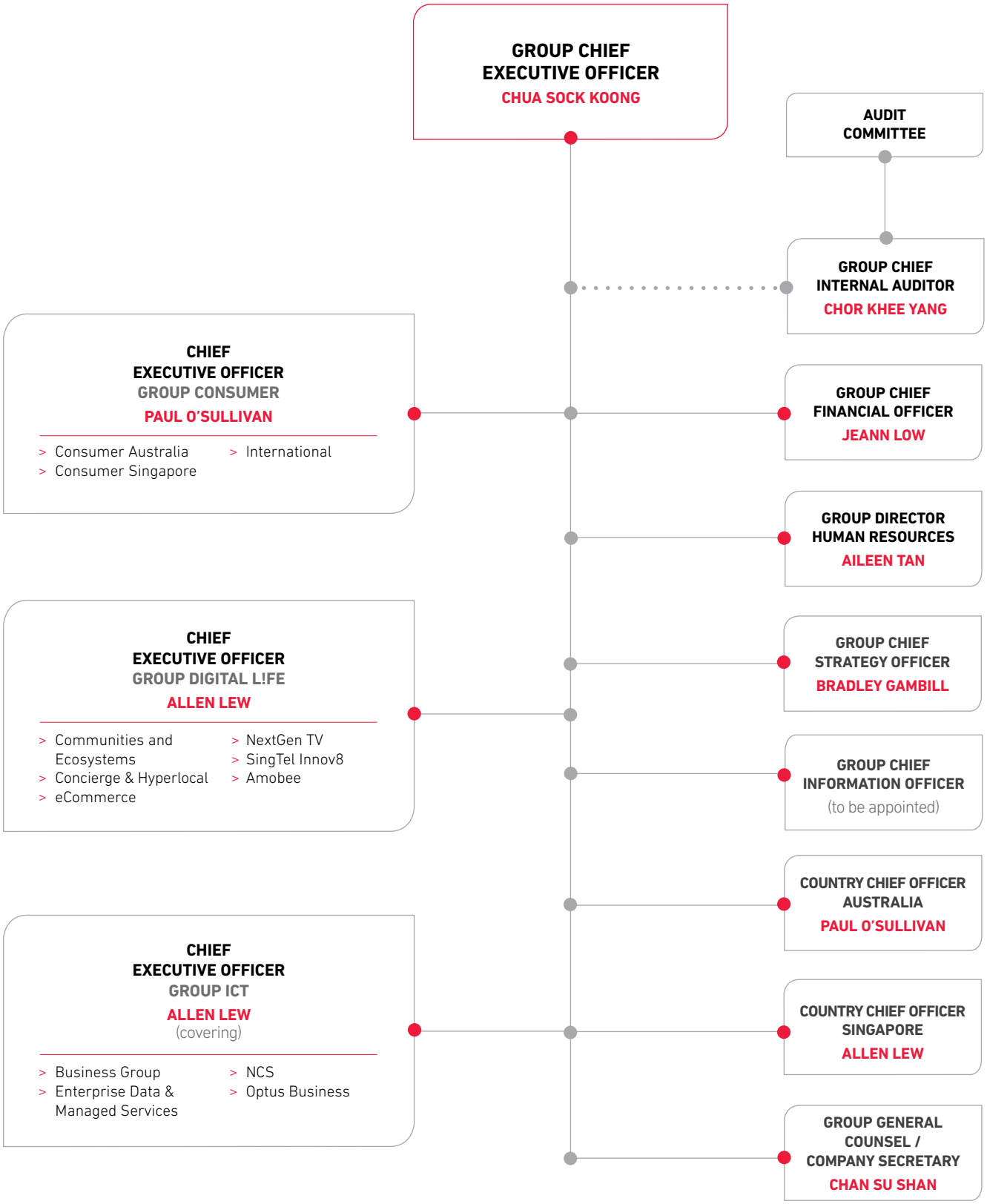ORGANISATION STRUCTURE