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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 Managing Ethical Procurement and Supply (L5M5) Sample Questions (Q59-Q64):

### NEW QUESTION # 59

A large electronics company uses third-party audits to ensure supplier compliance with labor standards. However, one supplier has raised concerns about undergoing multiple audits from different buyers, each with varying requirements. The supplier argues that this is diverting resources from making meaningful labor condition improvements.

Which issue is most relevant to the electronics company?

- A. Audit fatigue
- B. Risk of audit fraud
- C. Hidden issues
- D. Box ticking

**Answer: A**

Explanation:

Option A- The supplier's complaint about being overwhelmed by repeated audits from multiple buyers aligns with the concept of audit fatigue. This issue arises when frequent and overlapping audits burden suppliers, making it harder for them to implement sustainable improvements.

Incorrect answer:

Option B- This refers to a superficial approach to compliance, where suppliers focus on meeting the minimum requirements on paper rather than making meaningful, lasting improvements in working conditions. The scenario focuses on the supplier being overwhelmed by frequent audits, not on them meeting requirements superficially.

Option C- Risk of Audit Fraud arises when suppliers deliberately falsify records, misrepresent practices, or hide non-compliance to pass audits. There's no indication in the scenario that the supplier is misrepresenting their compliance or engaging in fraudulent activities.

Option D- This refers to problems that remain undetected during audits due to ineffective audit processes or deliberate concealment by suppliers. The scenario does not mention undetected issues or gaps in identifying non-compliance; the focus is on the supplier's challenges with repeated audits.

Reference:

LO-3.1; Page 273; Labor codes of conduct: Ethical Trading Initiative (ETI) and Social Accountability International's standard SA8000

### NEW QUESTION # 60

Company X's CSR initiatives focus on community support through profit donations to local charities, organizing employee volunteer days, and providing scholarships for underprivileged students. In contrast, its ESG practices prioritize environmental sustainability by reducing its carbon footprint with renewable energy, cutting waste by 20% in five years, and promoting leadership diversity.

What distinguishes Company X's CSR initiatives from its ESG practices?

- A. CSR initiatives are mandatory for compliance, while ESG practices are optional
- B. CSR initiatives only involve philanthropic activities, whereas ESG practices focus solely on environmental sustainability
- **C. CSR initiatives emphasize community support, while ESG practices target environmental sustainability and governance improvements**
- D. There is no distinction; both CSR and ESG are the same

**Answer: C**

Explanation:

Choice A- Correct Answer. This option accurately reflects the difference between CSR and ESG. The CSR initiatives are centered on community support and philanthropic efforts (like donations and volunteer programs) which are basically factors at a top level, while the ESG practices focus on quantifiable goals related to environmental impact and governance structures (such as reducing carbon emissions and ensuring diversity in leadership).

Incorrect answer:

Choice B- This option is misleading. CSR initiatives are generally voluntary efforts that companies undertake to demonstrate social responsibility, while ESG practices can be driven by regulatory requirements in some sectors, but they are often also voluntary.

Many companies adopt ESG standards to attract investors and manage risk, but it's not accurate to categorize CSR as mandatory.

Choice C- This option oversimplifies both concepts. While CSR often includes philanthropic activities, it can also involve ethical labor practices, community engagement, and more. Similarly, ESG encompasses environmental, social, and governance factors, not just environmental sustainability. Therefore, this option doesn't capture the full scope of either concept.

Choice D- This option is incorrect. While CSR and ESG are related and can overlap, they are distinct concepts. CSR focuses more on a company's ethical obligations and contributions to society, while ESG refers to specific metrics like KPI's to assess a company's impact on environmental and social issues and its governance practices.

Reference:

LO-1.1; Page 5, Analyze the application of ethical and ESG (Environmental, Social and Governance) factors in supply chains

#### **NEW QUESTION # 61**

How do Fair Trade organizations protect raw material producers from economic hardship?

- **A. They set a minimum price for purchasing the raw materials**
- B. They contribute money to communal funds for local investment
- C. They establish standards for working conditions
- D. They ensure the final products are labeled as Fair Trade

**Answer: A**

Explanation:

Choice B- Fair Trade ensures producers receive a guaranteed minimum price or local living wage for their goods, providing financial security and protection against market fluctuations. This is the correct answer.

Incorrect answer:

Choice A- This is important for community development but does not directly address the immediate economic stability of producers.

Choice C- Although improving working conditions is a key component of Fair Trade, it does not directly protect producers from economic hardships related to pricing or income stability.

Choice D- Labeling products as Fair Trade can help attract ethical consumers, but it doesn't directly protect producers from unstable economic conditions.

Reference:

LO-3.3; Page 295; The World Fair Trade Organization (WFTO) and its principles and Charter of Fair Trade and implications for procurement and supply

#### **NEW QUESTION # 62**

The right to freedom of association and collective bargaining primarily pertains to which of the following?

- A. The right of workers to demand minimum wage
- B. The right of governments to regulate labor markets
- C. The right of employers to dismiss workers
- **D. The right of workers to form and join trade unions**

**Answer: D**

Explanation:

Option B- Option B is correct because it explicitly describes workers' rights to form and join trade unions, which is central to this principle.

Incorrect answer:

Option A- The right of employers to dismiss workers is unrelated to freedom of association.

Option C- While governments may regulate labor markets, this is not the essence of freedom of association.

Option D- Minimum wage is a separate labor issue and not directly tied to freedom of association or collective bargaining rights.

Reference:

LO-3.1; Page 249-250; Standards set by the United Nations (UN) and the International Labor Organization (ILO)

### NEW QUESTION # 63

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

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

**Answer: A**

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 # 64

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