



R&R and Corporate Social Responsibility: Sports Tournament Scheme

I. Introduction:

HP Power Corporation Limited (HPPCL) engaged in construction and operation of power projects which entails acquisition of land and other assets belonging to private owners, government and community. In the process of its business, the lives and livelihoods of people and local environment get impacted in varying degrees.

Not only do the affected people need to be adequately compensated and provided with attractive Rehabilitation and Resettlement (R&R) package but also need to be kept engaged in constructive activities particularly the youth. Hence, besides compensation and R&R package, the HPPCL seeks to engage with the communities living in the Project Affected Areas (PAA) and Project Affected Zone (PAZ) in a number of activities as part of its Corporate Social Responsibility.

Youth in the present day play important role in shaping public opinion as also influence decision making process in families. It would be useful to spread awareness about the HPPCL and its activities as also the packages being offered by it through sporting activities as well. Opportunities for taking part in sporting activities for the rural youth living in the PAA and PAZ are otherwise very few. Therefore, a scheme to involve the youth in sports activities is required and is formulated as under.

II. Objectives:

Objective of the Scheme is to: -

1. Engage youth of the PAA and PAZ in sporting activities organized or sponsored by HPPCL.
2. Inculcate a sense of competition, justice and fair-play among youth, while rewarding the best amongst them.
3. Create awareness about HPPCL, its activities, its projects, best practices followed by it and compensation and R&R packages it offers through sports tournaments.
4. Reach the PAFs and other communities through the youth of PAA and PAZ.
5. Convey the image of HPPCL as a sensitive and responsible organization.

III. Scheme - Activities, Area, Eligibility Period and other details:

1. Annual tournaments would be organized or sponsored by HPPCL for the youth of PAA and PAZ.
2. Separate tournaments would be organized for men and women.
3. The Scheme may be implemented either separately for each project of HPPCL or in combination of two or more projects.
4. The tournament shall be open to all the people of the PAA and PAZ.



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5. HPPCL through its project level R&R and other staff shall organize these events. Alternatively, HPPCL may, wholly or partially, sponsor such event being organized by a other agencies or any government department or government agency in the PAA and PAZ provided HPPCL and its activities are displayed at the venue and covered in reporting by the organizers; and provided further that HPPCL is given due & adequate publicity and visible credit.
6. The tournaments would be organized in any of the school grounds or community ground in the PAA and PAZ. The venue shall display HPPCL's name as the organizer or sponsor, as the case may be.
7. Tournaments would be organized for (Badminton, Volleyball, Cricket, Football, Hockey, Kabaddi, Kho-Kho, Long- race) etc. Team events shall be preferred in these tournaments. Only one game would be covered in one tournament. Like it could be football championship in a year or a cricket tourney but not both. Ordinarily the tournament shall not exceed five days.
8. A prize distribution function shall be organized at the conclusion of the tournament.
9. HPPCL R&R staff shall use this occasion to spread HPPCL's message and address the gathering. Special attention would be given to the career counseling and investment counseling in the address.
10. Prizes and certificates would be given to the winners at the prize distribution function.
11. Certificate of participation may be given to other participants.
12. Activities of the tournament and prize distribution function shall be photographed, video-graphed or documented using appropriate means.
13. The scheme shall commence as a preparation for land acquisition process. It will remain in force till the commissioning of the project.
14. The scheme may be extended to the operation phase of the project after a review process.
15. The time of organizing the tournaments would be such that it does not clash with students' examination, academic year-end holidays or other important events. For this purpose consultations by the HPPCL R&R staff shall be done in advance of planning for the tournament.
16. The scheme covers expenses by HPPCL on venue preparation (including decoration), Prizes, Certificates, light refreshments at each match (for all people present at the venue), common items (like football, volleyball, net, ground laying material like lime, flags, ropes etc) and on prize distribution function. It does not cover venue (hiring or renting) charges and participant's personal kits and equipments (e.g. rackets, bats, dress, footwear etc). Participants shall have to bring and use their own kits and equipments.



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17. Prizes and certificates would be given away by its Project Head or his representative in the events organized by HPPCL or wholly sponsored by it.
18. HPPCL would have the exclusive right to display banners and hoardings at the venue of the tournament and at the venue of prize distribution ceremony.
19. Winning or participating in any such event will not confer any right whatsoever for employment in HPPCL or nomination under any other scheme run by HPPCL or sponsored by it.
20. For organizing the tournament a committee would be formed by the Head of Project consisting of following persons.
 - i. One member from the concerned Project.
 - ii. One member from field level R&R Staff.
 - iii. One member from Project Affected Area (active person).
 - iv. Two members from local Yuvak Mandals or local sports club.
21. Nomination for participating in tournament would be invited 15 days in advance of the commencement date of tournament.
22. Tournament would be organized maximum for three days.

IV. Financial Norms:

The financial norm for organizing the tournament for Team Event would be Rs.33,000/- and that for Individual Event would be Rs. 16,500/-. It includes all the expenditures. These norms shall be followed till further revision.

V. Documentation & effectiveness review:

1. The R&R staff of the concerned project shall prepare a report on organizing the tournament and submitted to the Corporate Office.
2. Assessment of effectiveness of this scheme shall be done internally by the concerned R&R staff and report submitted to HPPCL Project Authorities as well as HPPCL Corporate Office.
