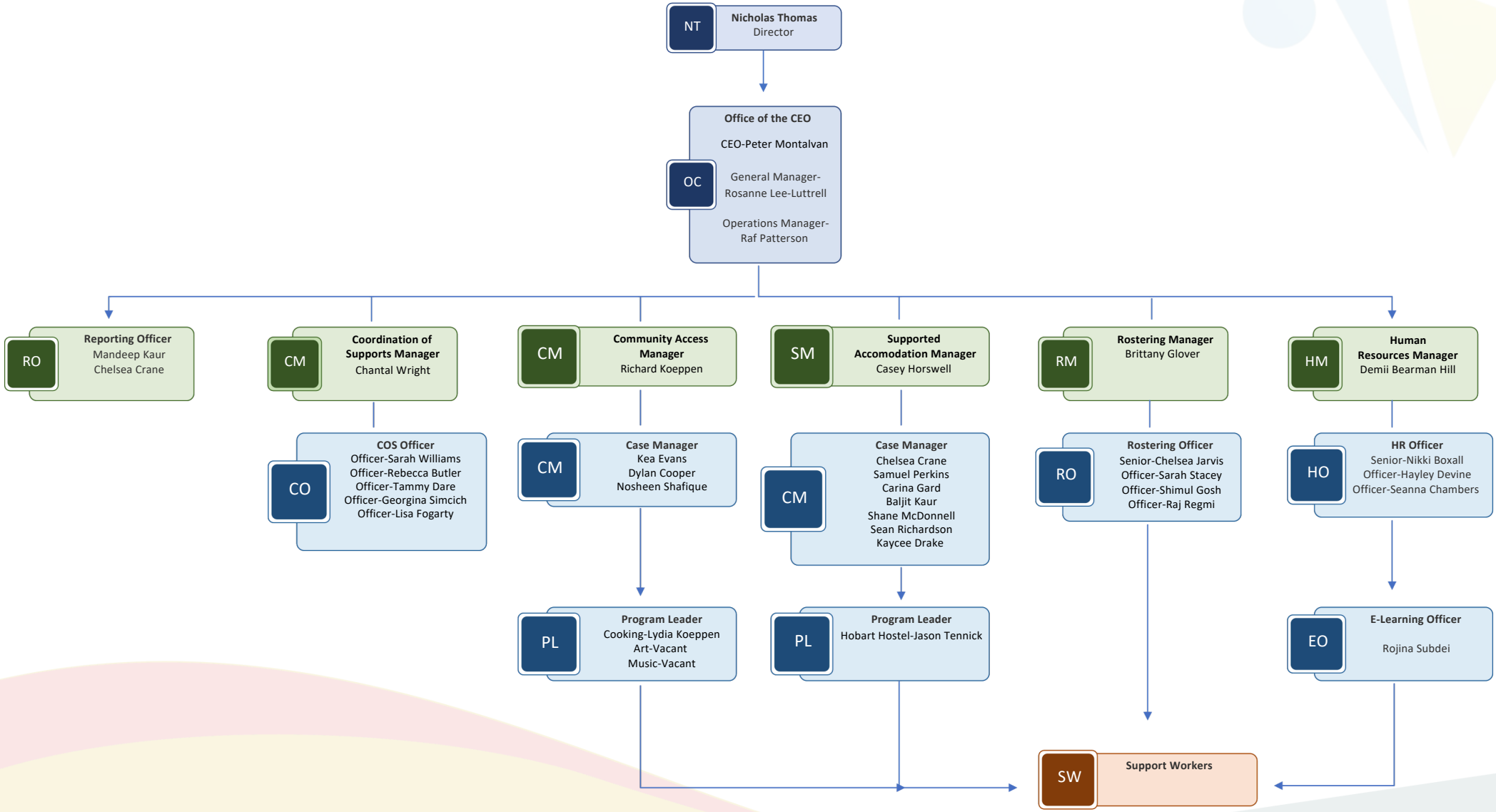Organisational Structure