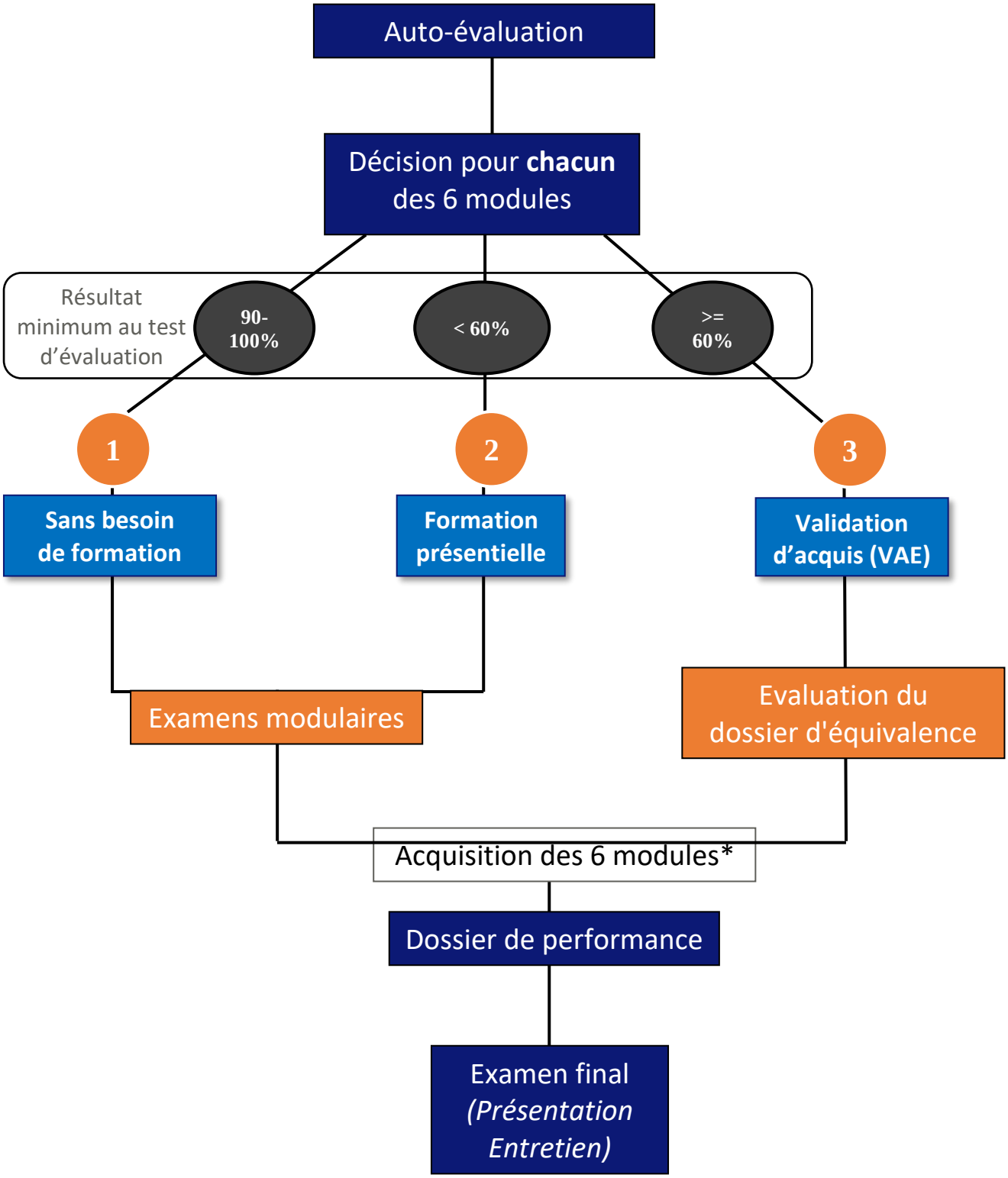Schéma organisationnel