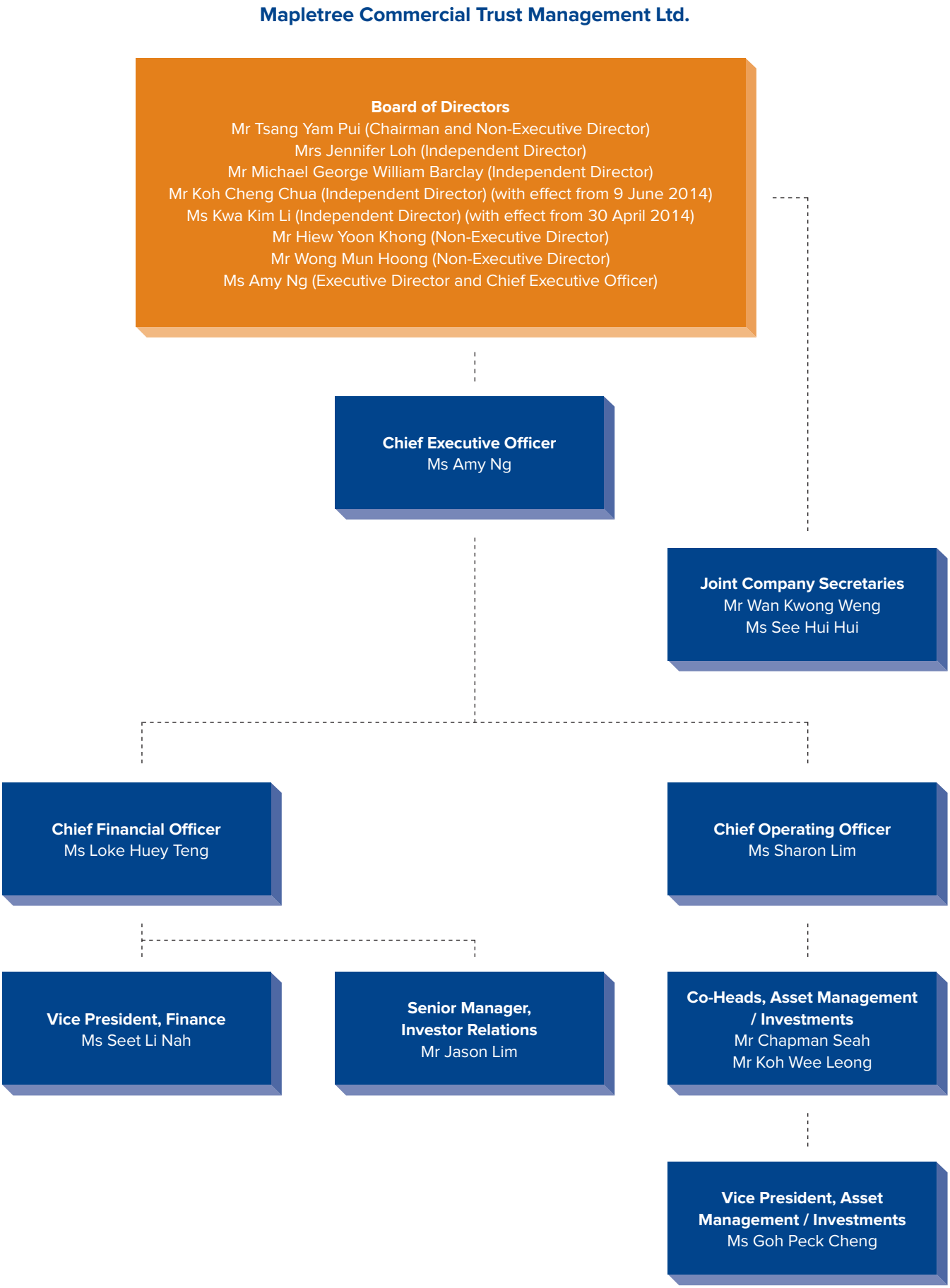Organisation Structure