

International Currency Association Sustainability Charter

Preamble

The International Currency Association (ICA) exists to create a single, cohesive voice for the currency industry. Our aim is to help balance the conversation on future payments, demonstrate that cash is a vital part of the payment landscape and form a community of thought leaders, influencers and innovators who are collectively driving the future of the industry.

This Charter specifies our aims and commitments in regards to sustainability. Having regard to the Sustainable Development Goals and the UN Global Compact Initiative, it follows our understanding of Sustainable Development as encompassing economic, environmental and social equality aspects which all need to be addressed simultaneously.

The cash industry plays a key role in integrating each and every citizen of the world into a global economic system, by providing safe, reliable and largely accessible means of payment. We – as an industry active in most regions of the world – commit to actively support and apply Corporate Social Responsibility (CSR) best practices by promoting the following principles and initiatives through our business strategies.

Cash Industry – Principles

- Acts in a safe and responsible way, protecting people, the environment and the ecosystems in all regions where it operates.
- Grants people social empowerment, including financial inclusion, transparency and privacy.
- Provides governments with a national/regional currency system that serves as a public good
- Maintains a culture of high ethical standards, excellent business practices and integrity.
- Provides safe working conditions, respects the rights of workers, creates highly specialised and skilled jobs, gives opportunities for continuous learning, and promotes diversity and inclusivity in the workplace.
- Seeks long-term economic success by integrating all aspects of sustainability – economic, environmental and social – into business strategies.

International Currency Association – Initiatives

- Assess all ICA programs through a lens of corporate social responsibility, ensuring that all objectives, strategies, and performance monitoring factors in CSR principles.
- Facilitate best practice sharing among its members to support making sustainability an integral part of their corporate strategies.
- Request charter members to set, track and publish self-imposed KPIs.
- Foster partnerships in the supply chain to integrate sustainability criteria through all aspects of operations and processes while maintaining the high level of security.
- Broadly share this Charter with members and stakeholders including social partners.

Roadmap to Sustainable Development

The International Currency Association and its members will promote CSR best practices through the

way they operate and anticipate achieving sustainable outcomes in the solutions we deliver. With this ambition in mind, we will focus action and foster innovation in the following key areas that are critical for progressing in Sustainable Development:

Promote adoption of Circular Economy principles

- Design waste and pollution out of the production process via sustainable solutions and recycling initiatives.
- Integrate sustainability criteria throughout all aspects of current and future processes and projects.

Strive towards a decrease of emissions in the cash cycle

- Facilitate innovation and new technologies consistent with low carbon requirements.
- Increase the use of renewable energy and resources and promoting their efficient use.
- Set company-internal objectives to reduce emissions and tracking their progress with the respective KPI.

Drive resource efficiency across global value chains and in our operations

- Design sustainable solutions needing fewer resources over the entire life cycle and allowing easy reuse and recycling.
- Manage water in a responsible way, i.e. reducing water consumption, undertaking recovery of water.
- Maximise material recovery and reuse.

Prevent harm to humans and biodiversity and limiting the environmental impact of cash throughout its whole life cycle

- Use safe and sustainable raw materials.
- Mitigate human risk, ensuring cash remains viable in all circumstances including times of disaster.
- Mitigate environmental impacts of our product, including assessment of chemical substitutes.

Engender personal and professional growth in our workforce

- Educate employees about sustainability.
- Promote equal opportunity for all and the full inclusion of persons with a disability.
- Provide opportunities for professional development and offering long-term career paths within our industry.
- Ensure fair sharing of responsibilities and retribution inside each of our companies.

The International Currency Association represents the global currency sector. Our members have come together to work towards increasing sustainable design, production, manufacturing and distribution. We call upon our stakeholders and policymakers to join us in these efforts to create economic, environmental and social value. We also support external stakeholders as they embrace these values and aim to work with everyone, especially central banks, in their further development and implementation.

Charter adopted at the ICA Annual General Meeting on 25 September 2020 (held virtually because of the Covid-19 pandemic).