



Dell Technologies FY24 ESG Performance Metrics

Detailed, three-year performance trends on key metrics provide an additional layer of transparency into our work and progress.

Each year, we report on material indicators from across our business. Some contribute to or directly measure progress toward the goals set forth in our ESG plan, while others provide additional insight into other business indicators relevant to various stakeholders.

We complement this information with our framework reporting per [Global Reporting Initiative \(GRI\)](#) standards, the standards published by [SASB](#) and on the [World Economic Forum's core Stakeholder Capitalism Metrics](#). Our [Reporting Frameworks Index](#) in our FY24 ESG report also provides mapping of GRI disclosures to the Task Force on Climate-related Financial Disclosures' recommendations. In addition, we respond to CDP [Water Security](#) and [Climate Change](#) questionnaires, rounding out our robust global ESG reporting.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
Greenhouse gas emissions					We have one Climate Action goal that by 2050, we will achieve net zero greenhouse gas (GHG) emissions across scopes 1, 2 and 3. We focused on reducing direct and indirect emissions in areas with the largest opportunity for impact.
Scope 1 and scope 2 market-based greenhouse gas (GHG) emissions	MT CO ₂ e	203,700	199,100	172,400	From FY23 to FY24 our scopes 1 and 2 (market-based) emissions decreased by 26,700 metric tons of carbon dioxide equivalent (MT CO ₂ e). Overall, we have reduced these emissions 40.6% from our FY20 baseline. All facilities globally, including leased spaces, plus company- owned and leased transportation. This metric is used to track progress toward a key driver that supports our goal: By 2050, we will achieve net zero greenhouse gas (GHG) emissions across scopes 1, 2 and 3.
Scope 1 GHG emissions		45,600	45,800	38,800**	All facilities globally, including leased spaces, plus company- owned and leased transportation.
Scope 2 GHG emissions, market-based		158,100	153,300	133,600**	All facilities globally, including leased spaces.
Scope 2 GHG emissions, location-based		337,600	330,600	331,300**	
Scope 3 GHG emissions — category 1, purchased goods and services		13,708,700	18,238,800**	N/A	Year-over-year emissions increases are due in part to improvements in the accuracy of supplier-reported emissions data, which provides a more complete view of our upstream supply chain footprint. We continue to incorporate this more accurate supplier-reported emissions data into our calculations. We have further refined our calculation methodology and improved quality control processes. Our FY22 data does not yet reflect the changes to our calculation methodology that were made in FY23. We are in the process of re-baselining historical data. Future reporting will reflect this update. Our FY24 data is "N/A" due to the one-year lag in receiving suppliers' data. This metric is used to track progress toward a key driver that supports our goal: By 2050, we will achieve net zero greenhouse gas (GHG) emissions across scopes 1, 2 and 3.
Scope 3 GHG emissions — category 3, upstream fuel- and energy-related activities		143,000	129,500	127,900**	Upstream emissions associated with the purchased fuels and energy used in Dell Technologies operations.
Scope 3 GHG emissions — category 4, upstream transportation/ distribution		1,350,600	1,123,500	773,400**	Per the Global Logistics Emissions Council (GLEC) Framework scope 3, category 4 guidelines, this figure includes the well-to-wheel (WTW) emissions from outsourced logistics transportation and distribution contracted by Dell. Downstream transportation and distribution from customer pickup orders is also included in Dell's upstream transportation and distribution figure.
Scope 3 GHG emissions — category 6, business travel		19,600	54,800	81,600**	Scope 3 category 6 covers business travel by Dell team members, including emissions from air and rail travel, hotel stays and rental car fuel emissions.

*Reported metrics are rounded and may not visually sum.

**Third-party assurance for this metric is underway. An updated version of this report will be provided once the assurance process is complete.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
Greenhouse gas emissions (continued)					We have one Climate Action goal that by 2050, we will achieve net zero greenhouse gas (GHG) emissions across scopes 1, 2 and 3. We focused on reducing direct and indirect emissions in areas with the largest opportunity for impact.
Scope 3 GHG emissions – category 11, use of sold product	MT CO ₂ e	13,590,000	14,410,000	11,376,000**	<p>We reduced our scope 3 category 11 emissions 22.9% from our FY20 baseline, and 21.1% year-over-year between FY23 and FY24. We continue to implement initiatives where we have influence to reduce impacts on emissions like areas related to product efficiency designs and telemetry sourced from customer usage profiles.</p> <p>The scope of this data includes all server systems, storage systems, networking systems, docking stations, displays, client notebook and desktop systems, including Precision and Alienware.</p> <p>This metric is used to track progress toward a key driver that supports our goal: By 2050, we will achieve net zero greenhouse gas (GHG) emissions across scopes 1, 2 and 3.</p>
Energy used in Dell Technologies operations					Energy figures in this section are for all facilities globally, including leased spaces, plus company owned and leased transportation.
Total energy consumed	million kWh	1,063	1,038	996**	
Electricity consumed (total)		907	884	882	
Renewable electricity consumed		502	522	542	
Quantity generated onsite		1.40	2.00	5.24	
Percentage of electricity generated from renewable sources	%	55%	59%	61.5%**	<p>We used on-site solar and green power initiatives, as well as purchased renewable energy certificates (RECs), increasing our electricity consumed from renewable sources from 59.0% in FY23 to 61.5% in FY24.</p> <p>This metric is used to track progress toward a key driver that supports our goal: By 2050, we will achieve net zero greenhouse gas (GHG) emissions across scopes 1, 2 and 3.</p>
Other energy consumed	million kWh	156	154	114	

*Reported metrics are rounded and may not visually sum.

**Third-party assurance for this metric is underway. An updated version of this report will be provided once the assurance process is complete.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
Water used in Dell Technologies operations					Water figures in this section are for all facilities globally, including leased spaces.
Water withdrawals (total volume)	thousand m ³	1,778	1,650	1,692**	
Third-party sources		1,736	1,622	1,649	Fresh water and reclaimed wastewater obtained from municipal and private sources.
Groundwater and surface water sources		42	28	43	
Freshwater used in high water stress locales		39	48	49	
Freshwater used in non-high water stress locales		1,098	1,124	1,206	
Sustainable materials					
Total sustainable materials used in products	kg	25,258,183	39,083,428	43,092,675	The annual growth in sustainable materials used in products includes the successful incorporation of recycled copper in our adaptors and recycled glass in our displays, as well as the addition of components made from sustainable materials. To support advancements in the circular economy, we increased our use of materials that are recycled, renewable, reclaimed and/or low-emissions across our product portfolio. 14.1% of our products were made from recycled, renewable or reduced carbon emissions material, an increase of 3.3% from FY23.
Bioplastics		280,876	206,798	487,802	The increase in bioplastics can be explained by expanded use of bioplastic on additional parts of the Latitude 5000 notebooks.
Recycled aluminum		125,979	4,295,795	6,961,497	Recycled aluminum increased significantly in FY23 due to the expansion of recycled aluminum to all commercial displays height adjustable stands. Usage was further expanded in FY24 to include consumer displays.
Recycled copper		---	---	16,734	This is the first year we are reporting recycled copper used in our products.
Recycled glass		---	8,823	2,145,472	FY23 was the first year we reported recycled glass used in our products. The large increase is due to incorporation of recycled glass in the panels of our displays.
Recycled plastics		19,223,743	21,187,160	22,733,067	PCR plastics have increased year over year due to being able to claim more parts and obtain additional validation.
Recycled steel		4,945,428	12,894,542	10,085,477	Recycled steel decreased due to fluctuations in the production of product types in which we have utilized recycled steel thus far, as well as the gradual introduction of recycled steel into other products types.
Reclaimed carbon fiber		682,157	465,768	492,250	The increase in reclaimed carbon fiber is explained by supply chain inventory changes year to year.

*Reported metrics are rounded and may not visually sum.

**Third-party assurance for this metric is underway. An updated version of this report will be provided once the assurance process is complete.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
Sustainable materials (continued)					
Percentage of product content made from recycled, renewable or reduced carbon emissions material	%	5.9%	10.8%	14.1%	<p>The scope includes all Dell Technologies-branded products shipped within the reporting period. The measurement is based on the estimated amount of recycled and renewable materials as a percentage of total weight of materials used. In FY23 we expanded our goal to include reduced carbon emissions material (see the Appendix of this report), and the change is reflected within the reported metrics beginning in FY24.</p> <p>This metric is used to track progress toward our goal: By 2030, more than half of our product content will be made from recycled, renewable or reduced carbon emissions material.</p>
Ocean-bound plastic used in products	kg	---	111,432	170,376	
Percentage of recycled/ renewable material content in packaging	%	90.2%	94.5%	96.4%**	<p>The scope includes packaging of all Dell Technologies-branded materials sent to customers. The measurement is based on survey responses from packaging suppliers across multiple lines of business, used to determine approximate percentages of total weight of recycled, renewable or reusable materials in our packaging. In FY23, we expanded our goal to include where we utilize reused packaging – original packaging that has been recollected and reused. However, measurement and reporting capabilities for reused packaging are still in development and we now expect to reflect the expanded scope of this goal in future reports.</p> <p>We continued pioneering sustainable packaging through innovative renewable material designs, waste reduction efforts like multipack, and easy recyclability for customers. We advanced to 96.4% recycled or renewable materials in our packaging, an increase from 94.5% in FY23.</p> <p>This metric is used to track progress toward our goal: By 2030, 100% of our packaging will be made from recycled or renewable material, or will utilize reused packaging.</p>
Ocean-bound plastic used in packaging	kg	103,235	68,317	34,548	Utilization of ocean-bound plastic in packaging has declined, which is aligned with our primary focus of phasing out plastics from our packaging. We continue to explore innovative, sustainable alternatives to plastics.
Responsible electronics disposition					
Percentage of product collected	%	20.9%	27.3%	30.1%	<p>The scope of this goal includes products received by Dell-owned channels within the reporting period. In FY23, we expanded the scope of this goal to include products received by all channels, rather than products received by Dell-owned channels, within the reporting period. We further refined how we measure the goal, from units to overall weight, as a percentage of total weight of product sold (in metric tons) in FY23.</p> <p>In FY24, Dell improved its product recovery rate to 30.1%, a 2.8 percentage point (pp) increase from the previous year. Dell initiatives for enabling responsible e-waste disposal and promoting a circular economy for technology products contributed to this change.[†]</p> <p>This metric is used to track progress toward our goal: By 2030, for every metric ton of our products a customer buys, one metric ton will be reused or recycled.</p>

*Reported metrics are rounded and may not visually sum.

**Third-party assurance for this metric is underway. An updated version of this report will be provided once the assurance process is complete.

[†]Learn more about changes in the scope and calculation of this metric in [About This Report](#) in our FY24 ESG Report - Restatements of information and [ESG Goals and Key Drivers Methodology](#) in the Appendix in our FY24 ESG Report.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
Waste from manufacturing operations					Data is for Dell Technologies-owned facilities that assemble products.
Nonhazardous waste generated	MT	14,224	16,971	9,860	
Nonhazardous waste recycled or reused		12,599	15,340	8,605	
Nonhazardous waste recovery (waste to energy)		1,390	1,347	1,072	
Nonhazardous waste incinerated		---	---	2	
Nonhazardous waste composted		48	61	109	
Nonhazardous waste landfilled		186	223	72	
Landfill avoidance rate as percentage of total nonhazardous waste generated	%	99%	99%	99.3%**	
Material environmental fines					
Material environmental fines	Number of fines	---	---	---	We were not assessed any material environmental fines, nor did we have any material environmental remediation or other environmental costs, during Fiscal 2024.
Health and safety metrics for Dell Technologies operations					
Recordable injury/illness rate	Cases per 100 FTEs	0.04	0.04	0.03	Cases per 100 full-time employees (FTEs).
DART (days away, restricted or transferred) rate		0.03	0.03	0.03	
Total number of work-related fatalities	Number of fatalities	0	0	0	Cases for all employees.

*Reported metrics are rounded and may not visually sum.

**Learn more about our efforts in data standardization and improvements in [About This Report](#) in our FY24 ESG Report.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
Global female representation					Represents team members in our global workforce who have self-identified as women.
Overall	%	33.9%	34.8%	35.0%**	<p>Our efforts to increase representation of women in our global workforce and in leadership roles continued with focus on inclusive culture practices in hiring, developing and retaining talent. In FY24, 35.0% of our global workforce and 29.1% of our people leaders identified as women, compared to 34.8% and 29.2% in FY23, respectively. Limited progress in FY24 is attributed to the current economic environment resulting in low hiring and organizational change impacting leadership opportunities.</p> <p>These metrics are used to track progress toward our goal: By 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women.</p>
People leader roles		28.2%	29.2%	29.1%**	
Technical roles		22.8%	24.5%	25.0%	
Non-technical roles		39.0%	39.8%	40.4%	

*Reported metrics are rounded and may not visually sum.

**Third-party assurance for this metric is underway. An updated version of this report will be provided once the assurance process is complete.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
U.S. race/ethnicity representation					
Overall					Represents team members in our U.S. workforce who have self-identified as the race/ethnicity shown.
Asian	%	15.0%	15.4%	16.4%	
American Indian or Alaskan Native		0.5%	0.5%	0.5%	
Black/African American or Hispanic/Latino		15.4%	16.1%	16.1%**	Our efforts to increase representation of underrepresented groups in our U.S. workforce and leadership continued with focus on inclusive culture practices in hiring, developing and retaining talent. In FY24, 16.1% of our U.S. workforce and 12.6% of our U.S. people leaders identified as Black/African American or Hispanic/Latino, compared to 16.1% and 12.3% in FY23, respectively. Limited progress in FY24 is attributed to the current economic environment resulting in low hiring and organizational change impacting leadership opportunities. This metric is used to track progress toward our goal: By 2030, 25% of our U.S. workforce and 15% of our U.S. people leaders will be those who identify as Black/African American or Hispanic/Latino.
Black or African American		6.0%	6.2%	6.1%	
Hispanic or Latino		9.4%	9.9%	10.0%	
Native Hawaiian or other Pacific Islander		0.2%	0.2%	0.2%	
Two or more races		1.8%	1.9%	1.9%	
White		65.1%	63.5%	62.2%	
Not specified or did not report		2.0%	2.5%	2.7%	

*Reported metrics are rounded and may not visually sum.

**Third-party assurance for this metric is underway. An updated version of this report will be provided once the assurance process is complete.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
U.S. race/ethnicity representation (continued)					
People leader roles					Represents team members in our U.S. workforce who have self-identified as the race/ethnicity shown.
Asian	%	13.6%	14.3%	15.4%	<p>Our efforts to increase representation of underrepresented groups in our U.S. workforce and leadership continued with focus on inclusive culture practices in hiring, developing and retaining talent. In FY24, 16.1% of our U.S. workforce and 12.6% of our U.S. people leaders identified as Black/African American or Hispanic/Latino, compared to 16.1% and 12.3% in FY23, respectively. Limited progress in FY24 is attributed to the current economic environment resulting in low hiring and organizational change impacting leadership opportunities.</p> <p>This metric is used to track progress toward our goal: By 2030, 25% of our U.S. workforce and 15% of our U.S. people leaders will be those who identify as Black/African American or Hispanic/Latino.</p>
American Indian or Alaskan Native		0.6%	0.6%	0.6%	
Black/African American or Hispanic/Latino		12.2%	12.3%	12.6%**	
Black or African American		3.7%	3.6%	3.8%	
Hispanic or Latino		8.5%	8.7%	8.8%	
Native Hawaiian or other Pacific Islander		0.1%	0.1%	0.1%	
Two or more races		1.0%	1.1%	1.1%	
White		71.0%	69.3%	67.7%	
Not specified or did not report		1.5%	2.2%	2.5%	

*Reported metrics are rounded and may not visually sum.

**Third-party assurance for this metric is underway. An updated version of this report will be provided once the assurance process is complete.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
U.S. race/ethnicity representation (continued)					
Technical					Represents team members in our U.S. workforce who have self-identified as the race/ethnicity shown.
Asian	%	26.3%	26.9%	28.1%	
American Indian or Alaskan Native		0.5%	0.5%	0.5%	
Black or African American		4.9%	5.1%	5.2%	
Hispanic or Latino		7.8%	8.3%	8.2%	
Native Hawaiian or other Pacific Islander		0.1%	0.1%	0.1%	
Two or more races		1.5%	1.6%	1.6%	
White		56.8%	55.0%	53.5%	
Not specified or did not report		2.1%	2.5%	2.7%	

*Reported metrics are rounded and may not visually sum.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
U.S. race/ethnicity representation (continued)					
Non-technical roles					Represents team members in our U.S. workforce who have self-identified as the race/ethnicity shown.
Asian	%	9.2%	9.2%	9.7%	
American Indian or Alaskan Native		0.5%	0.5%	0.5%	
Black or African American		6.5%	6.8%	6.6%	
Hispanic or Latino		10.3%	10.7%	11.0%	
Native Hawaiian or other Pacific Islander		0.2%	0.2%	0.2%	
Two or more races		1.9%	2.0%	2.0%	
White		69.4%	68.0%	67.3%	
Not specified or did not report		2.0%	2.5%	2.7%	
Global employee resource groups (ERGs)					
Percentage of overall enrollment	%	47.0%	52.0%	56.4%	

*Reported metrics are rounded and may not visually sum.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
Digital inclusion					
Total number of people reached	Number of people (cumulative measurement beginning FY20, direct + indirect reach)	159,742,242	289,298,127**	396,186,264	<p>Approximately 396 million people have benefited from our digital inclusion programs, partnerships and innovation in total since FY20, including 107 million in FY24 alone. By partnering with schools, governments, nonprofits and private organizations, we are creating an ecosystem committed to driving digital inclusion by creating opportunities for underrepresented communities around the world.</p> <p>The scope includes the total number of individuals reached directly or indirectly through Dell programs such as regional giving and social innovation (e.g., Digital LifeCare). Due to the vast geographical spread of data and limited capacity of partners to verify data at the granularity of each beneficiary, our direct and indirect impact metrics are not a unique representation of lives impacted. In FY24, we refined our methodology, tracking unique representation for our direct impact. Indirect impact is not tracked uniquely due to the nature of the community outreach, and this practice is in line with common measurement and evaluation practices across the industry. Impact measurement and reporting is evolving and maturing at a rapid pace. To ensure Dell's measurement methodology aligns with latest industry best practices, Dell will undergo third party analysis on the 1 billion lives goal methodology in FY25. The analysis and adjustments as a result of the analysis will be shared and reflected in our FY25 ESG report.</p> <p>This metric is used to track progress toward our goal: By 2030, we will improve 1 billion lives through digital inclusion.</p>
Percentage of people reached directly who identify as girls and women, or underrepresented groups	% (cumulative measurement beginning FY20, direct reach only)	54.1%	49.0%	51.5%	<p>Of the people reached directly through Dell programs such as regional giving and social innovation in FY24, 51.5% identify as girls and women, or underrepresented groups, a 5.0% increase from FY23. Our efforts focused on providing equitable access to technology, skills development, and community support tailored to the needs of these underserved populations.</p> <p>Percentage of individuals who voluntarily identify as girls, women or members of underrepresented groups within the total number of individuals reached as reported in the "1 Billion Lives" goal. "Girls" and "women" are individuals who self-identify as female. The term underrepresented includes but is not limited to the following groups: girls or women, racial/ethnic minorities, beneficiaries requiring an accommodation (mental, physical, sensory, cognitive and neurodiverse disability), LGBTQ+ persons, low socioeconomic groups.</p> <p>This metric is used to track progress toward a key driver that supports our goal: By 2030, we will improve 1 billion lives through digital inclusion.</p>
Total number of future-ready skills training hours at in-house manufacturing locations	Hours of training	13,045	13,296	12,522	<p>In FY24, Dell-badged team members completed 12,522 hours of future-ready skills training at our in-house manufacturing locations. This program provides professional and personal skill-building opportunities to help build digital skills and essential skills for frontline workers, line leaders and engineers.</p> <p>This metric is used to track progress toward a key driver that supports our goal: By 2030, we will improve 1 billion lives through digital inclusion.</p>
Total number of future-ready skills training hours in supply chain		144,658	112,541	118,956	<p>In FY24, Dell recorded 118,956 hours of future-ready skills training at supplier sites through our pilot program.</p> <p>This metric is used to track progress toward a key driver that supports our goal: By 2030, we will improve 1 billion lives through digital inclusion.</p>

*Reported metrics are rounded and may not visually sum.

**FY23 restated to reflect corrected calculation. See further explanation in [About This Report](#) in our FY24 ESG Report.

Performance metric*	Unit of measure	FY22	FY23	FY24	Notes
Giving and volunteerism					
Percentage of team members participating in giving/volunteerism	%	50%	52%	48%	<p>In FY24, 48% of our team members participated in giving or volunteerism in their communities, contributing to our mission of fostering digital inclusion and supporting local communities through active engagement and service. Our progress on this goal decreased from 52% in FY23. We attribute this year's decline in employee giving and volunteering to organizational change.</p> <p>This metric is used to track progress toward our goal: By 2030, 75% of our team members will participate in giving or volunteerism in their communities.</p>
Total volunteer hours	Thousand hours spent volunteering	709	928	949	
Total contributions	\$M	60.9	52.1	52.8	This metric represents total cash as well as in-kind products and services contributions, valued at fair market value for the respective fiscal year. This value does not include contributions from employees, vendors or customers.
Total number of nonprofit partners supported in their digital transformation journey	Number of nonprofit partners (cumulative measurement beginning FY20)	222	345	535	<p>535 unique nonprofit organizations have received assistance from Dell in their digital transformation journey in total since FY20, including 190 in FY24 alone. Through our Pro Bono program we offered consulting, skills training and technology solutions to help nonprofits leverage digital tools and better serve their communities.</p> <p>Currently, this measurement covers the number of nonprofit organizations that have participated in a Pro Bono program. We are developing measurements to include nonprofits that are supported through other Dell efforts, including direct business unit giving and those organizations that benefit from organic, skill-based employee volunteering.</p> <p>Dell has invested in the development of a Digital Assessment Tool that is now available to nonprofits globally. This tool enables nonprofits to measure and determine their current digital capacity, identify digital transformation priorities and recommended resources and track their progress against those priorities over time. The Digital Assessment Tool was developed by TechSoup, a third-party provider.</p> <p>This metric is used to track progress toward a key driver that supports our goal: By 2030, 75% of our team members will participate in giving or volunteerism in their communities.</p>

*Reported metrics are rounded and may not visually sum.

Performance metric	Unit of measure	FY22	FY23	FY24	Notes
Ethics and compliance					
Percentage of Dell team members who completed assigned ethics and compliance training	%	100%	100%	100%	
Percentage of Dell team members who agreed to the Dell Technologies Code of Conduct		100%	100%	100%	
Percentage of partners that completed assigned ethics and compliance training		100%	100%	100%	
Percentage of partners that agreed to the Code of Conduct for Partners		94%	99%	100%	

Performance metric	Unit of measure	FY22	FY23	FY24	Notes
Supply chain					
Initial audits	Audits	205	251	275	We audit high-risk factories on a two-year cycle. Selected other sites, including new supplier factories, are also audited.
Closure audits		167	170	157	We work with suppliers to correct audit findings and arrange closure audits to confirm findings are remediated.
Priority audit findings closed or downgraded	Audit findings	90%	92%	96%	The most severe findings are prioritized for resolution. Performance is tracked cumulatively.*
Audit findings closed or downgraded		69%	70%	67%	We collaborate with suppliers to remediate priority and major findings. Performance is tracked cumulatively.**
Unique participants attending capability building programs	Participants	1,616	1,763	1,680	Capability building engages participants across final assembly, direct and sub-tier suppliers who can share the insights provided by training throughout their factories.
Unique factories participating in capability building programs	Factories	407	441	400	We track the reach of our capability building programs by the number of factories participating in our training.
Workers who do not exceed 60 working hours per week	Workers	87%	88%	88%	We monitored 187,046 workers in our supply chain, of which 88% did not exceed 60 working hours per week.
Workers with at least one day of rest day per week, every week		79%	82%	83%	Of the 187,046 workers we monitored, 83% took at least one day of rest per week.
Factories with active water risk mitigation plans	Factories	207	192	227	227 supplier factories in areas of water stress or with water intensive processes had active water risk mitigation plans.
Total number of social and environmental responsibility (SER) training hours provided to Dell's global supply chain team members	Trainings hours	61,587	120,648	107,922	In FY24, Dell provided 107,922 hours of social and environmental training to supply chain team members.
Hours of training on SER topics		11,791	11,911	14,284	14,284 of training on social and environmental responsibility topics were completed.
Hours of online training		5,267	6,187	5,971	5,971 hours were completed online.
Hours of in-person or webinar training		6,524	5,804	8,313	8,313 hours were completed live, via in-person training sessions or webinars.

*Cumulative represents the calculated closure rates for priority findings as of July 31, 2024.

**Cumulative represents the calculated closure rates for findings as of January 31, 2024.

Performance metric	Unit of measure	FY22	FY23	FY24	Notes
Supply chain (continued)					
Emissions avoided through energy reduction projects (in MT CO ₂ e)	MT CO ₂ e	305,898	68,170	55,521	In FY22, suppliers realized large energy savings through investments in upgraded equipment and facilities. In FY23 and FY24, this equipment was fully operational, so we saw a decrease in emissions avoided through energy reduction projects.
Renewable energy consumed in Dell supply chain	million kWh	----	1,499	6,298	We began reporting this metric in FY23. Suppliers procured a much larger amount of renewable energy from Energy Attribute Certificates (EACs) and Power Purchase Agreements (PPAs) in FY24, accounting for the large increase year-over-year.
Suppliers with sustainability reports	Number of suppliers	96%	89%	90%	We encourage our suppliers to publish annual sustainability reports that meet the GRI requirements. This number represents the amount of suppliers by percent of procurement spend with sustainability reports.
Diverse supplier spend*	\$ U.S.	>U.S.\$ 3B	>U.S.\$ 3B	>U.S.\$ 3B	Dell is committed to spend \$3 billion or more annually with diverse suppliers.

*Diverse spend certificates are validated on an annual basis.

Supply chain audit results

Percentage of audited factories in compliance, with breakdown of major and priority findings of noncompliance according to supply chain tier

Results are based on audits of 365 factories. A number greater than zero indicates an issue has been identified. When an issue is identified, we work with the factory to correct it.

Key

P: Priority Findings

M: Major Findings

Category		Facilities with findings of noncompliance			Total % of facilities in compliance
		Dell and final assembly	Direct	Sub-tier	FY24 %
Environmental					
Environmental permits and reporting	P	0	0	0	97.81%
	M	0	3	5	
Hazardous substances	P	0	0	0	99.45%
	M	0	1	1	
Solid waste	P	0	0	0	99.73%
	M	0	1	0	
Air emissions	P	0	0	0	98.63%
	M	0	4	1	
Water management	P	0	0	0	99.73%
	M	0	1	0	
Energy consumption and greenhouse gas emissions	P	0	0	0	98.63%
	M	0	4	1	

Category		Facilities with findings of noncompliance			Total % of facilities in compliance
		Dell and final assembly	Direct	Sub-tier	FY24 %
Ethics					
No improper advantage	P	0	0	0	100.00%
	M	0	0	0	
Disclosure of information	P	0	0	0	100.00%
	M	0	0	0	
Intellectual property	P	0	0	0	100.00%
	M	0	0	0	
Fair business, advertising and competition	P	0	0	0	100.00%
	M	0	0	0	
Protection of identity and non-retaliation	P	0	0	0	100.00%
	M	0	0	0	
Privacy	P	0	0	0	100.00%
	M	0	0	0	

Supply chain audit results

Percentage of audited factories in compliance, with breakdown of major and priority findings of noncompliance according to supply chain tier

Results are based on audits of 365 factories. A number greater than zero indicates an issue has been identified. When an issue is identified, we work with the factory to correct it.

Key

P: Priority Findings

M: Major Findings

Category		Facilities with findings of noncompliance			Total % of facilities in compliance
		Dell and final assembly	Direct	Sub-tier	FY24 %
Health and safety					
Occupational safety	P	0	0	0	85.21%
	M	1	25	28	
Emergency preparedness	P	0	3	3	86.85%
	M	1	16	28	
Occupational injury and illness prevention	P	0	0	0	96.44%
	M	0	6	7	
Industrial hygiene	P	0	0	0	96.44%
	M	0	5	8	
Physically demanding work	P	0	0	0	100.00%
	M	0	0	0	
Machine safeguarding	P	0	0	0	95.07%
	M	1	7	10	
Food, sanitation and housing	P	0	0	1	96.44%
	M	0	5	7	

Category		Facilities with findings of noncompliance			Total % of facilities in compliance
		Dell and final assembly	Direct	Sub-tier	FY24 %
Labor					
Freely chosen employment	P	0	0	1	95.89%
	M	3	5	7	
Young workers	P	0	0	0	99.18%
	M	0	2	1	
Working hours	P	1	1	5	26.85%
	M	11	112	142	
Wages and benefits	P	0	0	1	90.41%
	M	0	14	21	
Humane treatment	P	0	0	0	99.73%
	M	0	1	0	
Non-discrimination/non-harassment	P	0	1	0	98.63%
	M	0	3	1	
Freedom of association	P	0	0	0	99.45%
	M	0	1	1	

Supply chain audit results

Percentage of audited factories in compliance, with breakdown of major and priority findings of noncompliance according to supply chain tier

Results are based on audits of 365 factories. A number greater than zero indicates an issue has been identified. When an issue is identified, we work with the factory to correct it.

Key

P: Priority Findings

M: Major Findings

Category		Facilities with findings of noncompliance			Total % of facilities in compliance
		Dell and final assembly	Direct	Sub-tier	FY24 %
Management system					
Risk assessment	P	0	0	0	95.62%
	M	1	8	7	
Control processes	P	0	0	0	61.37%
	M	7	56	78	
Communications	P	0	0	0	95.62%
	M	1	3	12	
Performance review and continuous improvement	P	0	0	0	96.44%
	M	2	6	5	

Category		Facilities with findings of noncompliance			Total % of facilities in compliance
		Dell and final assembly	Direct	Sub-tier	FY24 %
Supply chain management					
Company commitment	P	0	0	0	100.00%
	M	0	0	0	
Materials restrictions	P	0	0	0	100.00%
	M	0	0	0	
Responsible sourcing of minerals	P	0	0	0	99.73%
	M	0	1	0	
Supplier responsibility	P	1	0	0	94.25%
	M	2	8	11	