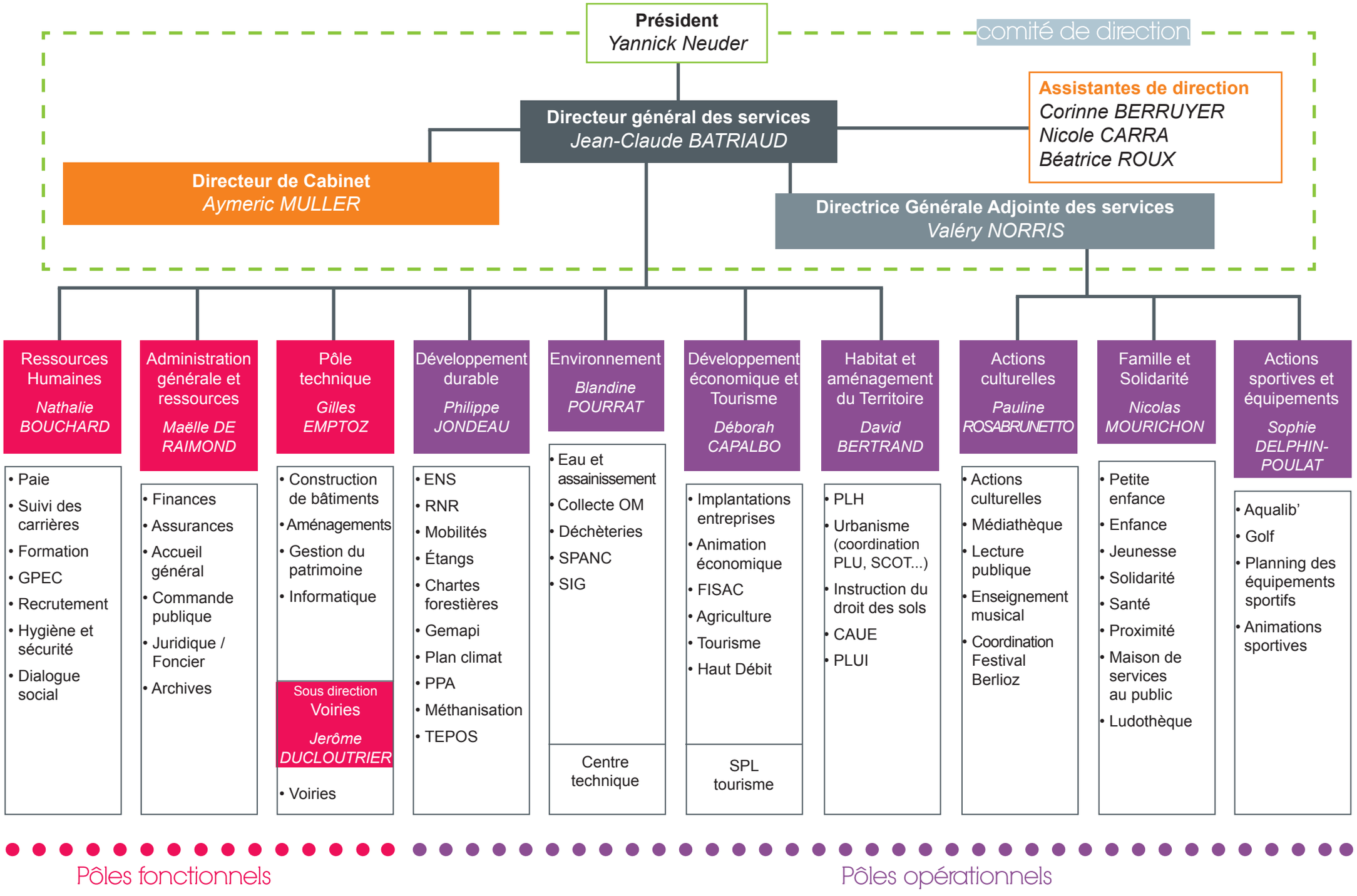Organigramme des services