



Lab  
Global

# 17 Sport

Disclosure Report

Date Submitted: March 25th, 2025



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## Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

### **B Lab's Public Complaints Process**

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

**This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.**



# Disclosure Questionnaire

## Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



## Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Other - Disclosure Industries

Disclosure Questionnaire Statement	
<b>Topic</b>	Clients in Controversial and Ineligible Industries
<b>Summary of Issue</b>	<p>17 Sport has clients in the following industries: Nuclear Power, Radioactive Materials, and Pharmaceuticals.</p> <p>17 Sport is a global, impact-driven sports marketing and consulting firm. The company helps its clients activate their investment in sport through purpose-led strategies that drive meaningful business outcomes.</p> <p>The company crafts and executes transformative sports strategies, including rights management, brand and athlete activation, community impact programs, and other bespoke initiatives.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the last fiscal year, 1.82% of the company's annual revenue came from clients in the nuclear power and radioactive materials sector, and 9.36% from the pharmaceutical industry.
<b>Impact on Stakeholders</b>	<p>Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact on stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry.</p> <p>Companies offering certain types of services and products to controversial clients are required to have at a minimum a grievance/complaints mechanism and a whistleblower protection policy.</p>
<b>Implemented Management Practices</b>	<p>17 Sport has the following mechanisms in place to manage the risks related to its business relationships with clients in controversial industries:</p> <p>Grievance/complaints mechanism. This is accessible to the public through the company's website under the "Whistleblower Policy" section at the bottom of the site.</p>

Stakeholders may use the channel to report A crime or illegal act, a serious and clear breach of an international engagement ratified or approved by France, or of a unilateral act; of an international organization based on such an engagement, a serious and clear breach of the law or regulation, a threat or serious prejudice for general public interest and a threat or serious prejudice for health or environment.

Individuals who need to make a complaint/raise a concern could do so through the following options;

For internal stakeholders, such as employees, the whistleblower would in the first instance speak with their Growth Manager.

For external stakeholders, the whistleblower should first contact 17 Sport Impact and People Manager Emma Kennedy through emailing [emma@17-sport.com](mailto:emma@17-sport.com), or 17 Sport Head of Finance and Administration Laurent Igolen through emailing [laurent@17-sport.com](mailto:laurent@17-sport.com) if the report concerns the Impact and People Manager. The recipient of the complaint/concern must deal with the admissibility of the report within 7 business days.

Whether an internal or external whistleblower, in the case the complainant feels the answer is not timely nor appropriate, they may escalate the discourse to the most relevant of the following:

- Internal HR: [emma@17-sport.com](mailto:emma@17-sport.com);
- External HR: [flore.jeanteur@smashgroup.fr](mailto:flore.jeanteur@smashgroup.fr);
- 17 Sport Co-Founders: [neill@17-sport.com](mailto:neill@17-sport.com) and [fabien@17-sport.com](mailto:fabien@17-sport.com)

Once the internal report is received, 17 Sport will communicate to the whistleblower, within a reasonable period not exceeding 3 months from the acknowledgment of receipt, information regarding:

- The measures considered or taken to assess the accuracy of the allegations;
- The measures taken to address the subject of the report, if applicable.
- The reasons for the decisions made.

If the whistleblower is not satisfied that their concern is being properly dealt with by the investigating officer,



	<p>they have the right to raise it in confidence with the 17 Sport Co-Founders, or one of the designated persons described above.</p> <p>Whistleblower Protection Policy. The policy includes the following statements:</p> <ul style="list-style-type: none"><li>• All complaints/concerns raised through the channels would remain confidential. Only authorized individuals responsible for receiving and processing reports may have access to the information collected. The confidentiality of the identity of the reporting parties, the persons referred to, and any third party mentioned in the report shall be guaranteed. The particulars likely to identify the whistleblower may not be disclosed without their agreement unless required by law.</li><li>• <b>No-Retaliation:</b> Following the French Labor Code, no person qualified as a whistleblower may be excluded from a recruitment process, access to an internship, or a training period within the company. No employee may be sanctioned, dismissed, or subject to any direct or indirect discriminatory measure, including but not limited to those related to compensation, profit-sharing or stock distribution, training, redeployment, assignment, qualification, classification, professional promotion, working hours, performance evaluation, transfer, or contract renewal. Furthermore, no employee may be subjected to reprisals or threats, such as being improperly directed towards psychiatric or medical treatment or having their reputation harmed, for making a complaint/raising concerns. Any internal members who face retaliation may file complaints internally to a manager or the Human Resources Department, or they may speak to persons able to take legal action against the alleged guilty party.</li></ul>
<b>Report</b>	<a href="#">Whistleblower Protection Policy</a> <a href="#">No Retaliation Policy</a>