# SUSTAINABLE & ETHICAL SUPPLIER MANAGEMENT



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# Introduction

Sustainable & Ethical Supplier Management Training Course prepares procurement and supply chain teams to hold suppliers to standards that go beyond price and delivery. Modern supply chains carry environmental, labour, and governance risk that no organization can ignore, and regulators and investors increasingly expect evidence of control. This programme covers supplier codes of conduct, ESG assessment, audit and verification, corrective action, and transparency reporting. Participants work with recognised frameworks including the UN Global Compact principles, ISO 20400 guidance on sustainable procurement, and the EcoVadis assessment approach. Furthermore, the course covers forced labour, conflict minerals, carbon accounting, and supplier development. In addition, it addresses grievance mechanisms and remediation. As a result, attendees can build supply chains that stand up to scrutiny.

# Sustainable & Ethical Supplier Management Course Objectives

- Apply the UN Global Compact principles and the UN Guiding Principles on Business and Human Rights to supplier relationships.
- Design a supplier code of conduct with clear, enforceable expectations.
- Apply ISO 20400 guidance to embed sustainability in procurement decisions.
- Conduct ESG assessments covering environmental, labour, and governance criteria.
- Evaluate supplier carbon footprint and environmental performance data.
- Identify and address forced labour, child labour, and unsafe working conditions.
- Verify supplier claims through audits, certifications, and site assessments.
- Manage ethical sourcing for conflict minerals and high-risk commodities.
- Issue corrective action requests and track remediation to verified closure.
- Report supply chain sustainability performance to stakeholders and regulators.

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## Course Methodology

- Case studies on ethical sourcing failures and sustainability programmes.
- Hands-on supplier ESG assessment and scoring exercises.
- Audit and site assessment simulations with structured findings.
- Group work on codes of conduct, corrective action, and remediation plans.
- Structured debate on cost, compliance, and sustainability trade-offs.

## Who Should Take This Course

- Procurement and category managers.
- Supplier development and quality professionals.
- Sustainability and ESG officers.
- Compliance, ethics, and human rights specialists.
- Supply chain risk and audit staff.
- Health, safety, and environment managers.
- Consultants advising on responsible sourcing.

## Sustainable & Ethical Supplier Management Course Outlines

## Day 1: The Sustainability and Ethics Landscape

- Environmental, social, and governance dimensions in supply chains.
- The UN Global Compact principles and the UN Guiding Principles on Business and Human Rights.
- Regulatory drivers: supply chain due diligence and disclosure requirements.

- ISO 20400 guidance on sustainable procurement.
- Investor expectations and sustainability ratings.
- Risk categories by sector and geography.
- Workshop: mapping sustainability risks in a supply base.

## Day 2: Codes of Conduct and Supplier Requirements

- Designing a supplier code of conduct that suppliers can meet.
- Labour standards: forced labour, child labour, working hours, and wages.
- Health and safety requirements and worker accommodation standards.
- Environmental requirements: emissions, waste, water, and hazardous materials.
- Business ethics, anti-bribery, and conflict of interest clauses.
- Embedding requirements in contracts, tenders, and purchase orders.
- Exercise: drafting supplier code requirements for a high-risk category.

## Day 3: ESG Assessment and Due Diligence

- ESG assessment frameworks and questionnaire design.
- Supplier sustainability rating platforms and their limitations.
- Carbon footprint measurement and Scope 1, 2, and 3 concepts.
- Environmental data verification and evidence requirements.
- Human rights due diligence and saliency assessment.
- Conflict minerals and responsible sourcing of high-risk commodities.
- Workshop: scoring suppliers against an ESG assessment model.

## Day 4: Audits, Verification, and Corrective Action

- Types of audit: self-assessment, desktop, on-site, and third-party.

- Audit preparation, evidence collection, and worker interviews.
- Detecting hidden labour and environmental non-conformities.
- Issuing corrective action requests and remediation planning.
- Timelines, verification visits, and closure evidence.
- Escalation, suspension, and disengagement decisions.
- Simulation: conducting a supplier social compliance audit.

## Day 5: Development, Reporting, and Governance

- Supplier capability building on sustainability practices.
- Joint improvement projects and collaborative industry initiatives.
- Grievance mechanisms and remediation for affected workers.
- Sustainability reporting standards and disclosure expectations.
- Performance metrics for sustainable supplier management.
- Governance, oversight, and internal accountability.
- Capstone: presenting a sustainable supplier management programme.

## Conclusion

By successfully completing Sustainable & Ethical Supplier Management Training Course, participants will gain a structured command of supplier sustainability and ethics management. They will acquire the ability to design codes of conduct, run ESG assessments, verify supplier claims through audits, manage corrective action, and report performance credibly. As a result, they can reduce reputational, legal, and operational risk across their supply chains. Gentex Training Center delivers this programme with a strong focus on practical frameworks and real sourcing cases.

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# FAQs for the Sustainable & Ethical Supplier Management course

## Q1 What is the "Sustainable & Ethical Supplier Management" course about?

It covers how organizations set, verify, and improve environmental, social, and governance standards across their suppliers, including codes of conduct, ESG assessment, audits, corrective action, and sustainability reporting.

## Q2 What are the key benefits of the "Sustainable & Ethical Supplier Management" course?

Participants reduce reputational and legal exposure, verify supplier claims instead of trusting them, and meet growing regulatory and investor expectations for supply chain disclosure. They also build supplier capability, which improves standards without constant replacement.

## Q3 What skills will I gain from the "Sustainable & Ethical Supplier Management" course?

Applying the UN Global Compact principles and the UN Guiding Principles on Business and Human Rights to supplier relationships; designing and embedding supplier codes of conduct; conducting ESG assessments including carbon footprint and environmental data verification; and managing supplier social compliance audits, corrective action, remediation, and sustainability reporting.

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## Q4 What tools, methods, or standards are covered in the "Sustainable & Ethical Supplier Management" course?

The course covers the UN Global Compact principles, the UN Guiding Principles on Business and Human Rights, ISO 20400 sustainable procurement guidance, supplier codes of conduct, labour standards covering forced labour and child labour, health and safety and worker accommodation standards, environmental requirements for emissions, waste, water and hazardous materials, anti-bribery and conflict of interest clauses, ESG assessment frameworks and questionnaires, supplier sustainability rating platforms, Scope 1, 2 and 3 carbon accounting, human rights due diligence and saliency assessment, conflict minerals due diligence, self-assessment, desktop, on-site and third-party audit types, worker interviews, corrective action requests with closure verification, grievance mechanisms, and sustainability reporting standards.

## Q5 How is the "Sustainable & Ethical Supplier Management" course applied in real-world practice?

Participants map sustainability risks in a supply base, draft code of conduct requirements for a high-risk category, score suppliers against an ESG assessment model, conduct a supplier social compliance audit simulation, and present a sustainable supplier management programme. Each task mirrors the work of responsible sourcing and ESG teams.

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