

# Dell Technologies UK Team Member Benefits

At Dell Technologies, we are committed to being a place where team members can be their best and do their best work. We deliver on that commitment by offering programs that help you focus on finding balance while managing your overall health and wellness.

## PAID LEAVE

In addition to the 8 public holidays, Dell Technologies offers:



- 25 days if you have up to 5 years' service.
- 26 days if you have 5-7 years' service.
- 28 days if you have 7 years' service or more.

Plus team members can buy up to 5 days' holiday in each calendar year.

Time off for Study/Exam leave, Compassionate leave, Appointments, Jury Duty, Armed Forces Duties, Religious Breaks & Employer Supported Policing available.

## MEDICAL BENEFITS

### Income Protection/Long Term Disability Insurance



If you are unable to work for more than 26 weeks due to severe illness or serious injury, you may be eligible to receive an income from the long-term disability scheme equivalent to 67% of the scheme salary.

### Short Term Absence

Dell Technologies provides Company sick pay up to 26 weeks at full pay, depending on the length of service.

### Private Medical Cover

Dell Technologies offers comprehensive medical coverage for team members from the first day of employment. You also have the option to purchase additional cover for dependants.

### Global Travel Medical Insurance

Cigna Medical Benefits Abroad (MBA) provides medical coverage for all active Dell team members traveling outside of their home country.

## RETIREMENT BENEFITS

Dell Technologies offers a defined contribution plan to help you save for retirement.



You can choose to contribute 3 - 5% of base salary and Dell will double your contribution to a maximum of 10% e.g. if you contribute 5%, Dell will contribute 10% which equals a total of 15% contributions to your pension each year.

## LIFE ASSURANCE

Life assurance is automatically provided from the first day you join Dell Technologies. In the event of your death, a cash lump sum of 4x base salary will be paid to your nominated beneficiaries.



## PARENTAL LEAVE

Your family matters to us. Our range of benefits are aimed at supporting you and your loved ones throughout your important life events.

Return to work maternity bonus

Shared Parental Leave

Company Maternity Pay + Statutory Maternity Pay

Paid time off for Antenatal Care

Reserved car parking spaces from the 20th week of pregnancy

Paid Paternity leave



## And more...

**Car Allowance & Fuel Card** - Car allowance & fuel card available based on role/job/business needs.

**Cycle to Work** - Team members can lease a bike through the Cycle to Work Scheme. Further information can be found on the Dell Benefits Portal.

**Mental Health** - The UK has a dedicated webpage to support the mental health of our team members with a wealth of resources including a list of our Mental Health First Aiders.

**Employee Assistance Program** - an independent, confidential and off-site professional counselling service available to all team members and their dependents. The helpline is available 24/7 and covers a wide range of topics such as legal, financial, emotional and other issues.

**Discounts on Dell products** - You may purchase Dell products and services annually at discounted rates, with the discounts on the Dell website published price.

**Dell Benefits Extra** - Access over 800 discount savings on high street favourites. Visit [dellextras.com](http://dellextras.com) to learn more.

**Team Member Referral Scheme** - Dell Technologies offers generous referral bonuses to team members who refer a successful candidate for employment.

\*This document is a summary of our policies at Dell Technologies and is subject to change. Please check with your local HR or C&B rep for more details.