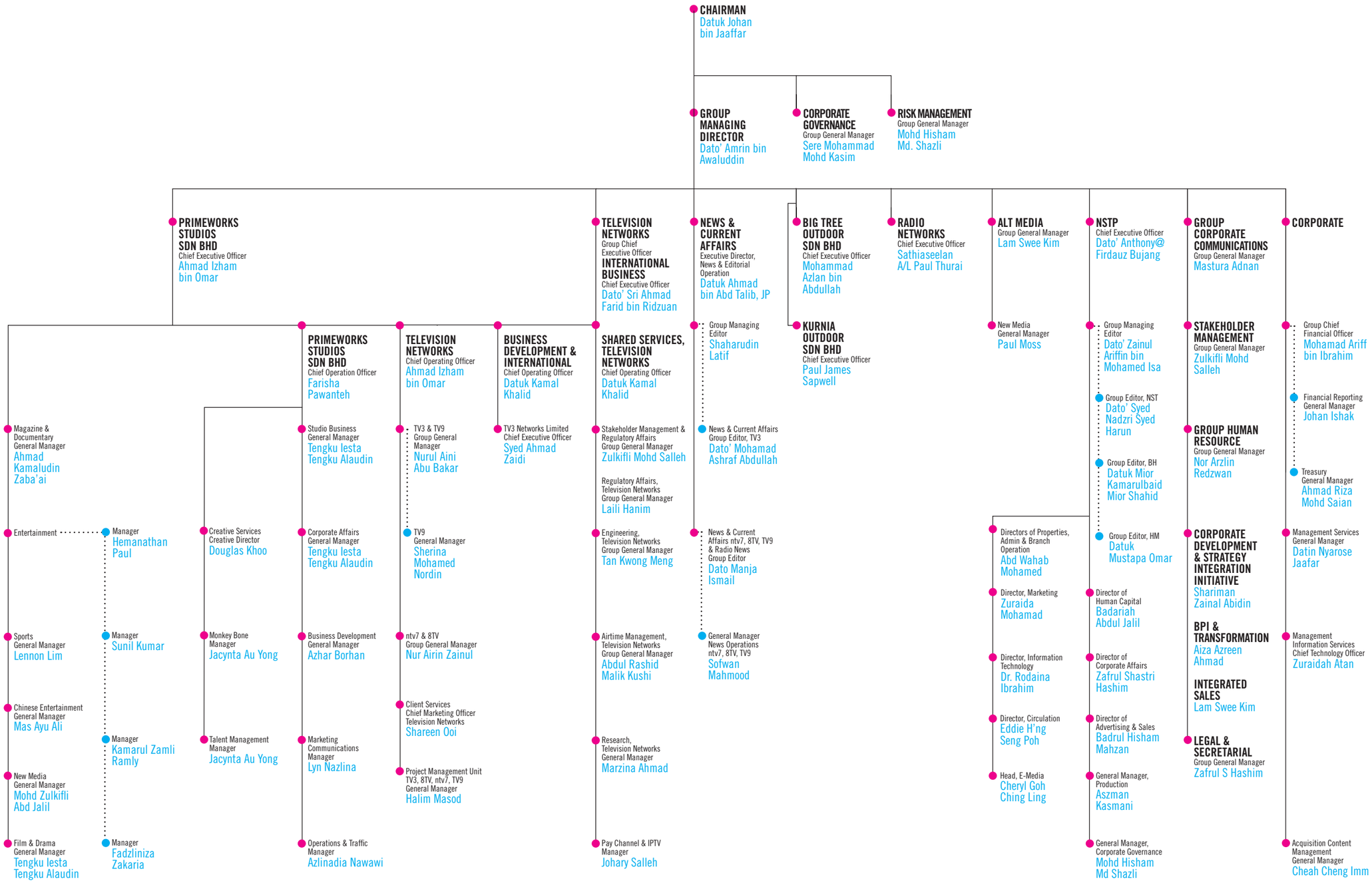organisational structure