



Dell Human Rights and Labor Policy Statement

OBJECTIVE

Dell Inc. (Dell) supports and respects internationally-recognized human rights of all people. We are committed to making certain that we are not complicit in any human rights violations, and hold our suppliers and partners to this same high standard. Dell has adopted the principles below as informed by international standards and conventions including, among others: the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, UN Global Compact, Rio Declaration on Environment and Development, UN Convention Against Corruption, the UN Conventions on Rights of the Child, and fundamental conventions of the International Labour Organization (ILO), and understands our responsibility to respect and support human rights.

This Human Rights Policy Position Statement is intended to state the company's commitment to all Dell team members, our suppliers, contractors and subcontractors at any tier, and partners, resellers and other people impacted by our value chain. Dell requires all team members to adhere to these principles and to all other policies, practices and procedures, and to the Dell Code of Conduct.

ELEMENTS

Worker Protections

Dell has fully adopted the [Electronic Industry Citizenship Coalition \(EICC\) Code of Conduct](#) for itself and its suppliers. The EICC Code of Conduct establishes standards to ensure that working conditions in the electronics supply chain are safe, and that workers are treated with respect and dignity. Dell policies in each of its locations ensure protection of workers consistent with the provisions of the Code. Please reference the Code for specific protections against: forced, bonded or indentured labor and human trafficking, underage workers, inhumane treatment, harassment or discrimination, and requirements for wages, hours and benefits, communicating with management, and peaceful assembly.

Environmental Responsibility

Dell recognizes that interactions with the environment can and do impact people. As described in the [Dell Global Environmental Policy](#), we are committed to being an environmentally responsible company and encouraging the development and application of environmentally-friendly technologies.

Bribery and Corruption

Dell prohibits corruption in all its forms, including extortion and bribery.

Access to Remedy

Dell maintains a [helpline](#) for reporting concerns, and will not retaliate against persons who act in good faith to report a concern, provide information, or otherwise assist in an investigation or proceeding.

For more information on related policies and the programs that support this policy, please visit www.dell.com/csr