

Examples of impact assessments and action plans

Example	Description	Relevant resources
Human Rights Impact Assessment (HRIA)	HRIAs provide the means to assess the human rights impacts of a client's activities on rightsholders, including workers, community members, and customers. The identification of risks should lead to the development of relevant impact mitigation and management strategies.	Danish Institute for Human Rights (DIHR), Human rights impact assessment guidance and toolbox , particularly <i>Phase 4: Impact mitigation and management</i> The Danish Institute for Human Rights (2020)
Resettlement plan Livelihood restoration planning	In the context of resettlement (whether voluntary or involuntary), resettlement plans should be developed based on meaningful consultation, and include details on compensation, implementation timelines, and grievance / redress mechanisms.	UN OHCHR, Basic Principles and Guidelines on Development Based Evictions and Displacement (undated) ICMM, Resettlement Planning Toolkit (undated)
Gender action plan	Gender action plans provide a clear basis for ensuring that gender considerations are integrated into projects and investments, including both risk management and impact promotion measures.	ADB, Tip Sheet: Preparing a Project Gender Action Plan (undated)
Labour management plan	The purpose of labour management plans or procedures is to identify the main labour requirements and risks associated with an investment, and specify the resources necessary to address project labour issues.	World Bank, Labor Management Procedures (template) (2018)
Security management plan	A security management plan is designed to guide an organisation's actions in protecting against and mitigating security risks that could threaten communities, employees, facilities, and ability to operate, as well as the reputation of the company and its global operations.	IFC, Guidance for Drafting a Security Management Plan (undated) GISF, Security Risk Management Toolkit: Security Plan (2019)
Biodiversity management plan	The purpose of a biodiversity management plan is to lay out the specific goals for biodiversity (species and habitats) and the means by which these goals will be achieved, including the establishment of specific habitat enhancements, their maintenance and monitoring.	WBSCD, Biodiversity Management Plan (BMP) Guidance (2014) IPIECA, A guide to developing biodiversity action plans (2023)
Indigenous Peoples development plan	Indigenous Peoples Development Plans outline culturally appropriate impact prevention and, where impacts on Indigenous Peoples are unavoidable, mitigation measures. They can also be used to identify opportunities to maximise	Equator Principles, Guidance Note on Evaluating Projects with Affected Indigenous Peoples (2020)

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	sustainable benefits to indigenous communities. Plans should be mutually agreed and shared between with affected indigenous groups.	Shift, <i>Indigenous Rights and Financial Institutions: Free, Prior and Informed Consent, Just Transition and Emerging Practice</i> (2023)
Community development plan	Developing a community plan involves systematically assessing project impacts and making choices in the context of a defined community vision. Planning is a process that assists community members in translating knowledge, concerns and hopes into action.	Human Resources Development Canada, <i>The Community Development Handbook</i> (2018)
Health and safety management plan	The purpose of a health and safety management plan is to ensure required processes are in place to manage the risks associated with a project or enterprise, especially if there are many contractors and subcontractors involved and circumstances can change quickly from day to day.	World Bank, <i>Environmental, Health, and Safety Guidelines</i> (undated) Worksafe, <i>Work Health and Safety Management Plan</i> (undated)
Supply chain management system	A supply chain management system aims to prevent supply chain risks, and it must be in sync with the realities of operations. Good practice starts by mapping supply-chain actors and risks.	BII, <i>ESG Toolkit: Supply Chains</i> IFC, <i>Assessing and Managing Environmental and Social Risks in an Agro-Commodity Supply Chain - Toolkit 2: Managing Environmental and Social Risk in a Supply Chain</i> (2013) UN Global Compact, <i>Sustainable Supply Chains: Resources and Practices</i> (undated) UN PRI, <i>Managing ESG risk in the supply chains of private companies and assets</i> (2017)