

**VOLUNTARY STATEMENT**

# Statement on Modern Slavery and Human Trafficking

This statement sets out the principles and practices Barnhill Revenue Services, LLC follows to prevent modern slavery and human trafficking in our business and in our supply chain.

Effective date: June 15, 2026 · Last reviewed: June 15, 2026

## About Barnhill Revenue Services

Barnhill Revenue Services, LLC is a professional services firm providing independent hotel revenue management to hotel owners, asset managers, and management companies across the United States. We operate from the State of Texas, United States. Our services include daily strategy execution, group displacement analysis, forecasting and budgeting, systems integration, and commercial strategy work for branded and independent hotels. We are a remote-first organization and serve customers across North America.

## Why we publish this statement

Barnhill Revenue Services is a United States company. As a U.S. company, we are not directly subject to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, or the California Transparency in Supply Chains Act in the same way as larger consumer-goods companies. We publish this statement voluntarily. Our position is simple: even where the law does not require us to file a statement, we believe customers, employees, and partners deserve to know where we stand and what we do about it.

## Our position

We have a zero-tolerance approach to all forms of modern slavery, including forced labor, bonded labor, child labor, and human trafficking. We will not knowingly do business with any entity that engages in or tolerates any of these practices, and we expect the same standard from every vendor, contractor, and partner we work with.

## Our organization and operations

Barnhill Revenue Services is a professional services firm. Our day-to-day operations consist of advising hotel owners on revenue strategy, executing pricing and channel decisions on their

behalf inside the systems they already operate, and delivering written analysis and reporting. We do not operate factories, we do not produce physical goods, and we do not procure raw materials. Our workforce is composed of full-time team members and a small number of professional contractors, each engaged under written agreements that require compliance with applicable employment and human-rights laws.

## Supply chain

Our supply chain is short and largely digital. It is made up primarily of:

- enterprise cloud infrastructure and data-platform providers in the United States;
- business software vendors for collaboration, customer support, communications, security, and analytics;
- professional service providers in legal, accounting, and tax;
- a limited set of contractors engaged for design, engineering, content, and customer-engagement work; and
- the small amount of office equipment, hardware, and supplies we purchase for our remote-first team.

We assess this supply chain as inherently low risk for modern slavery, because it is dominated by U.S.-based regulated providers and digital services. We nevertheless take active steps to keep that risk low.

## Steps we take

- Vendor due diligence. Before we onboard a material vendor, we review their public statements, certifications, and policies. We prefer vendors that publish their own modern-slavery, human-rights, or supplier-code-of-conduct positions.
- Contractual standards. Our material vendor agreements and customer engagement letters require compliance with applicable laws, including labor and human-rights laws. Vendors who cannot meet that standard are not retained.
- Recruiting and employment. All Barnhill Revenue Services personnel are engaged under written agreements with clear terms. We do not use unpaid labor, we do not retain identity documents, and we pay all team members at or above the legal minimum in their jurisdiction.
- Training and awareness. We make sure that the people who own vendor relationships and customer relationships at Barnhill Revenue Services understand what modern slavery looks like and how to escalate a concern.
- Ongoing review. We treat this statement as a living document. We re-review it at least once a year and any time our operations or supply chain change in a material way.

## Raising a concern

If you have a concern about modern slavery, human trafficking, or related conduct in connection with Barnhill Revenue Services — whether you are an employee, contractor, customer, vendor, or member of the public — we want to hear about it. You can raise a concern in confidence by emailing [info@barnhillrm.org](mailto:info@barnhillrm.org). Reports will be reviewed by an officer of the firm, treated as confidential to the extent permitted by law, and investigated promptly. We do not tolerate retaliation against anyone who raises a concern in good faith.

## Continuous improvement

This statement reflects where we are today. As Barnhill Revenue Services grows — in headcount, in the size of our supply chain, and in the geographies we operate in — we will continue to mature our approach. That includes adding formal vendor-code-of-conduct documents, expanding our internal training, and, where appropriate, aligning with the disclosure regimes that apply to firms of our size.

## Approval and signature

This statement has been reviewed and approved by the leadership of Barnhill Revenue Services, LLC and is signed below on behalf of the firm.

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**Travonne Barnhill**

Founder & Principal Strategist

Barnhill Revenue Services, LLC · Texas-formed

Signed: June 15, 2026