



The Global Standard for Procurement and Supply

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Segment 11.5 Developing Commitment to Ethical Practices in Supply Chains

Level: Professional

Theme: Ethics

Knowledge: Will know and understand	Capabilities: Will be able to
The use and roles of ethical codes in procurement and supply	Develop a culture of commitment to achieve ethical codes and practices in the organisations' supply chains and require buyers and suppliers to uphold standards
Techniques for stakeholder mapping including primary, secondary and key stakeholder classifications	Analyse stakeholders and develop plans to establish ethical priorities and behaviours in the organisation's supply chains
Techniques for mapping suppliers to gauge risks in ethical sourcing	Devise matrices to assess the likelihood of risks of non-compliance in ethical sourcing and the importance to the organisation of other relevant commercial and technical criteria, and encourage their application by colleagues and stakeholders
The use of communication plans to eradicate bribery, corruption, fraud and breaches of human rights	Influence stakeholders to take actions to eradicate bribery, corruption, fraud and human rights abuse, such as modern slavery

Knowledge: Will know and understand

Capabilities: Will be able to

The main regulations that impact on the employment of people in supply chains such as:

- Discrimination, equality and diversity
- Employee redundancy and dismissal
- Working time and staff payment
- International labour codes
- Health and safety at the workplace
- Minimum/fair wages
- Other country specific employment issues

Ensure compliance with legislation and regulations affecting the employment of people and seek advice when there are concerns about non-compliance

Ethical practices and standards that apply to global supply chains

Encourage commitment to achieve ethical practices and standards that apply to global supply chains taking appropriate actions in the event of detecting any breaches by colleagues or other stakeholders

The use of audits and other systems for performance measurement applied by purchasers

Collaborate with other purchasers to drive out duplication of effort and to focus on streamlining audit processes, the collation and analysis of data and any remedial actions to be taken

The sources of conflict that can impact on ethical practices between stakeholders and suppliers

Steer the procurement and supply chain function through difficulties and challenges including conflict within the organisation and with its supply chains that can affect ethical practices

Knowledge: Will know and understand	Capabilities: Will be able to
<p>Initiatives and policies created by leading bodies such as CIPS, Traidcraft, the Walk Free Foundation, the UN, ILO and others</p>	<p>Act as a champion of change to promote the highest standards of ethical practice</p>

Related CIPS Knowledge Links

[Supply Chain Governance - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Procurement-Organisation/Supply-Chain-Governance/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Procurement-Organisation/Supply-Chain-Governance/)

[Sustainable and Ethical Procurement - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Sustainability/Sustainable-and-Ethical-Procurement/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Sustainability/Sustainable-and-Ethical-Procurement/)

[Risk Analysis and Management - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Risk-mitigation/Risk-Analysis-and-Management1/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Risk-mitigation/Risk-Analysis-and-Management1/)

[Diligent Procurement - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Risk-mitigation/Diligent-Procurement/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Risk-mitigation/Diligent-Procurement/)

[Stakeholders - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Procurement-Organisation/Stakeholders/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Procurement-Organisation/Stakeholders/)

[Collaborative Working - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Efficiency/Collaborative-Working1/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Efficiency/Collaborative-Working1/)

[Business Process Re-engineering \(BPR\) - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Continuous-Improvement/Business-Process-Re-engineering-BPR/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Continuous-Improvement/Business-Process-Re-engineering-BPR/)

[Value Generation - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Efficiency/Value-Generation1/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Efficiency/Value-Generation1/)

[Data Analysis/Business Intelligence - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Understand-Need---Market-and-options-assessment/Data-Analysis--Business-Intelligence/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/Understand-Need---Market-and-options-assessment/Data-Analysis--Business-Intelligence/)

[Leadership and Promotion of Procurement and Supply Management - http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/People-and-skills/Leadership-and-Promotion-of-Procurement-and-Supply-Management1/](http://www.cips.org/en-GB/Knowledge/Procurement-topics-and-skills/People-and-skills/Leadership-and-Promotion-of-Procurement-and-Supply-Management1/)

[Risk Analysis Management - Tools and Templates - http://www.cips.org/Knowledge/Tools-and-Templates-revised/Risk-Analysis--Management/Risk-Analysis--Management/](http://www.cips.org/Knowledge/Tools-and-Templates-revised/Risk-Analysis--Management/Risk-Analysis--Management/)

[The Institution of Occupational Safety and Health \(IOSH\) - http://www.cips.org/en/Knowledge/Third-Party-Materials/#10292](http://www.cips.org/en/Knowledge/Third-Party-Materials/#10292)

[Modern Slavery - http://www.cips.org/en-gb/knowledge/procurement-topics-and-skills/Modern-Slavery/](http://www.cips.org/en-gb/knowledge/procurement-topics-and-skills/Modern-Slavery/)

