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### CIPS L5M5 Exam Syllabus Topics:

Topic	Details

Topic 1	<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>
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 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>

## CIPS Managing Ethical Procurement and Supply (L5M5) Sample Questions (Q32-Q37):

### NEW QUESTION # 32

Jan is a procurement manager exploring Low-Cost Country Sourcing. Which of the following is a legitimate motive for this?

- A. To get free holidays
- B. To avoid stringent restrictions in your own country
- C. To exploit other countries' natural resources
- D. To reduce operational expenses

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract of Documents:

The L5M5 study guide (p.71) explains that the legitimate motive for Low-Cost Country Sourcing (LCCS) is reducing operational expenses by accessing cheaper materials, labour, or manufacturing. However, this must be conducted ethically, balancing cost savings with environmental, social, and legal responsibilities. Options A and B reflect unethical practices, while C is irrelevant. Procurement professionals must carefully evaluate suppliers in low-cost countries to ensure compliance with ethical standards such as labour rights, environmental protection, and anti-bribery legislation. LCCS can create value but must not compromise sustainability or governance.

Reference: Managing Ethical Procurement and Supply (L5M5) Study Guide, p.71

### NEW QUESTION # 33

A Fair Trade-certified coffee cooperative located in a rural area is undergoing an audit to assess its compliance with Fair Trade standards. During the audit, several non-compliance issues are identified, requiring immediate corrective action to align with International Labour Organization (ILO) standards.

For each identified breach, match the corresponding Fair Trade Principle with the most relevant ILO Standard by selecting the

appropriate option and placing it in the table below.

Breach 1: Workers in the coffee processing plant are exposed to prolonged noise levels during their shifts. However, many employees do not have or are not using proper hearing protection, raising serious concerns about potential hearing damage.

Breach 2: A significant number of workers, particularly local laborers, receive wages below the living wage threshold. This has resulted in financial hardship for their families, despite the cooperative's Fair Trade certification.

Breach 3: The cooperative is engaged in environmentally harmful waste disposal practices, frequently dumping waste into nearby streams. This has led to increasing concerns among local communities and environmental advocacy groups regarding the negative impact on the local ecosystem.

Breach 4: The cooperative exhibits gender-based employment disparities, where women are not appointed to certain roles, particularly managerial and supervisory positions. Additionally, the required uniforms for these roles fail to accommodate women, further restricting their opportunities due to health and safety regulations.

- A. No discrimination, gender equity, freedom of association: Employers must ensure gender equality in hiring practices and provide equal opportunities for all workers, regardless of gender.
- B. Respect to the environment: Employers must adopt practices that reduce environmental impact and ensure that the working environment does not harm the local ecosystem
- C. Fair Payment: Workers must receive fair wages that meet the minimum living wage requirements.
- D. Good working conditions: Workers must be provided with a safe working environment that meets all health and safety standards, including protective equipment

**Answer: A,B,C,D**

Explanation:

Good Working Conditions → A) Workers must be provided with a safe working environment that meets all health and safety standards, including protective equipment. The Fair-Trade principle of good working conditions emphasizes that workers should have access to a safe, healthy, and supportive work environment. ILO Principle A aligns with this by requiring safety measures such as protective equipment to ensure worker well-being. Fair Payment → C) Workers must receive fair wages that meet the minimum living wage requirements.

#### NEW QUESTION # 34

A homeowner planning to purchase a new air conditioner notices an energy rating label on each model. This rating scheme provides details on the unit's energy efficiency, cooling capacity, and environmental impact. How does this information assist the buyer in making a decision?

- A. It guarantees that the air conditioner will last for a specific number of years
- B. It ensures that all air conditioners have the same level of performance
- C. It ensures that the most expensive air conditioner is always the best choice
- D. It provides clear information on energy efficiency and expected electricity consumption

**Answer: D**

Explanation:

Choice B - A rating scheme (such as an Energy Star rating or SEER rating) helps buyers understand how much electricity an air conditioner will use. This allows them to choose a model that is cost-effective and environmentally friendly. This is the correct answer

Incorrect answer:

Choice A - Incorrect - A rating scheme does not make all air conditioners equal in performance. Instead, it helps buyers compare different models based on efficiency, cooling capacity, and energy consumption. Air conditioners may vary in technology, features, and effectiveness.

Choice C - A rating scheme does not indicate product lifespan. Durability depends on factors like brand, usage, maintenance, and build quality, which are not necessarily covered by the rating system.

Choice D - A higher price does not always mean better efficiency. Some expensive models may have extra features but still consume more energy. A rating scheme helps buyers focus on energy savings and performance rather than just cost.

Reference:

LO-3.2; Page 287; Role of industry standards and frameworks used by organizations in securing ESG considerations and ethical standards

#### NEW QUESTION # 35

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.

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

**Answer: A,B**

Explanation:

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 # 36

Samir is the Project Manager of a large construction project. Due to the complexity of the build, the main contractor has employed specialist subcontractors. What is the disadvantage of using subcontractors for this work?

- A. Lower quality of work
- B. Less control
- C. Increased costs
- D. Compliance with the law

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract of Documents:

The disadvantage of subcontracting is less control over performance. The L5M5 study guide (p.156) notes that while subcontracting allows access to specialist expertise, it creates additional risks for project delivery, as the main contractor remains accountable for subcontractor performance. Problems such as delays, quality issues, or non-compliance can occur, and these are more difficult to manage indirectly. Increased costs (A) are not always true since subcontracting can be cost-effective, while lower quality (B) depends on subcontractor capability. Compliance with the law (D) is a requirement, not a disadvantage. Procurement professionals must carefully manage subcontractors through clear contracts, monitoring, and accountability measures.

