

Our Commitment to ESG Principles

Sustainability is not just a responsibility—
it is an integral part of our engineering
philosophy.

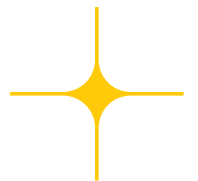
2025

Our Approach to Environmental, Social, and Governance Principles

At GERB Schwingungsisolierung GmbH & Co. KG, sustainability is an integral part of our design philosophy. Our products and solutions are inherently designed for exceptional durability and minimal wear, ensuring long service life without the need for frequent replacements. This approach not only conserves resources but also reduces waste and lifecycle emissions.

In addition to their environmental benefits, the installation of our vibration isolation systems significantly increases the safety of their surrounding environments. By effectively controlling vibrations and structural movements, our solutions help protect people, equipment, and infrastructure—enhancing both operational reliability and workplace safety.

Our vibration isolation systems and damping solutions have consistently contributed to energy savings and operational efficiency for our clients. For our product NOVODAMP®, we have already established and documented a CO₂ footprint, providing transparency and supporting our customers in achieving their own sustainability goals.



Environmental Responsibility

Sustainable Practices in Engineering and Operations

Energy Efficiency and Renewable Energy:

GERB has implemented energy-saving measures across its facilities, including the installation of photovoltaic panels at our Berlin headquarters, covering part of our energy needs. Lighting systems have been upgraded to LED with motion detectors, and heating and cooling systems are controlled for optimal energy usage. According to our data analysis from the previous year, photovoltaic generation was able to cover over 40% of our energy demand during the summer months, subject to variations in consumption.

Carbon Emission Reduction:

We are actively reducing our CO₂ emissions by gradually transitioning our company fleet to electric vehicles (EVs) and encouraging employees to use environmentally friendly transportation methods such as bicycles and trains whenever possible. Since 2020, we have been able to halve the CO₂ emissions of our company vehicle fleet by 2024.

Sustainable Product Design:

GERB products are designed for an extended service life—typically maintenance-free, with no wear and no need for replacement parts. When needed, they are repairable and strictly adhere to customer specifications, including a decades-long lifetime.

Waste Management and Resource Efficiency:

Waste separation and recycling processes are established throughout our operations. We strive to minimize waste generation and promote the reuse of materials where possible.

Certification:

In addition to all certifications relevant to the application of our products and services, our environmental management practices are ISO 14001 certified.

Social Responsibility

Commitment to Employee Wellbeing and Social Engagement

Investing in Future Talent:

GERB is highly engaged in offering apprenticeships in both technical and commercial fields to secure future expertise within the company.

Employee Development and Training:

Beyond apprenticeships, we are committed to the ongoing education and professional development of all our employees. Regular training programs help ensure that our team remains at the forefront of technological innovation, quality standards, and environmental awareness.

Health and Team Spirit:

We foster a strong corporate culture by organizing regular team events, including sports activities. Initiatives like city cycling challenges highlight our commitment to promoting employee health and environmental awareness.

Mobility Benefits:

GERB supports the use of public transport and bicycles by offering company tickets and job bike programs to its employees, with clear targets for participation rates by 2028.

Governance and Ethical Standards

Integrity, Transparency, and Responsible Leadership

Integrated Management System:

GERB operates an Integrated Management System (IMS) certified according to internationally recognized standards. This system covers environmental management (ISO 14001), quality management, and occupational health and safety, ensuring compliance and continuous improvement across all areas of operation.

Ethical Business Conduct:

We maintain a clear Code of Conduct that defines our principles of ethical behavior, including fair competition, anti-corruption measures, respect for human rights, and responsible sourcing. All employees are informed about and adhere to these standards. In addition, we actively promote diversity within the company, fostering an inclusive and respectful workplace culture.

Risk Management and Compliance:

We have established internal procedures to identify, evaluate, and manage potential risks in our operations. Regular internal audits and management reviews are conducted to maintain the highest standards of compliance and operational excellence.

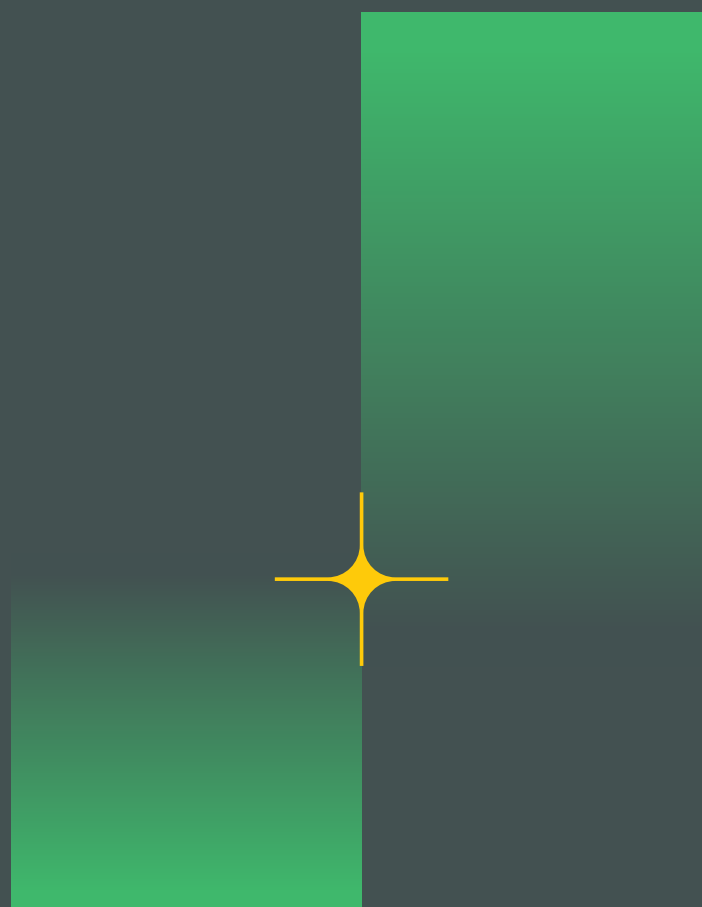
Value-based Action

At GERB, values-based action means combining global expertise, innovation, and quality with responsibility, respect, and reliability. We empower our people, prioritize safety, and act sustainably—delivering tailored solutions that meet international needs while upholding ethical standards, environmental care, and a strong, respectful company culture.

Sustainability Governance:

ESG topics are integrated into strategic discussions at the management level. Our leadership is committed to aligning business strategy with sustainability goals, promoting environmental responsibility, social engagement, and strong governance practices throughout the company.

Facts & Figures



Milestones Reached and Next Objectives

-43%  CO₂ emissions in our car fleet

With an average of 135 g/km in 2022, the nominal CO₂ emissions of our car fleet have been reduced to 77.28 g/km by 2024, with the number of vehicles remaining the same. This represents a reduction of 43 %.

18%  Energy savings through own PV System

In 2024, 18% of our total yearly energy consumption was supplied by our in-house photovoltaic (PV) system.

NOVODAMP® Carbon Footprint

GERB can provide a Carbon Footprint calculation for any type of NOVODAMP®, taking into account, among other factors, the CO₂ emissions from raw materials and the cradle-to-gate lifecycle stage.

Establishment of an integrated system for determining the Product Carbon Footprint (PCF) and Company Carbon Footprint (CCFP)

At this point, we are implementing an integrated methodology for calculating the Product Carbon Footprint (PCF). In the initial phase, the system will rely on estimated values for the materials used, as actual data from our suppliers is not yet fully available.

At GERB, we view ESG not as an obligation, but as an opportunity to actively contribute to a sustainable and responsible future. We will continue to develop and share our ESG efforts openly with all our stakeholders.

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**VIBRATIONS CAN BE CONTROLLED
– WHEREVER THEY OCCUR**

