a href="#">Statement Against Slavery and Human Trafficking</a> <a href="#">Vulnerable Worker Policy</a> <a href="#">Responsible Minerals Policy</a> 2018 <a href="#">SCS Progress Report</a> – Our Approach to Sustainability – pages 2-5 <a href="#">Sustainable Supply Chain &gt; Human Rights</a>	
	103-3 Evaluation of the management approach	<a href="#">FY19 CSR Report</a> – 2020 Goals Dashboard – Supply Chain – page 8, Progress narrative pages 22-23, By the Numbers – Supply Chain– pages 47-49 2018 <a href="#">SCS Progress Report</a> – Letter to Our Stakeholders – page ii, Highlights – pages 8-12, Audit results – pages 33, 38-39	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2018 <a href="#">SCS Progress Report</a> – 2018 RBA Audit Results – page 33, Labor and Human Rights audit results – page 38, Priority findings identified in 2018 – page 39 Our aim is to audit 100% of our high-risk supplier facilities on a two-year cycle. During the FY18–FY19 cycle, 97% of our high-risk supplier facilities (including first-tier and sub-tier supplier facilities) underwent RBA third-party audits.	We present results on a consolidated basis as percentage of facilities in compliance with the <a href="#">RBA Code of Conduct</a> .
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2018 <a href="#">SCS Progress Report</a> - 2018 RBA Audit Results – page 33, Labor and Human Rights audit results – page 38, Priority findings identified in 2018 – page 39 <a href="#">Statement Against Slavery and Human Trafficking</a> Our aim is to audit 100% of our high-risk supplier facilities on a two-year cycle. During the FY18–FY19 cycle, 97% of our high-risk supplier facilities (including first-tier and sub-tier supplier facilities) underwent RBA third-party audits.	We present results on a consolidated basis as percentage of facilities in compliance with the <a href="#">RBA Code of Conduct</a> .



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>Material Topics (continued)</b>			
<b>Human Rights (continued)</b>			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	No information available <a href="#">Code of Conduct</a>	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 <a href="#">Code of Conduct</a> , our <a href="#">Supplier Principles</a> and the <a href="#">RBA Code of Conduct</a> .	
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	<a href="#">Human Rights and Labor Policy Statement</a> 2018 <a href="#">SCS Progress Report</a> – Building sustainable change through continuous improvement – page 3 Our aim is to audit 100% of our high-risk supplier facilities on a two-year cycle. During the FY18–FY19 cycle, 97% of our high-risk supplier facilities (including first-tier and sub-tier supplier facilities) underwent RBA third-party audits.	
	412-2 Employee training on human rights policies or procedures	<a href="#">Code of Conduct</a> – 100% of employees are required to take the Code of Conduct training and pass the associated test. The Code addresses core human rights aspects and risk areas. 2018 <a href="#">SCS Progress Report</a> – Sharing our knowledge to help suppliers reach long-term success – page 4	We do not track training using 412-2a, because Dell does not track training in terms of quantity of hours, but rather modules and courses completed.
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Dell Supplier Principles</a> <a href="#">Sustainable Supply Chain</a> 2018 <a href="#">SCS Progress Report</a> – Key Performance Indicators – page 31	Our aim is to audit 100% of our high-risk supplier facilities on a two-year cycle. During the FY18–FY19 cycle, 97% of our high-risk supplier facilities (including first-tier and sub-tier supplier facilities) underwent RBA third-party audits.

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI 200: Economic Topics</b>			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">10K</a> – Selected Financial Data, pages 39-41	
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">CDP</a> – Climate Change <a href="#">10K</a> – page 25 <a href="#">Sustainable Operations &gt; Climate Change</a>	FY19 CDP Climate Change submission will be completed by July 31, 2019.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">10K</a> – Selected Financial Data, pages 39-41	
GRI 201: Economic Performance 2016 <i>(continued)</i>	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">10K</a> – pages 163-166	
	201-4 Financial assistance received from government	<a href="#">10K</a> – pages 136-140	
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.
	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	<a href="#">FY19 CSR Report</a> – Progress narrative – Communities – pages 32-33, <a href="#">By the Numbers – Communities</a> – page 55 <a href="#">Transforming Lives with Technology</a>	
	203-2 Significant indirect economic impacts	<a href="#">FY19 CSR Report</a> – Progress narrative – Communities – pages 32-33, <a href="#">By the Numbers – Communities</a> – page 55 <a href="#">Transforming Lives with Technology</a>	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI 200: Economic Topics (continued)</b>			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<a href="#">Supplier Diversity Overview</a> <a href="#">FY19 CSR Report – By the Numbers – Supplier diversity spending – page 47</a> <a href="#">2018 SCS Progress Report – Supplier Diversity – pages 27-29</a>	We report our spending with diverse suppliers, not as percentage of total procurement budget, but as an absolute figure.
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Dell analyzes for corruption risk within all global functions and departments annually. <a href="#">Code of Conduct – page 39</a> <a href="#">FY19 CSR Report – Governance Section – pages 40-41</a>	
	205-2 Communication and training about anti-corruption policies and procedures	All Dell employees receive Code of Conduct training annually. <a href="#">Code of Conduct – page 39</a> <a href="#">FY19 CSR Report – Governance Section – pages 40-41</a> <a href="#">Dell EMC Partner Code of Conduct – pages 4-5</a>	
	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	<a href="#">Code of Conduct – page 14</a> Zero legal actions.	
<b>GRI 300: Environmental Topics</b>			
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	<a href="#">FY19 CSR Report – By the Numbers – Sustainable Operations – pages 51-52</a> <a href="#">CDP – Water</a> <a href="#">Dell Water Policy Principles</a> <a href="#">Sustainable Operations &gt; Water and Waste</a>	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI 300: Environmental Topics (continued)</b>			
GRI 303: Water 2016 (continued)	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. Our <a href="#">CDP – Water</a> Disclosure for FY18 question W1.2 listed several countries or cities where water supplies are stressed, following the Aqueduct modeling. We do not report on the specific sources
	303-3 Water recycled and reused	<a href="#">CDP – Water</a>	
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 resulting from its activities.
	304-3 Habitats protected or restored	<a href="#">Plant a Tree Program</a>	
	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	<a href="#">CDP – Water</a> Our wastewater discharges consist primarily of domestic sewage released to wastewater public utilities. Additional details will be available in our 2019 CDP Water Disclosure.	We do not use 306-1a ii, iii.
	306-2 Waste by type and disposal method	<a href="#">FY19 CSR Report</a> – By the Numbers – Sustainable Operations – pages 52-53	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI 300: Environmental Topics (continued)</b>			
GRI 306: Effluents and Waste 2016 (continued)	306-3 Significant spills	Dell did not have any significant spills during FY19 .	
	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 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	We do not track this information
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Dell was not assessed for any material environmental fines nor did we have any material environmental remediation or other environmental costs during FY19.	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2018 <a href="#">SCS Progress Report</a> – Key Performance Indicators – page 31	
	308-2 Negative environmental impacts in the supply chain and actions taken	2018 <a href="#">SCS Progress Report</a> – Mitigating environmental risks – page 26	

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI 400: Social Topics</b>			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<a href="#">Careers</a> <a href="#">FY19 CSR Report – People – Pages 34-37</a>	Dell considers this information proprietary and therefore does not publicly disclose it.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Our Benefits</a>	
	401-3 Parental leave	No information available	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Confidentiality Constraints <a href="#">Code of Conduct</a> <a href="#">RBA Code of Conduct</a>	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	<a href="#">Global Health and Safety Policy</a> <a href="#">OHSAS 18001 Certificate</a>	We do not track this metric. We provide a link to our Global Health and Safety Policy and to the Worldwide, Multi-site OHSAS 18001 Certificate.
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<a href="#">FY19 CSR Report – By the Numbers – People – page 56</a>	
	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 STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI 400: Social Topics (continued)</b>			
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	<a href="#">Growing Your Career</a>	
	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	<a href="#">Human Rights and Labor Policy Statement</a> <a href="#">Code of Conduct</a> <a href="#">RBA Code of Conduct</a> <a href="#">2018 SCS Progress Report</a> – page 5	
GRI 408: Child Labor 2016	See Material Topics section above		

GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI 400: Social Topics (continued)</b>			
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		
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	<a href="#">FY19 CSR Report</a> – Communities Progress narrative – pages 32-33, <a href="#">By the Numbers</a> – Communities – page 55 <a href="#">Transforming Lives with Technology</a>	
	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	<a href="#">2018 SCS Progress Report</a> – Key Performance Indicators – page 31	
	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">2018 SCS Progress Report</a> – Supply Chain Sustainability Highlights – pages 7-19	
GRI 415: Public Policy 2016	415-1 Political contributions	<a href="#">Public Policy</a>	



GRI STANDARD	DISCLOSURE	URL AND/OR PAGES NUMBER	COMMENTS
<b>GRI 400: Social Topics (continued)</b>			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Dell Inc. (Dell) is committed to compliance with the laws and regulations in each country into which the company ships our products. All 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.	
	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 FY19.	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<a href="#">ISO Certifications</a> <a href="#">Chemical Use Policy</a> <a href="#">Dell Eco-labels</a> <a href="#">Responsible Sourcing</a> <a href="#">Product Carbon Footprints</a> <a href="#">RBA Code of Conduct</a> <a href="#">Product Safety, EMC and Environmental Datasheets</a>	417-1b. We do not track this indicator.
	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.