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It is well known, to get the general respect of the community needs to be achieved by acquiring knowledge, and a harvest. Society will never welcome lazy people, and luck will never come to those who do not. We must continue to pursue own life value, such as get the test L5M5 Certification, not only to meet what we have now, but also to constantly challenge and try something new and meaningful.

CIPS L5M5 Exam Syllabus Topics:

Topic	Details
Topic 1	Understand initiatives and standards related to ESG (Environmental, Social, and Governance) that support ethical and sustainable procurement and supply: This section of the exam measures the skills of Procurement Leaders and covers the global frameworks and standards that shape ethical supply practices. It explores international labour standards set by organizations such as the UN and ILO, and labour codes like the Ethical Trading Initiative and SA800. Candidates also examine external environmental frameworks, industry accreditations, and their role in meeting ESG goals. Finally, this section addresses fair trade principles, organizations such as WFTO and Fairtrade International, and the need to align internal governance with global standards.
Topic 2	Understand the importance of compliance with ESG (Environmental, Social, and Governance) factors to achieve ethical and sustainable procurement and supply arrangements: This section of the exam measures skills of Supply Chain Specialists and covers methods to ensure compliance with ESG standards in procurement. It includes the use of supply chain mapping, risk management, stakeholder engagement, and contractual terms to secure sustainable practices. Candidates also learn how to monitor supplier performance, handle non-compliance, and utilize third-party auditors to maintain ethical standards. Relationship management strategies, corrective actions, and escalation processes are emphasized as part of ensuring suppliers meet ESG expectations.

Topic 3	• Understand the impact of ESG (Environmental, Social, and Governance) considerations on ethical and sustainable supply chains: This section of the exam measures the skills of Procurement Managers and covers how ESG principles are applied to secure ethical and sustainable supply chains. It looks at the role of environmental, social, and governance factors in procurement decisions, alongside risks and benefits of ESG adoption. Learners also explore issues such as modern slavery, bribery, and human rights, as well as the importance of diversity, inclusion, and stakeholder management. The section highlights how globalization, culture, and labour practices shape supply strategies and examines potential conflicts that may arise when balancing ESG priorities with business demands.
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CIPS Managing Ethical Procurement and Supply (L5M5) Sample Questions (Q70-Q75):

NEW QUESTION # 70

Which of the following is a requirement for an Environmental Management System (EMS) according to ISO 14001?

- A. Periodic reviews conducted by external auditors
- **B. An environmental policy statement**
- C. A sustainability policy statement
- D. Setting recycling targets

Answer: B

Explanation:

Choice B - Under ISO 14001: Environmental Management System (EMS), an organization is required to establish, implement, and maintain an environmental policy statement that reflects its commitment to environmental protection, regulatory compliance, and continuous improvement.

Incorrect answer:

Choice A - While sustainability is important, ISO 14001 specifically requires an environmental policy statement, not a sustainability policy. Sustainability encompasses a broader scope, including social and economic factors, whereas ISO 14001 focuses primarily on environmental aspects.

Choice C - ISO 14001 does not mandate specific recycling targets. Instead, it requires organizations to identify their environmental aspects and impacts, set environmental objectives, and develop action plans. Recycling may be one of the objectives, but it is not a mandatory requirement.

Choice D- While ISO 14001 requires periodic reviews (such as internal audits and management reviews), external audits are not mandatory unless the organization seeks ISO 14001 certification. Certification audits are conducted by third-party auditors, but internal audits and management reviews are the primary monitoring mechanisms required by the standard.

Reference:

LO-3.2; Page 284-285; Role of industry standards and frameworks used by organizations in securing ESG considerations and ethical standards

NEW QUESTION # 71

A multinational engineering firm operates across multiple countries and has publicly committed to diversity and inclusion. However, an independent audit uncovers systemic issues:

1. Women with equal qualifications as men are consistently paid less for similar roles across all branches.
2. In the firm's regional office in Country X, minority ethnic applicants are frequently rejected for managerial roles without valid justification.
3. Employees with disabilities in Country Y are disproportionately placed in lower-growth roles, despite having skills for higher

positions.

When questioned, leadership attributes these disparities to "cultural differences" and "regional norms." Which key labor rights issue does this scenario illustrate, and what actions should the company prioritize?

- A. Freedom of association and collective bargaining; the company should allow workers to unionize and address these disparities through collective agreements
- B. Elimination of forced labor; the company should focus on ensuring no workers are coerced into taking undesirable roles
- C. Abolition of child labor; the company should ensure that all employees meet the legal working age
- **D. Elimination of discrimination in respect of employment and occupation; the company should implement a comprehensive diversity policy and actively monitor pay equity and equal opportunities**

Answer: D

Explanation:

Option B- The scenario highlights discriminatory practices in pay disparities based on gender, hiring biases against minority ethnic groups, exclusionary treatment of employees with disabilities. The ILO's principle of eliminating discrimination in respect of employment and occupation requires companies to ensure equal treatment in hiring, pay, and opportunities, regardless of gender, ethnicity, or disability. The company's justification of "cultural differences" and "regional norms" does not absolve it of its responsibility to adhere to international labor standards.

Incorrect answer:

Option A- There is no evidence of coercion or lack of consent in employment.

Option C- The scenario does not mention issues related to unionization or collective bargaining.

Option D- No mention of underage workers is made in the scenario.

Reference:

LO-3.1; Page 253-254; Standards set by the United Nations (UN) and the International Labor Organization (ILO)

NEW QUESTION # 72

Under the Equalities Act 2010, which of the following is not a protected characteristic?

- A. Age
- B. Pregnancy
- **C. Weight**
- D. Disability

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract of Documents:

The Equalities Act 2010 provides legal protection against discrimination in the UK. The L5M5 study guide (p.35) lists the protected characteristics, which include disability, pregnancy and maternity, age, race, sex, sexual orientation, gender reassignment, marriage/civil partnership, and religion/belief. Weight is not included as a protected characteristic. For procurement, understanding equality legislation is vital to ensuring suppliers uphold fair treatment of employees and do not discriminate unlawfully. Organisations must embed these protections into contracts and supplier codes of conduct.

Reference: Managing Ethical Procurement and Supply (L5M5) Study Guide, p.35

NEW QUESTION # 73

When developing an ESG policy, which of the following steps should be taken first?

- A. Gather Information
- B. Draft the policy
- **C. Identify the need**
- D. Consult with stakeholders

Answer: C

Explanation:

Steps to take to develop an ESG policy:

- 1) Identify the need
- 2) Identify who will take lead responsibility

- LO-1.1; Page 32-33; The development of ESG focused procurement and supply policies in securing ethical and sustainable procurement and supply arrangements

- A. Yes, the WTO provides financial aid to international companies
- B. No, the WTO focuses on supporting smaller and disadvantaged producers
- C. No, the WTO primarily focuses on diminishing the influence of multinational corporations
- D. Yes, the WTO establishes global rules to safeguard consumers

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