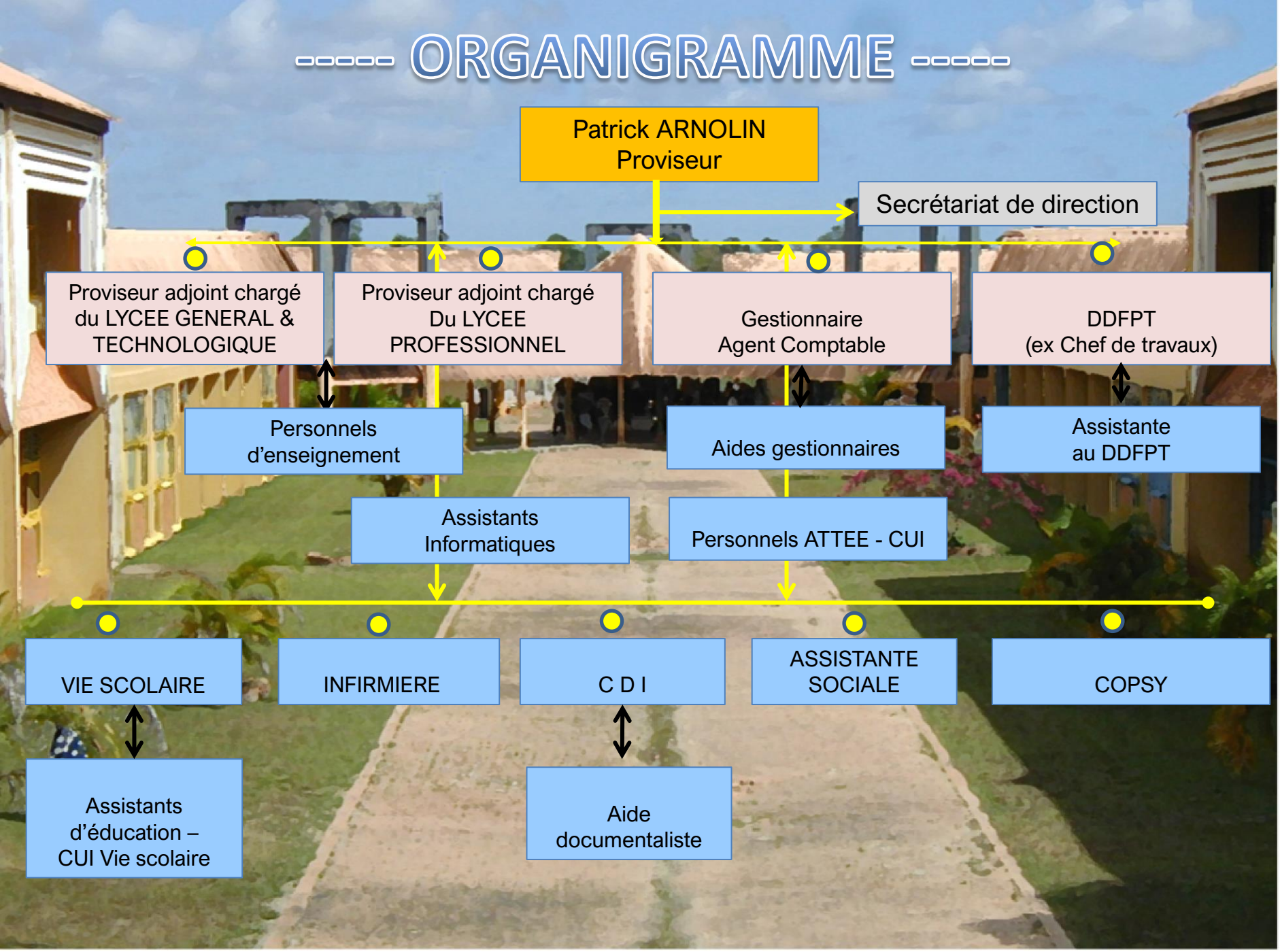----- ORGANIGRAMME -----