Anne can tackle this matter thoughtfully and strategically, taking into account the worries of her coworkers as well as the pertinent Republic Acts. She could handle it like this. Anne needs to make sure that any conversations she has with her coworkers are considerate of their rights and privacy in light of RA 10173, the Data Privacy Act of 2012. She ought to refrain from disclosing any private or delicate information that can potentially break data privacy laws.

RA 10175 - Cybercrime Prevention Act of 2012: If Anne chooses to contact with her coworkers online, she should make sure that her communications follow the guidelines of the Cybercrime Prevention Act and are respectful and responsible. Anne had accessibility to the tools and services available through the Department of Information and Communications Technology that could aid her in understanding more about her duties and privileges as an employee as well as the suitable channels for resolving workplace issues. RA 10844: Department of Information and Communications Technology Act of 2015.

**Listen and empathize as step one**

Anne needs to pay close attention to her coworkers' worries and understand their frustration. Having an approach that is open and tolerant helps her engender an environment at the office where her colleagues feel at ease speaking about their difficulties.

**Gather Information in Step 2**

Anne might nudge her coworkers to compile pertinent data regarding the promotions, like the standards applied and the justifications for the selections. They will be better able to comprehend the scenario and determine whether any unfair practices were present with the aid of this information.

**Review the Company Policies in Step 3**

The company's seniority, performance, and promotion policies need to be reviewed by Anne and her coworkers. They should check to see if the promotions followed the rules that had been set forth.

**Step 4: Record your concerns**

Anne could tell her coworkers to raise their issues in writing if there are inconsistencies between business policies and the promotions that were issued. Dates, talks, and any pertinent supporting information should all be documented.

**Step 5: Diplomatic communication**

Anne ought to urge her coworkers to voice their issues in a respectful manner. This can entail setting up a meeting with their direct manager or the HR division to go over the matter. They ought to approach the discussion tactfully, keeping the debate fact-based and conveying their desire for fairness and openness.

**Step 6: Ask Relevant Departments for Advice**

If Anne and her coworkers feel their complaints are not being sufficiently addressed within the corporation, they may contact the Department of Information and Communications Technology (under RA 10844) or pertinent labor unions.

**Step 7: Think about hiring a lawyer**

If the situation isn't resolved, Anne might advise her coworkers to consult a lawyer or other qualified legal professionals who are aware about labor laws and employee rights (keeping in mind RA 8293, RA 8792, and RA 9239). It's critical that Anne and her coworkers tackle this matter professionally, with an eye toward finding a workable solution while also abiding by the guidelines set down in the aforementioned Republic Acts.

**Brief summary of all the steps**

First, Anne needs to listen sympathetically to her upset coworkers and assist them in learning about the recent advancements. They should examine the company's promotion policies as a group and note any contradictions. Anne encourages her coworkers to approach their bosses or HR with a courteous approach, concentrating on transparency and fair treatment. They may consult the Department of Information and Communications Technology (under RA 10844) or pertinent labor unions for advice if the problem continues. As a last resort, seeking legal guidance can help them protect their rights under RA 8293, RA 8792, and RA 9239 while addressing the issue of favoritism in an appropriate and responsible manner.