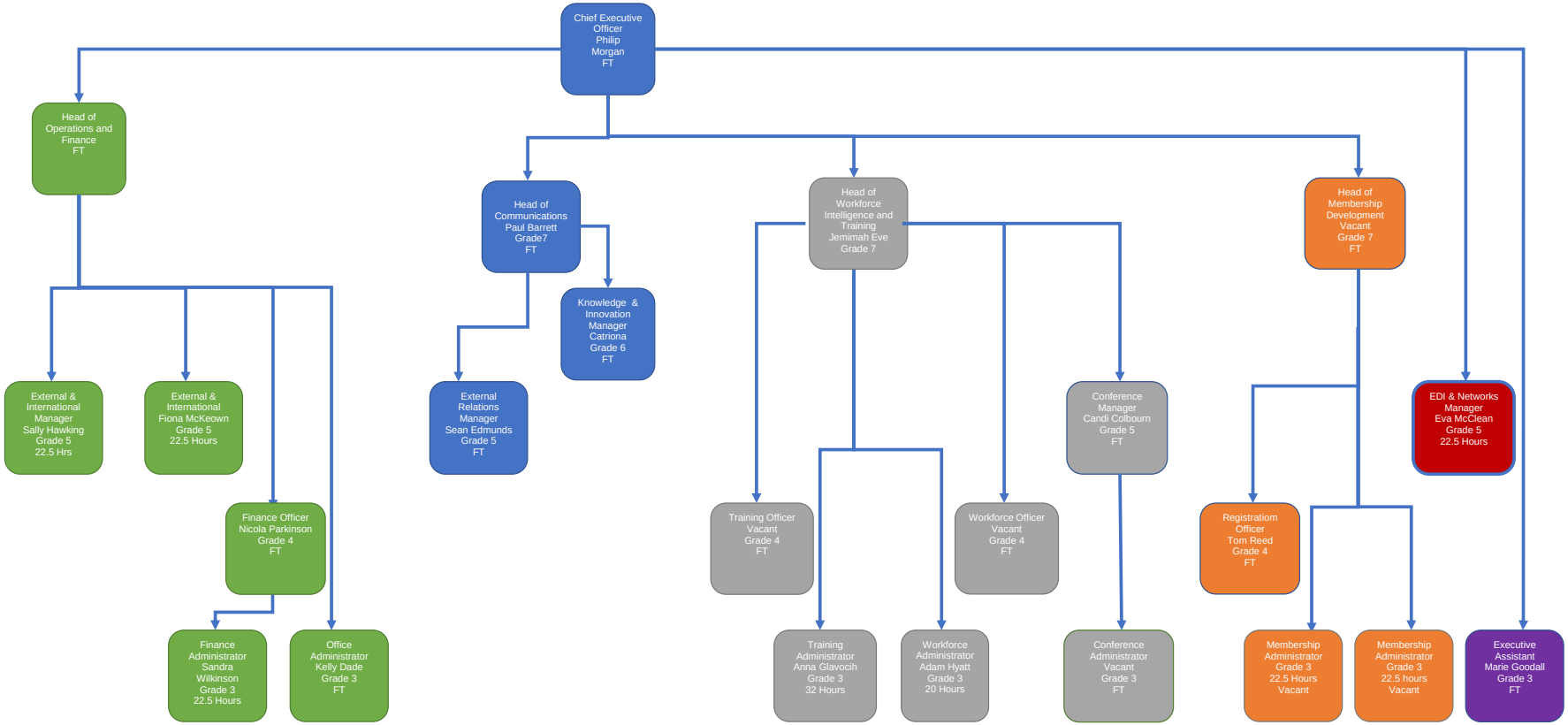IPEM Organisation Structure February 2022