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## CIPS L5M5 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
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## CIPS L5M5 Interactive Practice Exam, Reliable L5M5 Exam Vce

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### CIPS Managing Ethical Procurement and Supply (L5M5) Sample Questions (Q36-Q41):

#### NEW QUESTION # 36

In an effort to enhance sustainability and ethical business practices, four companies have embedded Environmental, Social, and Governance (ESG) performance measures into their supplier agreements. Each organization has identified specific ESG challenges and established contractual requirements that suppliers must meet to align with corporate sustainability objectives.

Below is an overview of the ESG priorities for each company and the corresponding contractual terms:

Company 1:

This company has pledged to cut its carbon footprint by 40% by 2030. To achieve this target, it mandates that its suppliers actively contribute to emission reduction efforts. Suppliers are required to meet defined, measurable benchmarks related to carbon emissions and submit periodic reports detailing their progress on sustainability initiatives.

Company 2:

With a strong emphasis on fostering fairness and inclusivity, this company requires suppliers to align their payment structures and financial strategies with its commitment to equity. Suppliers must implement fair compensation policies, ensure timely salary disbursements via banking channels, and adopt ethical pricing structures that support inclusive hiring practices, particularly for underrepresented groups.

Company 3

Operating in industries prone to unethical practices, this company enforces stringent anti-corruption policies and financial transparency requirements for its suppliers. Suppliers must uphold rigorous governance standards, establish transparent reporting mechanisms, and comply with all anti-corruption regulations to ensure ethical business operations.

Company 4

This company is committed to making a meaningful impact on the communities in which its suppliers operate. As part of its contractual obligations, suppliers must actively participate in local initiatives that drive social and economic development. This includes contributing to community projects, generating employment opportunities, and supporting social welfare programs. The four companies must establish contractual terms aligned with their respective ESG considerations, including a Community Benefit Clause, Key Performance Indicators (KPIs), Commercial Clause, and Governance Clause.

Match Column A with Column B from the following table:

<b>Performance Measures relating to ESG</b>	<b>Contractual Terms</b>
Carbon Emissions	Governance Clause
Equality, Diversity, and Inclusion (EDI)	Community Benefit Clause
Governance	Commercial Clause
Social Value	KPI as Performance Measure

- A. Carbon Emissions: KPI as Performance Measure
- B. Equality, Diversity, and Inclusion (EDI): Commercial Clause

Answer: A,B

Explanation:

Performance Measures relating to ESG	Contractual Terms
Carbon Emissions	KPI as Performance Measure
Equality, Diversity, and Inclusion (EDI)	Commercial Clause
Governance	Governance Clause
Social Value	Community Benefit Clause

Company 1: Carbon Emissions + KPI as a Performance Measure To achieve its goal of reducing carbon emissions, the company mandates that suppliers meet specific sustainability targets. By incorporating Key Performance Indicators (KPIs) into contracts, progress becomes measurable, ensuring accountability and continuous improvement in environmental performance. Company 2: Equality, Diversity, and Inclusion (EDI) + Commercial Clause The company's commitment to inclusivity is reinforced through a Commercial Clause, requiring suppliers to align financial practices with ethical standards. This includes fair payment structures, equitable pricing models, and hiring policies that support underrepresented groups, ensuring diversity and inclusion within the supply chain. Company 3: Governance + Governance Clause Operating in a high-risk industry, the company prioritizes governance and transparency by enforcing strict anti-corruption policies. The Governance Clause mandates adherence to ethical business practices, requiring suppliers to implement robust compliance frameworks, transparent financial reporting, and regulatory alignment. Company 4: Social Value + Community Benefit Clause The company's dedication to creating positive community impact is embedded within a Community Benefit Clause. This contractual requirement ensures that suppliers actively contribute to local social and economic development, participate in community projects, and provide employment opportunities, fostering long-term sustainability in the regions they operate.

### NEW QUESTION # 37

As a procurement manager, you are evaluating the ethical sourcing practices of a company dedicated to improving labor standards across its supply chain. Your task is to match each labor code or standard with the most appropriate supplier relationship model that aligns with its principles.

Company 1: A multinational food corporation collaborates closely with a cocoa supplier in West Africa to establish a transparent supply chain. The company actively supports farmers in adopting sustainable agricultural practices, ensures fair wages, and is deeply committed to eradicating child labor. Their partnership is based on long-term engagement, working together to implement economic empowerment initiatives that benefit both the suppliers and the broader community.

Company 2: A global corporation sources raw materials from multiple international suppliers, ensuring compliance with ILO labor standards through audit reports and annual inspections. The company takes a compliance-driven approach, holding suppliers contractually accountable for adhering to regulations on fair wages, working conditions, and labor rights.

Company 3: A leading apparel brand outsources garment production to factories across several countries. The company has established a voluntary sustainability framework, encouraging suppliers to comply with environmental, human rights, labor, and anti-corruption standards. While participation is not legally binding, suppliers are expected to demonstrate a commitment to ethical and responsible business practices.

Company 4: A cost-driven enterprise prioritizes low-cost procurement, selecting suppliers based on price competitiveness. The company imposes strict penalties on suppliers that fail to meet contractual obligations regarding working hours, wages, and labor conditions, but does not engage with them beyond performance monitoring and enforcement. There is no collaborative effort to improve ethical sourcing or labor standards.

Now, match each company's approach with the most suitable supplier relationship spectrum, identifying how each aligns with global labor codes and ethical sourcing frameworks.

Company Name	Labor code and standards	Supplier Relationship Spectrum
Company 1	ETI (Ethical Trading Initiative)	Transactional
Company 2	ILO MNE Declaration	Adversarial
Company 3	UN Global Compact	Collaborative
Company 4	SA8000	Outsourced

- A. ETI (Ethical Trading Initiative): Collaborative
- B. ILO MNE Declaration: Transactional

Answer: A,B

Explanation:

Company Name	Labor code and standards	Supplier Relationship Spectrum
Company 1	ETI (Ethical Trading Initiative)	Collaborative
Company 2	ILO MNE Declaration	Transactional
Company 3	UN Global Compact	Outsourced
Company 4	SA8000	Adversarial

Company 1: Labor Code/Standard: ETI (Ethical Trading Initiative): ETI focuses on improving worker conditions, eradicating child labor, and promoting fair wages through collaboration between companies and suppliers. Supplier Relationship Spectrum: Collaborative: The company works closely with suppliers to implement sustainable farming practices and find long-term solutions for economic empowerment, which defines a collaborative relationship. Company 2: Labor Code/Standard: ILO MNE Declaration: The ILO MNE Declaration sets global labor standards and ensures compliance through audits and inspections, aligning with the practices described. Supplier Relationship Spectrum: Transactional: The company's relationship focuses on holding suppliers accountable through contracts and inspections, indicating a transactional relationship with minimal collaboration. Company 3: Labor Code/Standard: UN Global Compact: The description refers to a framework covering environmental, labor, human rights, and anti-corruption standards, which aligns with the voluntary principles of the UN Global Compact. Supplier Relationship Spectrum: Outsourced: The company outsources production to suppliers while ensuring compliance with standards, characteristic of an outsourced relationship. Company 4: Labor Code/Standard: SA8000: SA8000 focuses on workplace standards like wages and working hours, which the company enforces through penalties and monitoring. Supplier Relationship Spectrum: Adversarial: The relationship prioritizes cost and relies on strict enforcement rather than engagement or collaboration, making it adversarial. Reference: Chapter 2 & 3

### NEW QUESTION # 38

Freedom of association is a protected right under the ILO convention. What does this allow workers to do?

- A. Have work-life balance
- B. Avoid slavery
- C. Have a second job
- D. Join a union

Answer: D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract of Documents:

The International Labour Organization (ILO) sets global labour standards, and freedom of association is one of its fundamental rights. According to the L5M5 study guide (p.249), this right allows workers to form or join trade unions and workers' organisations to collectively defend their interests. It ensures employees can negotiate working conditions, pay, and rights without discrimination or retaliation. This principle underpins fair labour practices and corporate social responsibility. Other options such as "having a second job" or "avoiding slavery" are separate issues covered under different ILO conventions, but they do not define freedom of association.

Reference: Managing Ethical Procurement and Supply (L5M5) Study Guide, p.249

### NEW QUESTION # 39

What forms of organisation form the Ethical Trading Initiative (ETI)? Select THREE

- A. Governments
- B. Trade Unions
- C. Private businesses
- D. Public sector businesses
- E. NGOs

**Answer: B,C,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract of Documents:

The Ethical Trading Initiative (ETI) is a leading alliance focused on improving working conditions in global supply chains. The L5M5 study guide (p.260) explains that ETI membership comprises:

Private businesses (such as retailers and brands),  
Non-Governmental Organisations (NGOs), and  
Trade Unions.

This tripartite approach enables collaboration between commercial, labour, and social interests to improve standards. Governments are not direct members, although their legislation can influence ethical trading. Public sector bodies may adopt ETI principles but are not core members. ETI's Base Code, founded on ILO conventions, outlines key principles including no forced labour, freedom of association, and fair working conditions.

Reference: Managing Ethical Procurement and Supply (L5M5) Study Guide, p.260

### NEW QUESTION # 40

Which of the following is the correct order of the Deming Cycle?

- A. Check, plan, do, act
- B. Act, plan, check, do
- C. Plan, do, check, act
- D. Plan, do, act, check

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract of Documents:

The Deming Cycle (also known as the PDCA cycle) is a continuous improvement model. The correct sequence is: Plan, Do, Check, Act. According to the L5M5 study guide (p.276), it is used within ISO14001 and other management systems to improve processes iteratively. "Plan" involves identifying improvements, "Do" implements them, "Check" monitors results, and "Act" standardises successful changes. Procurement professionals apply this cycle in supplier management and sustainability programmes to ensure continuous improvement.

Reference: Managing Ethical Procurement and Supply (L5M5) Study Guide, p.276

### NEW QUESTION # 41

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