ULUSLARARASI KIBRIS ÜNİVERSİTESİ
CYPRUS INTERNATIONAL UNIVERSITY

THE IMPACT RANKINGS

TIMES HIGHER EDUCATION / IMPACT RANKINGS EVIDENCE FACT FILE

SDG 12 / INDICATOR 12.2.1
Ethical Sourcing of Food and Supplies

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SDG 12	12.2.1	7
Responsible Consumption and Production	Policy on ethical sourcing of food and supplies	Principles in CIU's Sustainable and Ethical Procurement Policy

Purpose of this evidence file

This fact file documents Cyprus International University's (CIU) policy on the ethical sourcing of food and supplies, supporting THE Impact Rankings SDG 12 measure 12.2.1. CIU, as a body, has a written Sustainable and Ethical Procurement Policy, created as Version 1 on 5 May 2020 and updated to Version 2 on 19 January 2023, that bans child labour, requires fair labour practices, fair-trade food where possible and animal welfare, and applies to all departments and to contracted catering services, food vendors and suppliers. The source document is reproduced in Appendix 1.

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INDICATOR 12.2.1

Ethical sourcing policy at a glance

A written policy covering food and supplies, with principles, supplier controls, monitoring and named responsibilities.

V2	7	2 years
Current version, updated 19 January 2023 from Version 1 of 5 May 2020	Principles: child labour, fair labour, ethical food, sustainable sourcing, animal welfare, transparency, environment	Review cycle set by the policy

Headline result

A policy on food and supplies. The policy establishes guidelines for the ethical sourcing of food and supplies. It applies to all departments and individuals who procure for CIU, including contracted catering services, food vendors and suppliers.

Clear prohibitions. CIU strictly prohibits sourcing from suppliers that employ child labour as defined by the International Labour Organization, and does not tolerate forced labour, exploitation, discrimination or harassment. Suppliers must offer safe conditions, fair wages and reasonable hours.

Controls on suppliers. Due diligence on new suppliers, a Supplier Code of Conduct that all suppliers must agree to, periodic audits, a confidential reporting system, staff training and supplier workshops. The Sustainability Policy also lets the Head of Procurement exclude suppliers that fall short.

Evidence scope

No.	Evidence item	Value / note
1	Written Sustainable and Ethical Procurement Policy for food and supplies, with version history	Version 2, 19 Jan 2023
2	Scope: all departments, contracted catering, food vendors and suppliers	University-wide
3	Prohibition of child labour (ILO definition), fair labour practices	2 principles
4	Ethical food procurement: fair-trade options where possible; animal welfare standards	2 principles
5	Sustainable sourcing: local, seasonal, organic products; life-cycle impacts; less single-use plastic	3 principles
6	Supplier Code of Conduct, due diligence, audits, confidential reporting, training, supplier workshops	Implementation
7	Sustainability Policy: Head of Procurement may exclude suppliers with unethical practices; no unpaid or child labour in supplier factories	Decision 2020-05/5
8	Operational measures: plastic-free cafe, metal cutlery, no plastic straws, composting of cafe waste	Campus practice

POLICY REGISTER

What the policy requires

Each element of the ethical sourcing policy, what it commits CIU and its suppliers to, and where the evidence is.

Ref.	Element	What the policy states	Type	Evidence
E1	**Child labour** Principle 1	Sourcing from suppliers that employ child labour, as defined by the ILO, is strictly prohibited. Suppliers must comply with minimum age requirements and ensure all workers are of legal working age.	**Prohibition**	Appendix 1 Sustainability Policy
E2	**Fair labour practices** Principle 2	Suppliers must provide safe working conditions, fair wages and reasonable working hours. Discrimination, harassment and exploitation are not tolerated, and forced labour is to be avoided.	**Requirement**	Appendix 1
E3	**Ethical food** Principle 3	Food and beverage procurement follows the ethical sourcing policy, with fair-trade options where possible, and suppliers must show animal welfare standards in line with humane treatment.	**Requirement**	Appendix 1
E4	**Sustainable sourcing** Principles 4 and 7	Preference for local, seasonal, organic and environmentally responsible products; decisions weigh life-cycle impacts, resource efficiency and carbon footprint; single-use plastics and packaging waste are minimised.	**Preference**	Appendix 1
E5	**Supplier controls** Selection and evaluation	Due diligence on labour practices, sustainability and ethical standards; every supplier agrees to a Supplier Code of Conduct aligned with the SDGs. The Head of Procurement can exclude suppliers that do not meet the standards.	**Control**	Appendix 1 Sustainability Policy
E6	**Monitoring** Audits and reporting	Periodic supplier audits cover labour conditions, sustainability and animal welfare, and a confidential system lets employees and stakeholders report unethical practices.	**Control**	Appendix 1
E7	**Training and review** Awareness and improvement	Ethical sourcing training for procurement staff, workshops for suppliers, stakeholder feedback, and a review every two years aligned with SDG 12.	**Governance**	Appendix 1
E8	**Responsibilities** Who does what	The Procurement Team implements the policy and evaluates suppliers; all employees uphold it and report concerns; University Management provides leadership, oversight and resources.	**Governance**	Appendix 1

SUPPORTING POLICY AND PRACTICE

Procurement rules and campus practice

Related provisions in the CIU Sustainability Policy and on the CIU website.

Source	What it adds
Sustainability Policy, Annex 5 (Decision 2020-05/5): procurement and suppliers	The Head of Procurement assesses suppliers, can replace them or change procurement methods, and may exclude suppliers that do not meet the university's standards. Suppliers must meet government regulations and the university's sustainability requirements, and every purchased item must align with the sustainability plan.
Sustainability Policy, Annex 5: ethical sourcing	Suppliers with unethical workplace practices, such as staff inequality or discrimination, are excluded. Items must be ethically sourced, with meat given as an example. Supplier factories must not use unpaid or child labour.
Sustainability Policy, Annexes 4, 5 and 7: food and purchasing	Free drinking water on campus; no plastic straws in cafeterias; metal cutlery except for takeaway; plastic bags charged; purchasing limited to what is necessary under the reduce, reuse, recycle hierarchy.
CIU sustainability page	The We Are Nature Cafe is a designated Plastic Free Zone, and its organic waste is composted and used as fertiliser in the sustainable garden.
CIU news, 26 June 2026	CIU placed in the 101–200 band for Responsible Consumption and Production (SDG 12) in the THE Impact Ratings.

APPENDIX 1 • SOURCE DOCUMENT

Sustainable and Ethical Procurement Policy: evidence document

Source document • 3 pages • sheet 1 of 3

Version 1 created on 05/05/2020
Updated to Version 2 on 19/01/2023

Cyprus International University
Sustainable and Ethical Procurement Policy

Purpose

This policy establishes guidelines for the ethical sourcing of food and supplies at Cyprus International University (CIU). It aims to ensure that all food and supplies procured by the university adhere to the highest standards of ethical and sustainable practices, including the prohibition of child labor and other forms of exploitation.

Scope

This policy applies to all departments and individuals involved in procuring food and supplies for Cyprus International University, including contracted catering services, food vendors, and suppliers.

Policy Statement

Cyprus International University is committed to embedding **responsible consumption and production** across all procurement processes. We aim to ensure that food and supplies are sourced ethically, avoiding child labor, forced labor, and exploitation, prioritize sustainable products, including local, organic, seasonal, and environmentally friendly options, reduce waste and encourage circular economy practices such as re-use, recycling, and eco-friendly packaging, foster transparency and accountability across the supply chain, and lead by example as a higher education institution by integrating sustainability principles into procurement practices.

Principles

1. **Prohibition of Child Labor**: CIU strictly prohibits the sourcing of food and supplies from suppliers that employ child labor, as defined by the International Labour Organization (ILO). Suppliers must comply with minimum age requirements and ensure that all workers are of legal working age.
2. **Fair Labor Practices**: Suppliers must uphold fair labor practices, including safe working conditions, fair wages, and reasonable working hours. Discrimination, harassment, and exploitation in any form are not tolerated.
3. **Ethical Food Procurement**: Food and beverage procurement will follow CIU's ethical sourcing policy, ensuring fair-trade options where possible and suppliers must demonstrate animal welfare standards in line with humane treatment practices.
4. **Sustainable Sourcing**: Preference will be given to suppliers offering local, seasonal, organic, and environmentally responsible products and procurement decisions will consider life-cycle impacts, including resource efficiency and carbon footprint.

Document page 1 of 3

Evidence note

Copy of the CIU evidence document for measure 12.2.1, page 1 of 3.

ULUSLARARASI KIBRIS ÜNİVERSİTESİ
CYPRUS INTERNATIONAL UNIVERSITY

APPENDIX 1 • SOURCE DOCUMENT • CONTINUED

Sustainable and Ethical Procurement Policy: evidence document

Source document • 3 pages • sheet 2 of 3

5. **Animal Welfare**: Suppliers must adhere to humane treatment standards for animals and ensure that any animal products sourced comply with ethical practices.
6. **Transparency and Accountability**: CIU will maintain transparency in its sourcing practices and hold suppliers accountable for their adherence to ethical standards. Regular assessments will be conducted to ensure compliance with this policy.
7. **Environmental Responsibility**: Minimize single-use plastics and packaging waste in all supply chains and Promote recycling, composting, and environmentally friendly materials.

Implementation

1. Supplier Selection and Evaluation

- **Due Diligence**: Conduct thorough evaluations of potential suppliers, assessing their labor practices, sustainability efforts, and compliance with social responsibility practices and ethical standards.
- **Supplier Code of Conduct**: All suppliers must agree to a Supplier Code of Conduct outlining CIU's expectations regarding labor practices, sustainability, and ethical behavior and SDG-aligned procurement standards.

2. Training and Awareness

- **Staff Training**: Provide ethical sourcing practices training for procurement staff and relevant university personnel, emphasizing the importance of human rights and sustainability.
- **Supplier Workshops**: Organize workshops for suppliers to educate them about CIU's ethical sourcing goals and expectations.

3. Monitoring and Reporting

- **Regular Audits**: Conduct periodic audits of suppliers to ensure compliance with this policy, focusing on labor conditions, sustainability practices, and animal welfare.
- **Reporting Mechanism**: A confidential reporting system will allow employees and stakeholders to report unethical practices.

4. Continuous Improvement

- **Feedback and Review**: Gather feedback from stakeholders to continually improve sourcing practices and align with international best practices in ethical sourcing.
- **Policy Review**: This policy will be reviewed every two years to ensure its effectiveness and relevance in promoting ethical sourcing of food and supplies and remain aligned with international best practices and SDG 12 targets.

Responsibilities

- **Procurement Team**: Responsible for implementing this policy, conducting supplier evaluations and engagement, and ensuring compliance.
- **All Employees**: Uphold the values of ethical and sustainable procurement and report any concerns.

Document page 2 of 3

Evidence note

Copy of the CIU evidence document for measure 12.2.1, page 2 of 3.

APPENDIX 1 • SOURCE DOCUMENT • CONTINUED

Sustainable and Ethical Procurement Policy: evidence document

Source document • 3 pages • sheet 3 of 3

- **University Management**: Provide support, leadership, oversight and resources for implementing this policy and promote a culture of ethical sourcing.

By adopting this Policy on Ethical Sourcing of Food and Supplies, Cyprus International University affirms its dedication to responsible consumption and production (SDG 12). Through ethical sourcing of food and supplies, CIU seeks to protect human rights, support sustainability, and serve as a model of integrity and responsibility within higher education.

Document page 3 of 3

Evidence note

Copy of the CIU evidence document for measure 12.2.1, page 3 of 3.