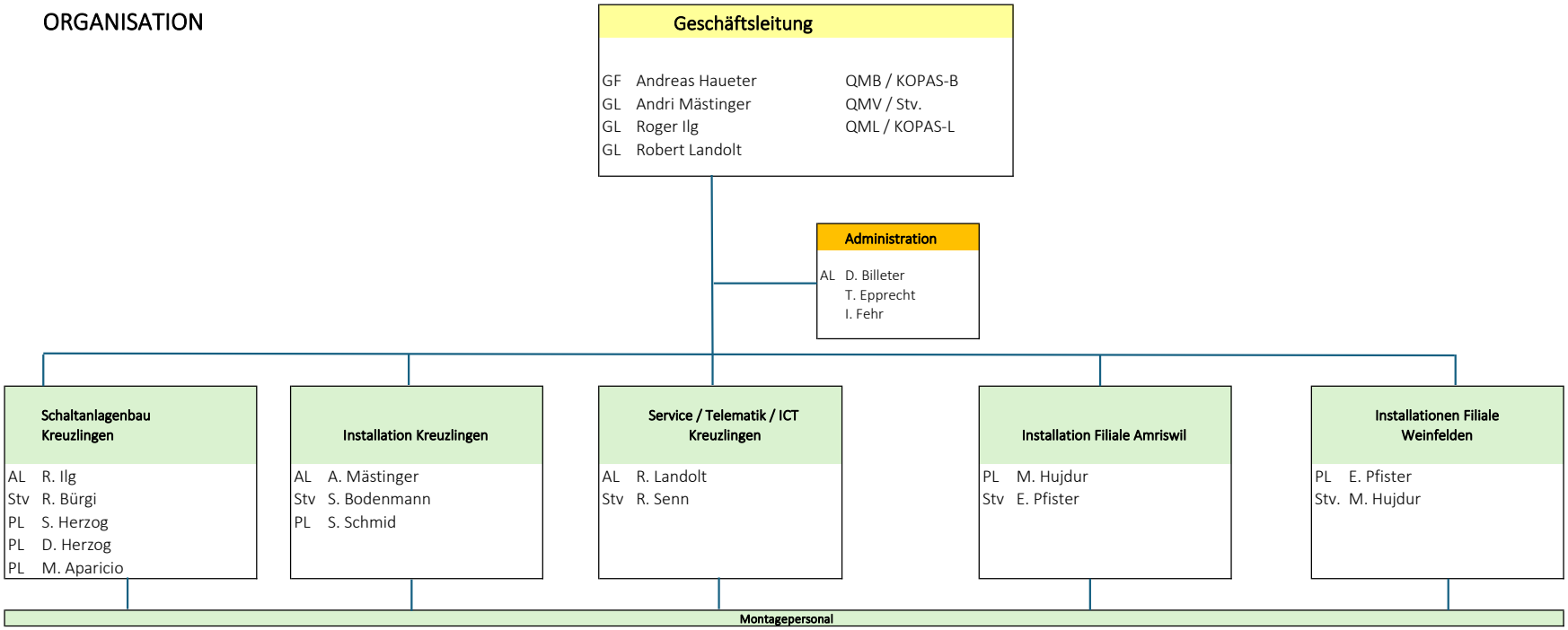ORGANISATION